



WEASC LEADERSHIP ACADEMY



LEADERSHIP ACADEMY FOCUS



- FIRST LEVEL OF SUPERVISION
- APPLY TO OPERATIONS AND ENGINEERING EQUALLY
- MANY UTILITIES AND CONSULTING FIRMS DO NOT HAVE AN IN-HOUSE PROGRAM
- OUTSIDE VENDORS ARE GENERIC AND WE CAN OFFER WATER SECTOR SPECIFIC DISCUSSIONS
- LIKELY TO BE PEER TO SUPERVISOR SITUATION FOR OUR MEMBERS BEING PROMOTED
- THIS CHANGE IN RELATIONSHIPS REQUIRES SKILL TO NAVIGATE

WHY IS THIS TRANSITION DIFFICULT?



- THEY HAVE LIKELY BEEN A HIGHLY SELF-MOTIVATED INDIVIDUAL BUT NOW HAVE TO SHIFT THEIR FOCUS TO MOTIVATING OTHERS
- WAS “ONE OF THE GANG” AND NOW HAVE SUBORDINATES
- WAS TECHNICAL BUT NOW HAVE ADMINISTRATIVE DUTIES
- HIRING AND FIRING
- COACHING AND TEAM DEVELOPMENT
- MAKING IMMEDIATE AND DRASTIC CHANGES
- TIME MANAGEMENT
- LEARNING THE DIFFERENCE BETWEEN LEADING AND MANAGING

COURSE STRUCTURE



- TWO LEVELS
- LEVEL ONE: FOUR MODULES
- TEACH TWO MODULES IN ONE DAY, SO CAN COMPLETE THE FIRST LEVEL IN TWO CLASSES
 - WAS ORIGINALLY FOUR DAYS BUT HAVE TO BE REALISTIC ON TIME AVAILABLE BY PARTICIPANTS
- LECTURE ON CONCEPTS AND LOTS OF CLASS EXERCISES AND OPEN DISCUSSION
- LEVEL TWO: A ONE DAY ADVANCED COURSE FOR EXISTING SUPERVISORS (TAUGHT BY DR. JIM MEEKS)

LEADERSHIP MOMENT



- ARTICLE PUBLISHED EACH QUARTER IN ***THE JOURNAL***
- DR. MEEKS AND I TAKE TURNS WRITING THE ARTICLES
 - LEADING THROUGH CONFLICT – SPRING JOURNAL BY DR. MEEKS
 - BE A LEADER, NOT JUST A MANAGER – SUMMER JOURNAL BY DAVID BAIZE

QUESTIONS?

