

# Leadership Series

## *Emerging Professionals to Leadership*

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# House of Delegates Workgroups

## House of Delegates

- The House of Delegates (HOD) is the representational body of WEF
- 1-3 Delegates per Association (MA)
- There are over 100 delegates in the HOD

## Workgroups

- The Speaker of the HOD identifies workgroups each year, with “Emerging Professionals to Leadership” being one of the workgroups for 2021-2022.

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# Emerging Professionals to Leadership Workgroup

## Overview

WEF and Member Associations rely on new leaders to join Committees, the HOD, Member Association Boards, the Board of Trustees, and other leadership opportunities.

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# Emerging Professionals to Leadership Workgroup

## Purpose

For WEF to continue to grow, we need the engagement and advancement of new leaders.

- Identified barriers to entering leadership positions
- Creating pathways to leadership roles
- Develop resources that enhance emerging professional transitions.

The background of the slide is a close-up photograph of a map. Several red pushpins are stuck into the map, with their heads visible in the foreground and their stems pointing downwards. The map shows various lines, including what appears to be a highway route with a shield sign that says '317'. The overall tone is light blue and white, with the red of the pushpins providing a focal point.

# Outcomes

- Create examples of “roadmaps” to leadership in MAs and WEF.
  - 1-page infographic for education of WEF staff, members, and MAs
- Identify roles, opportunities, and growth paths.
  - Upcoming leadership opportunities and match them with emerging professionals
- Recommendations for continuation of work.

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# Hurdles to Engagement

- 1.Lack of awareness of opportunities
- 2.Lack of apparent support or an invitation to join
- 3.Lack of clear objectives and growth opportunities
- 4.Lack of perceived value.
- 5.Lack of resources to support the success of new leaders
- 6.Costs of participation in WEF activities (specifically WEFTEC).
- 7.The need for existing leadership to embrace emerging professionals as leaders the WEF community.



# WEF Member Surveys

- EPL Workgroup
- Emerging Leaders Summit at WEF Utility Management Conference (Feb 2022)
- WEF Student and Young Professionals Committee
- House of Delegates
- WEFMAX Charleston



# Hurdles to Engagement

## Summary of Poll Results

1. Lack of awareness of opportunities **1**
2. Lack of apparent support or an invitation to join **2**
3. Lack of clear objectives and growth opportunities **3**
4. Lack of perceived value
5. Lack of resources to support the success of new leaders
6. Costs of participation in WEF activities (specifically **3** WEFTEC)
7. The need for existing leadership to embrace emerging professionals as leaders the WEF community



# Hurdles to Engagement

WEFMAX Charleston (All Attendees)

1.Lack of awareness of opportunities 1

2.Lack of apparent support or an invitation to join 2

3.Lack of clear objectives and growth opportunities

4.Lack of perceived value 3

5.Lack of resources to support the success of new leaders

6.Costs of participation in WEF activities (specifically WEFTEC)

7.The need for existing leadership to embrace emerging professionals as leaders the WEF community

# Hurdles to Engagement

## WEFMAX Charleston (ELs & Underrepresented Groups)

- 1.Lack of awareness of opportunities
- 2.Lack of apparent support or an invitation to join
- 3.Lack of clear objectives and growth opportunities
- 4.Lack of perceived value
- 5.Lack of resources to support the success of new leaders
- 6.Costs of participation in WEF activities (specifically WEFTEC)
- 7.The need for existing leadership to embrace emerging professionals as leaders the WEF community

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# Hurdles to Engagement

Lack of awareness of opportunities

*Definition of Hurdle*

- Lack of easy and available information
- Lack of clarity when communicating

*Potential Solutions*

- Targeted messaging
- Micro-volunteering
- Identify champions to communicate opportunities
- Info sessions/webinars

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# Hurdles to Engagement

Lack of apparent support or invitation to join

## *Definition of Hurdle*

- Employers do not understand value
- Bias – age/skills/etc.
- Intimidation and fear

## *Potential Solutions*

- Mentor/mentee program
- Defined purpose or reason to join
- Clearly defined ROI
- Inclusive environment
- Clear path for EL growth

# WEF & MA Leadership Development

## WEF

- Water Leadership Institute

## MA Leadership Development

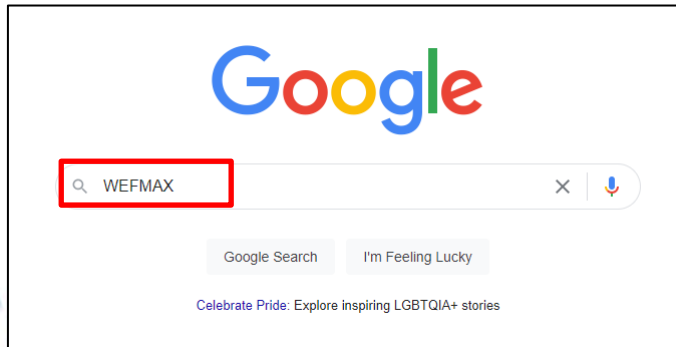
- WEA South Carolina
  - Leadership Academy
- Kentucky/Tennessee Water Professionals
  - Leadership Academy
- Indiana WEA
  - Leadership Development Institute



South Carolina Water Association's  
LEADERSHIP ACADEMY



# WEF & MA Leadership Development



A screenshot of the WEFMAX Library website. The page is organized into several sections:

- WEFMAX in Honolulu, HI**
- WEFMAX in Charleston, SC**
- WEFMAX in Fargo, ND**
- 2022 Virtual WEFMAX**
- WEFMAX TEAM**
- WEFMAX Library** (highlighted with a red box)
- WEFMAX Host Resource Center**

The main content area is titled **WEFMAX Library** and includes the following sections:

- WEFMAX 2022**
  - WEF Messages:** [Aimee Kileen](#) - Honolulu | [Janet Carr](#) - Charleston | [Diego Rosso](#) - Fargo
  - HOD Message and Updates**  
Presented by Steven Drangsholt and Donnell Duncan Committee and Workgroup updates presented by HOD Members
  - MA Code of Conduct**  
Presented by WEF Staff Renee Kayal in Hawaii and Kathleen Waugh in Fargo
  - WEF Strategic Plan Update**  
Presented by Walt Marlowe in Charleston
- FARGO, ND - June 1-3**
  - [Meeting Notes](#) | [DE&I Workshop Training](#)
- MA Sharing**
  - [North Dakota WEA](#) | [Missouri WEA](#) | [Ohio WEA](#)
- CHARLESTON, SC - May 11-13**
  - [Meeting Notes](#)
- Emerging Leaders Workshop**
  - [Presentation](#) | Presenters: Jeff Berlin & Nashita Naureen
  - [Survey Results](#)
- MA TOPICS**
  - [Presentation](#) | Presenters: Lauren McKnight & Paige Bensen (WEASC)
  - [Presentation](#) | Presenters: Sarah Vander Meulan & Hannah Palmer-Dwore (RMWEA)
  - [Presentation](#) | Presenter: Tina Sheikhezinoddin (AWEA)
  - [Presentation](#) | Presenter: Ashley Griffin (CWP-KT)
- WEF TOPICS**
  - [Presentation](#) | Presenter: Nashita Naureen (on WEF Programs)
- LEADERSHIP ACADEMIES** (highlighted with a red box)
  - [Presentation](#) | Presenter: David Baize (WEASC)
  - [Presentation](#) | Presenter: Mark McKenny (CWP-KT)
- HISTORY OF CHARLESTON WATER SYSTEM'S**
  - [Presentation](#) | Presenter: Kin Hill (WEASC)
- MA SHARING**
  - [Presentation](#) | Presenter: David Baize (WEASC)
  - [Presentation](#) | Presenter: Scott Foley (MAWEA)
  - [Presentation](#) | Presenters: Robin Shrader & Kate Dehaan (IWEA) (highlighted with a red box)



# Poll

Does your MA have a Leadership Institute/Academy?