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.
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.
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.
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.
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
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 in the WEF community
Hurdles to Engagement

WEFMAX Charleston (All Attendees)

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
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
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
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
Poll

Does your MA have a Leadership Institute/Academy?