WEFMAX South Carolina

Emerging Leaders – Engagement Workshop

Thursday May 12, 2022
Facilitator Introductions

- Nashita Naureen
- Casey Gish
- Jeff Berlin
Format and Approach for the day

• WEFMAX Reimagined
  • Maximize discussion
  • Focused topic – emerging professionals
  • Develop action plans for WEF and MA attendees
Agenda

1. Challenges/Hurdles
2. Current Efforts – Member Association Level
3. Current Efforts – WEF Level
4. Potential Solutions
5. Next Steps / Action Planning
WEF HOD – Emerging Professionals to Leadership Workgroup - Purpose

WEF and Member Associations rely on a constant influx of new leaders to join:

• Committees
• HOD
• Member Association Boards
• Board of Trustees
• Other leadership opportunities
Emerging Professionals to Leadership Workgroup

For WEF/MAss to continue to grow, we need the engagement and advancement of new leaders from within the organization. This workgroup will support the organizations by:

- identifying barriers to entering leadership positions
- creating pathways into leadership roles
- developing resources that better enhance emerging professional transitions.
Workgroup Outcomes

1. Create examples of “roadmaps” to leadership in MAs and WEF.
2. Identify roles, opportunities, and growth paths.
3. Summarize information in a 1-page infographic for education of WEF staff, members, and MAs.
4. Identify upcoming leadership opportunities and match them with emerging professionals.
5. Summarize a realistic process to maintain a resource of upcoming leadership opportunities.
Workgroup Schedule and Path Forward

☑ Jan-Feb: Work with external groups to identify barriers

☑ March: HOD engagement

☑ April-May: WEFMAX Engagement

☐ June-July: Collect/refine content and prepare deliverables

☐ August-October: Communicate messages
WEFMAX Goals

1. Brainstorm nuisances of barriers to engagement (morning)
2. Refine workgroup deliverables (afternoon)
3. Inform Emerging Professionals to Leadership workgroup next steps (post WEFMAX)
Identified Hurdles for emerging leaders

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
WEF Member Poll Surveys

1. EPL Workgroup
2. Emerging Leaders Summit at WEF Utility Management Conference
3. WEF Student and Young Professionals Committee
4. House of Delegates
5. WEFMAX
WEF Poll

Access Poll by:

Internet – PollEv.com/wefpoll

OR

Text – 22333 Send message: WEF POLL
Identified Hurdles for Emerging Leaders

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6. Costs of participation in WEF activities (specifically WEFTEC)
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Emerging Leaders Workgroup Poll (December 2021)

1. Lack of awareness of opportunities
2. Lack of apparent support or an invitation to join
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5. Lack of resources to support the success of new leaders
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Emerging Leadership Workshop
Orlando Utility Mgt Conference (February 2022)

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S&YPC Call (March 2022)

1. Lack of awareness of opportunities
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5. Lack of resources to support the success of new leaders
6. Costs of participation in WEF activities (specifically WEFTEC)
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HOD Quarterly Call (March 2022)

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Summary of all polls...

1. Lack of awareness of opportunities
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BREAK
Member Association Topics
Member Association – Current Efforts

1. WEASC YP – YP Engagement – Lauren McKnight & Paige Bensen

2. RMWEA Joint YPs – Sarah Vander Meulen & Hannah Palmer-Dwore

3. Alabama’s WEA YPs University Mentor Program – Tina Sheikhzeinoddin

4. Kentucky/Tennessee CWPs – Water for Life Event – Ashley Griffin
WEF – Current Efforts

1. Water Leadership Institute (WLI) – Jeff Berlin

2. WEF Mentorship Program (Students and Young Professionals Committee – SYPC) – Nashita Naureen
Mentorship Program- WEF

- Inaugural class – 2021
- 10 pairs selected
- Online applications - developed questions
  - Tough to understand for personalities
  - Don’t feel like you will get the questions right on the first try.
- Paired based on what the applicants are looking for.
- Assigned Liaisons, had frequent networking events.
- Next class:
  - Video applications, interviews if possible, along with applications.
Students and Young Professionals Committee - WEF
Lunch

- Change tables
- Find your assigned mentor/mentee
- Review Action Plan worksheets
Leadership Academy
MA Leadership Academies

1. WEASC Leadership Academy Overview – David Baize

2. KY/TN Leadership Academy Overview – Mark McKinney
World Café Method

Call to Action: Brainstorm ideas to resolve identified hurdles

- Demo and split into groups – 5 minutes
- Each group gets time to provide solutions for each hurdle – 4 minutes
- Move to next topic and provide solutions – 1 minute
Identified Hurdles for Emerging Leaders

1. Lack of awareness of opportunities
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BREAK
Next Steps – Action Plan
25/10 Crowd Sourcing

What do you hope can happen in the future? How do we make that happen?

- Write down your bold idea on index card – 5 mins
- Exchange index cards, read and pass on – 2.5 mins
- Score the card you have, hidden under pink post-it – 30 secs *(5 is best)*
- Repeat 4 more times
- Tally scores – 1 min
- Best scoring ideas
Action Plan Worksheet
Takeaways from today

1. Surveys give different results depending on who and how you ask
   A. SPs – concerned with awareness
   B. YPS – concerned about support, inclusion

2. Actions that stand out:
   A. Invite someone to the party
   B. Liaisons/connections/explanations
   C. Encourage questions
   D. Provide example paths forward
WEFMAX Wrap - Up