LEADERSHIP DEVELOPMENT INSTITUTE
CULTIVATING LEADERS FOR THE FUTURE OF WATER

IWEA
INDIANA WATER ENVIRONMENT ASSOCIATION

WHEELER COACHING SYSTEMS
DEVELOPING TODAY'S LEADERS
INSPIRING TOMORROW'S
Agenda

• Introductions
• Timeline
• Start with Why
• Target Audience
• Curriculum
• Finances
• Future Plans
Introductions

Robin Shrader
IWEA Secretary Treasurer & Workforce Development Chair

Kate DeHaan
IWEA Association Manager
LDI Inception Timeline

• Fall 2018 – Workforce Development Committee is born
• Fall 2019 – LDI Concept presented at the Annual Conference
• Spring 2020 – Everything on hold for COVID
• Spring 2021 – Begin receiving applications for 1st cohort
• Fall 2021 – Kickoff event at Annual Conference
• Spring 2022 – Begin receiving applications for 2nd cohort
Drivers and Distinctives

• Silver Tsunami – Boomers leaving the workforce en masse
• Update…it’s not just the Boomers
• Filling a void where soft skills are lacking
• Engaging Professionals
• Affordable - $1,500 (2022-2023 cohort)
• Conveniently located
• Manageable time commitment
Target Audience

Blue collar workers being promoted up through the ranks

Professionals or recent college grads, specifically in STEM fields
Module 1  
**Self-Leadership** – understanding and leading ourselves  
- Increase self-awareness through various personal and group assessment tools to understand areas for growth as a leader  
- Understand personal communication style, individual strengths, and top values

Module 2  
**Leadership** – influencing others  
- Stages of leadership  
- Motivating others  
- Understanding your personal leadership style  
- Prioritizing as a leader

Module 3  
**Teamwork** – principles for leading and building teams  
- Stages of teamwork  
- Principles for building teams  
- Effective meetings  
- Multi-generational teams
IWEA LDI Curriculum Overview

**Module 4**
Organizational Planning – clarifying the purpose of your team/organization
- Characteristics of and building a healthy culture
- Strategic planning process
- Organizational structure

**Module 5**
Human Resources – techniques and terms related to leading people
- HR terms
- Interview techniques
- Model for HR
- Performance Management
- Diversity in the workplace

**Module 6**
Internal and Interpersonal Communication – connecting techniques and tactics
- Handling conflict
- Internal communication plan
- Crisis communication plan
- Intergenerational Communication
- Body language

randy@wheelercoaching systems.com • wheelercoaching systems.com • johnmaxwellgroup.com/randywheeler
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Module 7  
**External Communication**—communication to the community  
- Branding  
- Engaging your community  
- Understanding your community

Module 8  
**Finance and Business**—foundational principles of finance for leaders  
- Budgeting  
- Understanding financial statements  
- Setting rates & Financial reporting  
- Capital planning

Module 9  
**Developing Leaders & Succession**—principles for developing leaders  
- Leading change  
- Succession planning  
- Steps for developing leaders
Module 10  

Course Summary and Presentations  
- Group presentations  
- Bringing the parts together  
- Individual growth presentations  
- The ultimate key to leadership  

Other Components  
- Subject matter experts  
- Expert panels  
- Interactive discussions  
- Interactive activities  
- Group roundtable discussion in between sessions  
- Individualized action steps
Let’s Talk Brass Tacks

- Application fee
- Tuition
- Sponsorships
- IWEA supplemental funding for startup
Future Plans

- Second cohort
- Partnership with other associations
- State Funding
- Grassroots programming
Questions