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?

South Carolina Water Association’s Leadership Academy