

Water Leadership Institute 2025 Two Parallel Cohorts

Month	Key Activity
March 13	Acceptances Due with Video/PPT Slide
Week of March 16	Confirmed participants receive calendar invites and plan for year. <ul style="list-style-type: none"> Assigned reading: Strength Based Leadership – Please complete and send your result to WEF by March 28 Look into Zoom and Teams with your IT staff WEF Learning Center Access
March 28	Strengths Based Leadership Assessment Results due to Julianne
April 14	Welcome Webcast and Kick Off 2:00pm – 3:30pm EST <ul style="list-style-type: none"> 2:00pm -Welcome – John Ikeda, WEF Chief Mission Officer 2:30pm – Program Overview - Julianne Jones, WEF Senior Manager, Emerging Leaders 2:45pm - WLI Alumni Stories: Joy Kotey WLI24 and Jessica Bullock WLI23 3:00pm – Final Project Overview – Paula Monaco, Plummer, WLI20 3:10pm – Greetings, Tips and Tricks - Guy Voss HDR, WLI14 3:20pm – Wrap-up and questions - Julianne Jones, WEF 3:30pm – End of Webcast
April 21st Week	Small Group Video Chat #1. Group discussion with video – Need web cams 30 mins Intro, why joined WLI, what do you do (consulting, ngo, etc.), what are your strengths. – BLUE Cohort Only Group 1: 1pm ET, April 21 Group 2: 1:45pm ET, April 21 Group 3: 2:30pm ET, April 21 Group 4: 3:15pm ET, April 21

April 21st Week	<p>GREEN Cohort Only</p> <p>Group 1: 1pm ET, April 22 Group 2: 1:45pm ET, April 22 Group 3: 2:30pm ET, April 22 Group 4: 3:15pm ET, April 22</p> <p>Homework: Read the book and complete the exam beforehand.</p>
April 24	<p>WLI Monthly Webcast – Strengths Based Leadership 2:00pm – 3:30pm ET Aymarie Corriveau, Trinnex, WLI 2012 Graduate, WLI 2013-2018</p>
May 14-16	<p><u>FACE TO FACE EVENT</u> <i>Schedule to be confirmed</i> <i>Will have everyone at the same location with parallel sessions happening. There will be time to meet the other cohort at lunch and networking receptions.</i></p> <p><u>Optional Pre-Day – May 14</u> 2:00pm – 8:00pm</p> <ul style="list-style-type: none"> • 2:00pm Optional Facility Tour TBC • 5:00pm Networking Hours (including Hors d'oeuvres) <p><u>Day 1 – May 15</u> 8:30am – 4:45pm</p> <ul style="list-style-type: none"> • 8:30am Welcome, Program Overview & Team Intros (both Cohorts) – Julianne Jones, WEF • 8:45am Icebreaker and Getting to Know You – George Kansas, HDR • 9:45am Break • 10:00am Communicating with Impact – Joe Navas, McCarthy • 12:00pm Lunch • 1:00pm Unconscious Bias Training – Michael Brainard, Brainard Strategies • 2:00pm Break • 2:15pm Unconscious Bias Training (Continued) • 4:45pm Intro to Final Project Teams – George Kansas, HDR • 6:00pm Networking Hour

<p>Week of May 26</p>	<p>Day 2 – May 16 8:30am – 4:45pm</p> <ul style="list-style-type: none"> • 8:30am Coffee and Group Networking Time • 9:00am Effective Public Speaking – Interactive Workshop – Tom Kunetz, M K • 10:00am Break • 10:15am Effective Public Speaking Workshop (Continued) • 12:00pm Lunch • 1:00pm Group Activity Scenarios/SMART Goals – Miguel Miranda, DC Water • 2:30pm Break • 2:45pm Final Project Overview with time to work (both Cohorts) – Julianne Jones, WEF • 4:00pm Wrap Up – George Kansas, HDR • 4:30pm End of Workshop <p>Small Group Video Chat #2. Group discussion with video –45 mins GREEN Cohort: Groups 1-5: 2pm ET, May 27 BLUE Cohort: Groups 1- 5: 2pm ET, May 28</p>
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June 16	WLI Monthly Webcast – Exploring All Perspectives 2:00pm – 3:30pm EST <ul style="list-style-type: none"> • Steve Hamai, Water Environment Federation • Shawn Heselton, HRSD • Ari Copeland, Black & Veatch • Jennifer Zuchowski, Metropolitan Council Environmental Services
Week of June 16	Small Group Video Chat #3. Group discussion with video –30mins BLUE Cohort: Groups 1-5: 2pm ET, June 17 GREEN Cohort: Groups 1- 5: 2pm ET, June 18
July 8	WLI Monthly Webcast – Managing and Leading 2:00pm – 3:30pm EST <ul style="list-style-type: none"> • Stephen Harrison, CalWater • Micki Klappa-Sullivan, MMSD • Janine Burke-Wells, NEBRA
Week of July 8	Small Group Video Chat #4. Group discussion with video –30 mins GREEN Cohort: Groups 1-5: 2pm ET, July 9 BLUE Cohort: Groups 1- 5: 2pm ET, July 10
August 12	WLI Monthly Webcast – Leading with Emotional Intelligence 2:00pm – 3:30pm EST <ul style="list-style-type: none"> • Kerrie Greenfelder, Burns & McDonnell • Lorenzo D. Freeman, City of Atlanta • Saa Shemsu, Gresham Smith • Facilitated by: Jen Cobb, Newport News Waterworks
Week of August 12	Small Groups Video Chat #5. Group discussion with video – 30 mins BLUE Cohort: Groups 1-5: 2pm ET, August 13 GREEN Cohort: Groups 1- 5: 2pm ET, August 14
September 4	WLI Monthly Webcast - Entrepreneurship and Innovation 2:00pm – 3:30pm EST <ul style="list-style-type: none"> • Sara Titus, WSSC • Adam Tank, Tracend • Will Schanen, Rapid Radicals • Kristan VanderHueval, The Water Tower
September 27	Evening Meet and Greet in Chicago 5:00pm – 8:00pm
September 28	WLI Workshop at WEFTEC 8:30am – 5:00pm