

Transforming Tomorrow's Water Leaders | 2023 Outcomes

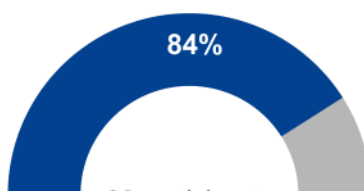
The **EFCN Water Leadership Program (WLP)** is transforming tomorrow's water leaders by enhancing leadership skills and fostering sustainable growth within the water sector. This flexible 12-week virtual learning program is provided at no cost to mid-career water professionals, and is designed to enhance essential leadership skills, occupational knowledge, and networking opportunities required for individuals to ascend as accomplished leaders in the water industry.

Out of the thirty-eight participants enrolled in the inaugural WLP, thirty-two participants completed the program through one of two participation tiers for added flexibility. In addition, WLP also received participation from nearly 200 water sector professionals who participated in one or more live sessions open to the public throughout the program.

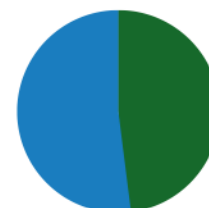
Participation Results:



38 water professionals from 20 states



84%
32 participants completed Tier 1 or 2



52% of awarded participants identify as female

Program Goals: Building an Innovative Water Workforce

- Develop Leadership Skills**
Enhance participants leadership capabilities and occupational knowledge
- Build a Professional Peer Community**
Have participants join a collaborative network of water professionals for peer learning and information sharing.
- Strengthen Workforce Capacity**
Equip participants with the skills to retain and nurture talent through workforce planning training and support

Inspiring Confidence & Self-Efficacy

Following the 2023 pilot, enrolled participants reported an increase in their level of confidence regarding leadership qualities, ability to achieve goals, and overcoming career challenges.



Program Plan: A Unique Approach

Unlike traditional leadership programs, we prioritize soft skill development, critical for effective workplace interaction and success. Our program blends virtual training, career assessment, and self-reflection, divided into three blocks.

Example courses for each block:

Block 1: Foundations of Utility Management

Asset Management, Disaster Resiliency Planning, Rates & Affordability

Block 2: Managing Water and People

Human Resources, Diversity, Conflict Resolution, Workforce Planning

Block 3: Dimensions of Water Sector Leadership

Project Management, Environmental Justice, Culturally Responsive Leadership, Social Emotional Intelligence

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Tailored to Individual Needs

WLP provided two levels of commitment through two participation tiers for added flexibility:

Wellspring Leader & Geyser Leader

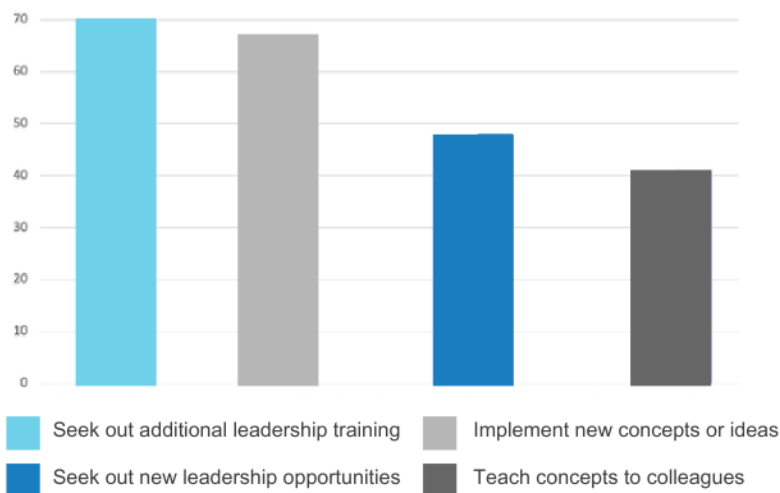
Enrolled participants who successfully complete

Participation Tier 1 earn the title of an EFCN Wellspring Leader, while those who complete the more demanding Tier 2 are recognized as EFCN Geyser Leaders and enjoy additional incentives.



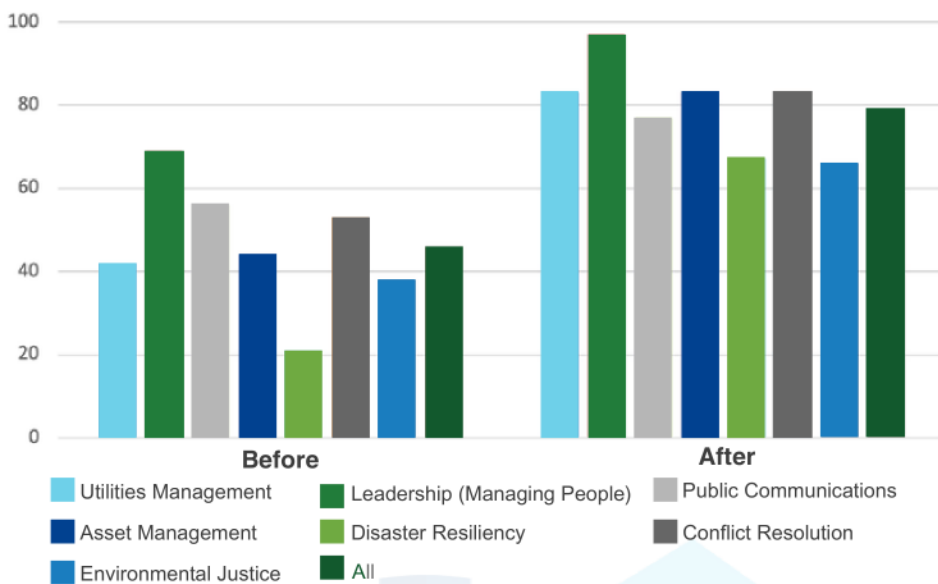
Empowering Change Agents Industry-wide

Participants were asked follow-up actions they plan to take to build off what they learned in the program. Most participants (70%) plan to seek additional leadership training to further their professional development, while 67% plan to implement new concepts or ideas at work.



Maximizing Leadership Learning Outcomes

Participants were asked to assess their levels of familiarity with water leadership concepts at both the beginning and end of the program. Preliminary results show participants reported increasing familiarity with key leadership concepts, including utility management, leadership (managing people), and public communications.



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