

## Transforming Tomorrow's Water Leaders | Cumulative Outcomes

The **EFCN Water Leadership Program (WLP)** is shaping the future of the water sector by enhancing leadership skills, building confidence, and fostering sustainable growth. This flexible 12-week virtual learning program is offered at no cost to early and mid-career water professionals who are looking to grow their leadership skills and occupational knowledge.

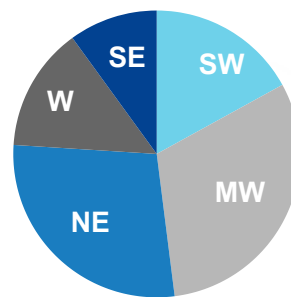
With cohorts in 2023 and 2024, the program has impacted participants across the country, supporting them in tackling the challenges of utility management. Of the 84 participants in the 2023 and 2024 cohorts, 67 successfully completed the program through one of two participation tiers. Additionally, nearly 350 non-participant water professionals from across the United States have joined our live public seminar sessions to date.

### Program Goals

#### Building an Innovative Water Workforce

- Develop Leadership Skills**  
Enhance participants leadership capabilities and occupational knowledge.
- Build a Professional Peer Community**  
Create a collaborative network of water professionals for peer learning and information sharing.
- Strengthen Workforce Capacity**  
Equip participants with the tools to retain talent and foster workforce sustainability.

### Participation Results

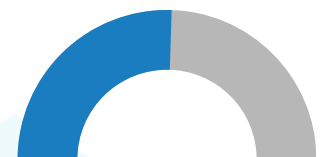


**84 Water Professionals** from 5 US Regions and 26 states have participated in WLP.

← *Geographic Diversity Across U.S. Regions*



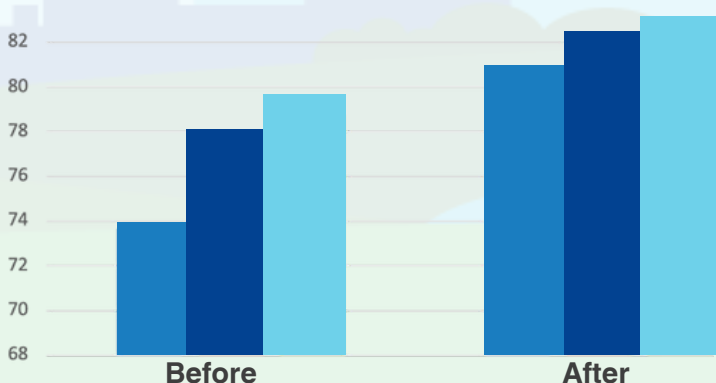
**80%** of participants completed Tier 1 or 2



**Over 50%** of awarded participants identify as female

### Inspiring Confidence & Self-Efficacy

Following the 2023 and 2024 program, enrolled participants reported an increase in their level of confidence regarding leadership qualities, ability to achieve goals, and overcoming career challenges.



- I possess many leadership qualities
- I will be able to achieve most of the goals I have set for myself
- When facing challenges in my career, I am certain I will overcome them

### Program Plan:

#### Our Unique Approach

Unlike traditional leadership programs, we prioritize soft skill development, critical for effective workplace interaction and success. Our program offers a blend of live and asynchronous sessions that align with our participants' interests and needs.

*Example courses listed below:*

#### Asynchronous Sessions:

Asset Management, Disaster Resiliency and Planning, Rates & Affordability, Project Management and Workforce Planning

#### Live Seminars (Open to Public):

Navigating Workplace Dynamics, Conflict Resolution, Strategic Communications, Leading with Social and Emotional Intelligence, Environmental Justice Perspectives

#### Self-Reflection Asynchronous Assignments

Career Self-Assessment, and the Leadership Laboratory

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### Tailored to Individual Needs

To provide flexibility, the Water Leadership Program offers two participation tiers to support individual training needs, each with different cohort-exclusive incentives.

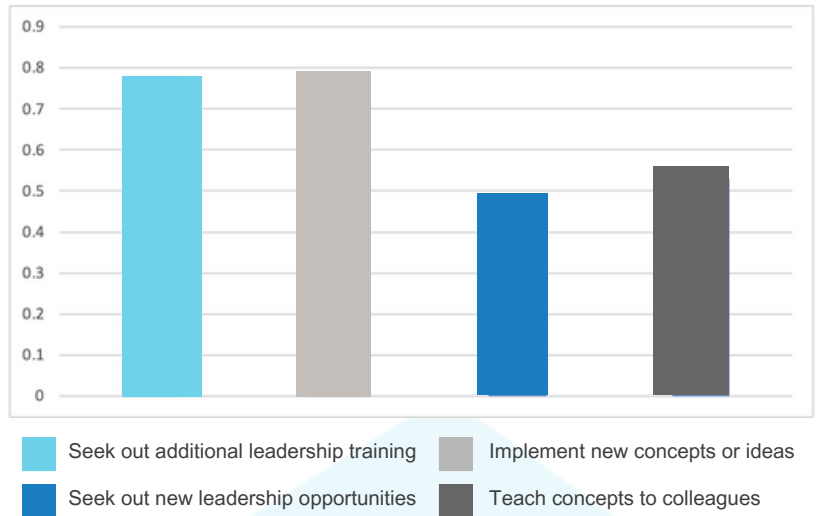
#### Wellspring Leader & Geyser Leader



While the full program is limited to accepted cohorts, we also offered a free **Water Leadership Seminar Series** for those unable to commit to the full program. Participants who attended at least 3 of the 4 seminars received an EFCN Water Leadership Seminar Series Certificate of Completion.

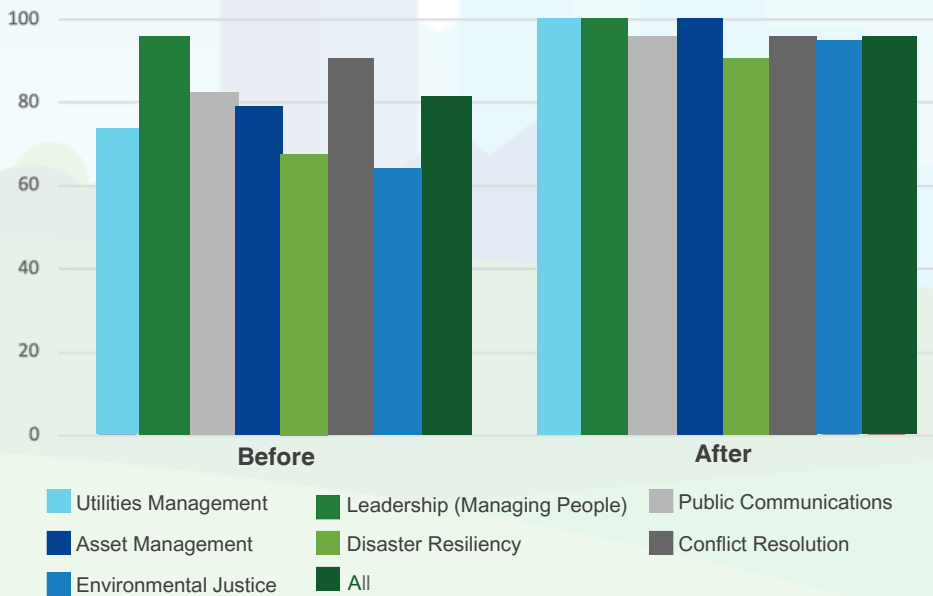
### Empowering Change Agents Industry-wide

Participants were asked follow-up actions they plan to take to build off what they learned in the program. Most participants (78%) plan to seek additional leadership training to further their professional development, while 79% 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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