

2025 Iowa Water Industry Leadership Institute

The Iowa Section-American Water Works Association is pleased to announce the 2025 session of the **Iowa Water Industry Leadership Institute**. The Leadership Institute is strategically crafted to provide a forum for new and emerging water industry leaders to build their personal leadership style and skills by offering a balanced blend of discussion-oriented presentations and experience-based, hands-on skill-building. What makes the Iowa Water Industry Leadership Institute distinctive is that the curriculum has been customized to the unique leadership demands of Iowa's water professions.

There is a clear need for high-quality leadership throughout all segments of the water industry in Iowa. Too often, individuals are promoted based on their leadership *potential* and are left to develop their personal leadership skills on their own. This program is specifically tailored to provide the next generation of industry leaders with a framework to grow their own unique leadership vision and style.

The Leadership Institute provides an unparalleled peer-to-peer networking opportunity with both current and future industry leaders. Participants have a chance to hear firsthand from current and past leaders from around the state who will share their personal leadership journeys and philosophies. A key element of the course is the interaction among the participants as they discuss and debate the many challenges and opportunities facing leaders in today's water profession.

Ideal Participant

The course is targeted at individuals who have at least five years of experience in some segment of the drinking water or waste water industry. The most successful participants will have recently become a formal leader or aspire to be in a formal leadership role within the next few years.

Topics Covered

- Personal Leadership Foundations
- Effectively Leading Teams
- Handling Difficult Discussions
- Leadership Ethics in the Water Profession
- Public Relations Strategies
- The Leaders Role in DEI
- Building a Desirable Organizational Culture
- Team Project

Need more information?

Questions about the Leadership Institute can be directed to John Dunn
(515) – 239-5150 ~~ john.dunn@cityofames.org

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Program Description

The program consists of two back-to-back sessions in May, then one session each month from June through September. The Institute wraps up with two consecutive days in October including presentations given by the Institute cohort at the Iowa Section-AWWA's Annual Conference. Each session involves short presentations by subject matter experts from around the state, with an emphasis on engaged interactions among the program attendees. Advance work is often required ahead of each session to allow the time together to be as productive as possible. With the exception of the final presentations, all sessions will be fairly informal; business casual attire is appropriate.

Ideal Participant

The Institute is designed to foster leadership growth in new organizational leaders as well as aspiring leaders. As such, the most successful participants will have at least three to five years of experience in any facet of the drinking water or wastewater profession. **Attendees should either have recently become a formal leader or be at a point in their career progression that movement into a formal leadership position is likely within the next few years.** The program has been designed to provide value to leaders in utilities, consulting firms, manufacturing and sales companies, contractors, and regulatory agencies.

Selection Criteria

The cohort group size emphasizes the quality of interpersonal discussions among attendees. The minimum size of the group is 15 participants, and the maximum number accepted into the Institute is 20 participants. The Iowa Section strives to balance the makeup of the 2025 cohort group to represent a diverse range of occupations, backgrounds, interests, leadership experience, and employers, giving preference to the following:

- ✓ Applicant's experience, current position, and career aspirations
- ✓ Applicant's commitment to attend all sessions
- ✓ Applicant's potential for upward movement in the profession, based on the recommendation of their supervisor
- ✓ The overall composition of the cohort group

Expectations

The Leadership Institute is designed as an experiential learning program. The ultimate value of the program depends heavily on the full engagement and participation of all participants. There is no substitute for being present at each session. **Attendees are expected to attend every session.** Without attendance by every participant, the experience is diminished for all members of the cohort.

Attendees are expected to arrive for sessions fully prepared by completing any advance reading or assignments. Every participant is expected to engage fully with speakers and other class members at all sessions. Above all, participants should come prepared to have fun while growing their individual leadership skills!

Tuition

Tuition for each participant is \$1,200 for IA-AWWA and IAWEA members (\$1,400 for nonmembers) and covers all program fees (books, training materials, lunches, and morning and afternoon refreshments). **The tuition includes a one-day registration for the Iowa Section-AWWA's Annual Conference, when the team projects will be presented.** Payment is not required until after you have been notified that you have been accepted into the 2025 Institute.

2025 Session Details

May	21 st 22 nd	Ames	Leadership Foundations Effectively Leading Teams
June	26 th	Des Moines	Handling Difficult Discussions
July	24 th	Rathbun	Leadership Ethics / Leadership Roundtable
August	21 st	Johnston	Public Relations
September	18 th	West Des Moines	Personal Leadership / DEI
October	8 th 9 th	Cedar Rapids	Organizational Culture / Wrap up Conference/Team Presentations

The subject matter for sessions may be rearranged should presenter and facility availability change.

Continuing Education Unit Credits

Cohort members who attend all sessions are eligible to claim approximately 20 hours of continuing education credit that can be claimed in Water Treatment or Water Distribution, or 16 hours that can be claimed in Wastewater Treatment, or a combination of WT, WD and WW (hours cannot be counted in more than one area). Licensed engineers can claim approximately 35 Professional Development Hours that includes 4 hours of professional ethics. Since the first day of the Iowa Section AWWA Annual Conference is included with your Institute registration, additional water CEU's and PDH's can be earned through the conference.

Application Process

A complete application must include the following items. A fillable PDF version can be downloaded from <https://www.awwa-ia.org/leadership-institute>.

- Completed Application Form
- Applicant's Personal Letter of Intent
- Letter of Recommendation from Employer or Supervisor
- Applicant and Employer Agreement
- Note that payment is NOT required with your application.

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Sponsored by the
Iowa Section-American Water Works Association

APPLICANT'S PERSONAL LETTER OF INTENT

Each applicant must provide a Letter of Intent that outlines their reason for applying to and attending the Iowa Water Industry Leadership Institute. The letter should provide the following information. Please note that a resume cannot be used to substitute for this requirement.

- Brief (one paragraph) summary of applicant's educational and employment background. Indicate any fields of study and degrees awarded. Also include any relevant professional accreditations, certifications, or licenses. Note that degrees and licenses are not required. This information simply helps the selection committee balance the diversity of the cohort.
- Brief (one paragraph) summary of what the applicant considers to be their greatest career achievements to date.
- Brief (one paragraph) summary of civic, business, professional, and volunteer activities the applicant has participated in during the past five years.
- Personal Perspectives. Provide a short (one page) essay on why the applicant wishes to participate in the Iowa Water Industry Leadership Institute, what they hope to gain from their participation, and how they think the program will help them achieve their future career goals.

LETTER OF RECOMMENDATION

A Letter of Recommendation is required from each applicant's employer or supervisor. The letter should explain how the applicant's background and experience would make them a good candidate as an emerging leader in an aspect of the Iowa water profession. Although not required, it is recommended that the employer or supervisor provide the letter in a confidential sealed envelope that can be included with the rest of the application packet.

Applications must be received by Friday, March 28, 2025

Submit applications to:

City of Ames Water and Pollution Control Department

ATTN: Iowa Water Industry Leadership Institute

c/o Ames Water Treatment Plant

1800 E. 13th Street

Ames, IA 50010