



2019 Water Leaders Program

Informational Webinar

December 13, 2019

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Water Education Colorado





*Promote a better understanding
of Colorado's Water Resources
and Issues*



WEco Content Programs

Citizen Guides



FRESH WATER NEWS 12/05/2018

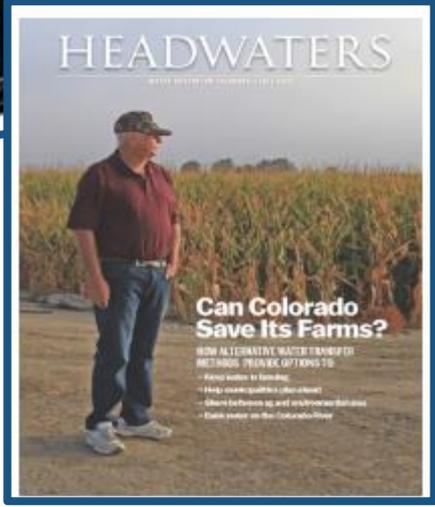
Fresh Water News is an initiative of Water Education Colorado dedicated to covering water issues across Colorado and the West. This week we look at some astonishing statewide snowpack numbers and what they mean for the drought. We also bring you the other western water stories we're following.



Snowpack numbers are running nearly 90 percent ahead of where they were last year at this time

But Colorado, like other Western states, has a long way to go before those snowpacks will be deep enough to lift us out of this ongoing drought.

Fresh Water News



Headwaters Magazine

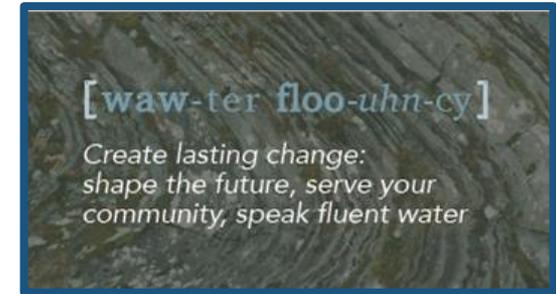
WEco Leadership and Education Programs

Water Leaders

Water Fluency- July - Aug (Denver-Metro)

Tours- South Platte Basin Tour (June)

Water Educator Network



Webinar Agenda

- **What is Water Leaders**
- **What to expect from Water Leaders**
- **Alumni Testimony**
- **Application Process**
- **Financial Commitment**
- **Q & A**



What is Water Leaders?

Goal of the Water Leaders Program:

To positively impact the Colorado water profession by developing a pipeline of emerging water leaders across various fields with the knowledge and skills to navigate the complex world of Colorado water.

What is Water Leaders?



MORF Consulting



The premier professional development program for the water community in Colorado



Cheryl Benedict has over 28 years experience teaching and coaching leaders. Now in her eighth year facilitating the Colorado Water Leaders Program, she creates an atmosphere that fosters self-awareness, long-lasting relationships and trust.

A former VP of Organizational Development and nonprofit Executive Director, Cheryl has significant expertise in leadership development, coaching, individual/team assessments, team building, the art of conflict, emotional intelligence and succession planning/implementation.



MORF Consulting



Water Leaders Program Expectations

Participant Expectations

Leader development is a personal endeavor enhanced by assessments and collaboration with others.

Leaders development works best if your supervisor(s) and others around you are involved in your development and celebrate your success.

You will get to know your coach (Cheryl) very well with an entire focus on your success. Available via phone or email at any time.

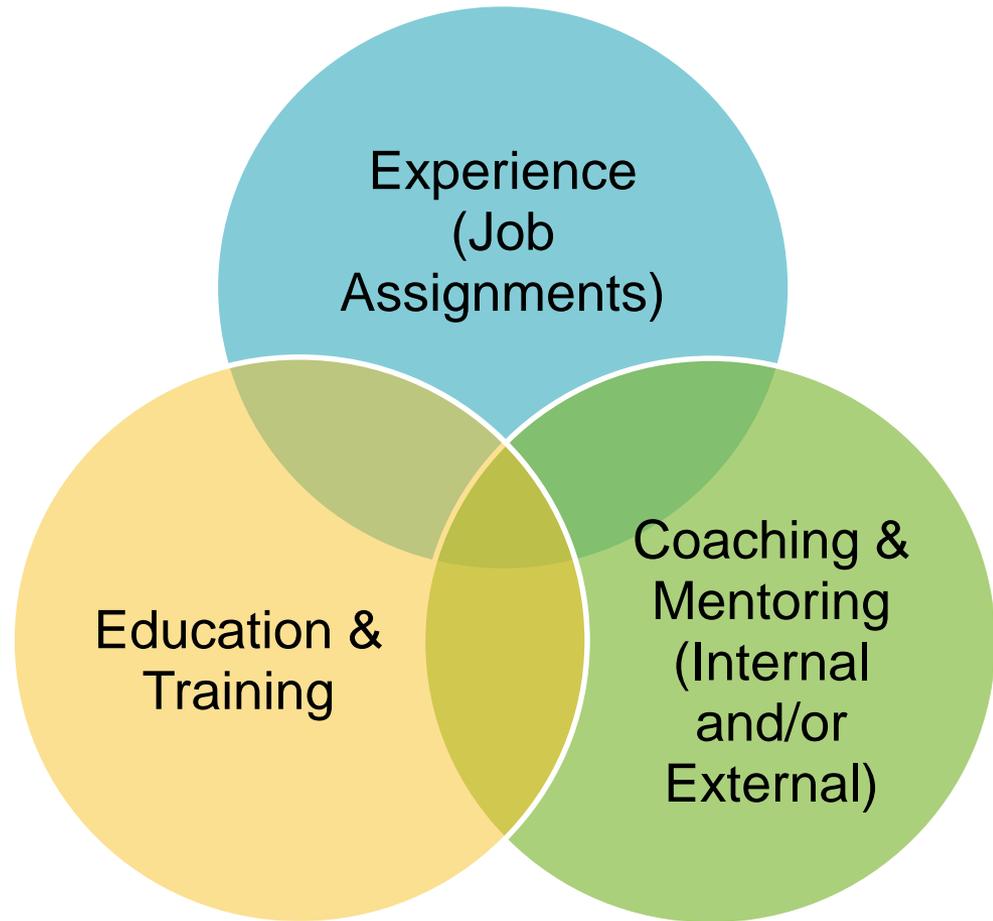
Each participant is responsible for their own development. Your engagement in the program will help you get the most out of it.

We expect to use Plus-Delta to improve our performance both collectively and individually.



What to Expect

*How
Leaders
Develop*



What to Expect- 2019

Session 1- April 11-12 – Pueblo
Theme: Myself as a Leader



Session 2- May 20-21 – Redstone
Theme: Navigating Change and Creative Problem Solving

Session 3- June 24-25 – Steamboat
Theme: Constructive Conflict and Communication



Session 4- August 8-9 – Denver
Theme: Building a Water Community of Practice

What to Expect- 2019

Personal Assessments

Myers Briggs Type Indicator

Strengths Finder

Enneagram Assessment

Harrison Assessment

Coaching with Cheryl

One on one meetings

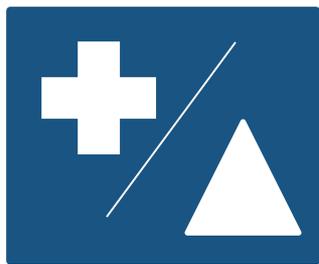
Personal Growth Project

Personal career development

Cohort Groups

Shadowing Assignment

Homework



Unplugged Sessions

360 Network Exercise

Networking

Water Leaders Program Acceptance Requirements

How we define a leader:

Water Education Colorado defines a leader as someone who is dedicated to and is focused on the greater good of water in Colorado. A leader recognizes the value of collaboration and respect, and is open to diverse perspectives.

Minimum Requirements

Proven Past Commitment: The Water Leaders Program is designed for individuals who have already begun to establish themselves in the water profession. Applicants should have at least three years of work experience in a water-related field, but there is no upper-year limit. Water Leaders will benefit professionals who have spent any duration in the water profession beyond three years.



Minimum Requirements

Proven Future Commitment: Applicants should identify a desire to continue their work in the water profession and demonstrate a commitment to help grow and advance the water community in Colorado by providing leadership and expertise.



Minimum Requirements

Proven "Sphere of Influence": WEco defines Sphere of Influence as an individual's power to impact the water community in Colorado either by managing staff/projects/programs, working closely with a network of external partners outside of your organization, working to influence high-level decision makers, or other job-related connections that elevate your voice in the water community.



Minimum Requirements

Colorado Focused: Applicants should be Colorado residents who work primarily in Colorado



Minimum Requirements

Full Engagement: Participants must be ready to engage deeply in the Water Leaders process including by honestly answering self-assessments, accepting critical feedback from class participants and peer networks, investing time in personal reflection, and being willing to adapt and change personal and professional interactions to become a more efficient and effective leader.



Minimum Requirements

100% Commitment: Participants are expected to be fully invested in the program through attendance at all in-person training sessions, participation in all coaching and cohort calls/meetings, and completion of all inter-session assessments and homework assignments.



Who should apply?

- **Am I a professional whose job is predominantly focused on water-related roles and responsibilities that will impact the future of water in Colorado?**
- **Do I currently manage or have future ambition to manage staff or large projects?**
- **Am I looking for an opportunity to assess my leadership styles and skills and explore how to use my particular skill set to advance the professional water community in Colorado?**
- **Am I open to guidance from an executive coach to learn how I can become a more effective leader?**
- **Do I have a desire to continue to focus on improvement and to increase my role and responsibilities in the Colorado water community?**
- **Have I been working in a water-related job for at least three years?**

Water Leaders Program Past Participants

Past Water Leader Participants

Water Sector	Number of Participants	Percentage of total
Water Provider	42	27%
Consultant	34	22%
Government	36	23%
Nonprofit	30	19%
Attorney	6	4%
Education	4	3%
Other	6	4%

West Slope 38

24%

East Slope 120

76%

158 Total Graduates

What Water Leaders said:

Graduates demonstrate readiness to lead self and others, address conflict and diversity and effectively problem-solve

100% of Alumni are very or reasonably satisfied with overall program effectiveness and would recommend the program to other participants and employer organizations

90% of Alumni are very satisfied with the opportunity to network with prominent water professionals

97% of Alumni would tell potential participants that the program is worth the cost.

Employers report positive skill outcomes and organizational benefits!!

What Water Leaders said:

“It gave me the confidence I need, but also gave me the clout I need in others eyes. It justified what a lot of people have thought of me, including myself. It was an amazing boost to moral and idea I can accomplish anything when you surround yourself with great people.”

“Achieved a deeper, higher-level, and profound understanding of my personality, my strengths, my blind spots. This, in turn, has broadened my perspective on where/how I may more fully realize my potential as a water leader in Colorado.”

“I feel that the program brought much awareness to me on how I am most fulfilled and thrive in a workplace as well as personally.”

“Water Leaders helped me to remember the value that I add to an organization and to keep a fresh perspective.”

“I really loved the Water Leader Program and benefit from it every day. I discovered so much about myself that has helped me in a variety of ways - boosted my confidence, improved interactions, and clarified what works for me. Importantly, I bonded with cohorts and participants and developed professional connections and lifelong friends.”

Water Leader Alumni Testimony

How did the Water Leaders program impact your career as a water professional in Colorado?

Mark Mitisek (Denver)

Leonard Rice Engineers

Kate Greenberg (Durango)

National Young Farmers Coalition

Mark Mitisek

Leonard Rice Engineers *Project Manager*



- Specializing in regional planning, and hydrologic analyses to support water supply planning objectives and projects throughout the state.
- Mark's two professional passions include advancing regional rainwater systems as a viable water supply and applying technology to support decision making and the sustainable use of water.
- He holds a bachelor's degree from Colorado State University in Watershed Science.
- When Mark is not working he is at the archery range or enjoying the outdoors with his wife and kids.

Kate Greenberg

National Young Farmers Coalition Western Program Director



- Worked at NYFC since 2013 organizing young farmers and ranchers across the West, advocates for supportive policy, and promotes land, water, and climate stewardship.
- Degree in Environmental Studies-Humanities from Whitman College in 2009
- Prior to joining NYFC, Kate farmed around the West; managed Western environmental policy field programs; and moved to Mexico to help restore the Colorado River Delta in the years leading up to the historic bilateral pulse flow.
- Selected by the staff of California Governor Jerry Brown in 2018 as one of twenty-two Climate Trailblazers from around the world in advance of the Global Climate Action Summit.
- Western Resource Advocates, Emerging Leader in Conservation Award in 2016.
- Serves as the Chair of the board for the Santa Fe-based Quivira Coalition, a conservation-ranching organization fostering resilience at the radical center.

One Final word....

What is one final take away that you would like all interested applicants to know/consider before applying.

Water Leaders Program Application Process

The Application Process

Application materials due January 7

- Completed online application
- Two letters of recommendation
(sent directly to Stephanie Scott)

Selection Process:

- Scoring done by review committee.
- May need to follow up with phone interview.

Notification of Acceptance: February 15

Confirm seat in class: February 22

Water Leaders Program Financial Commitment

Financial Commitment

Tuition: Tuition is \$3,250 including training, assessments, coaching, and meals.

Scholarships: Partial scholarships are available based on merit and need. Complete financial need statement in application if you want to be considered.

Payments: Tuition or signed payment agreement due March 22, 2019.

Ideas for Financial Support

**Ask for smaller amounts, not full amount.
(ex. cover travel costs for one session.)**

**Work with similar organizations in watershed
to build annual support.**

Solicit board members

QUESTIONS?

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