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**VA AWWA / VWEA Leadership Academy**

**Typical Curriculum- (40 hours)**

The Leadership Academy was created for water and wastewater professionals interested in honing their personal leadership abilities by learning about moral and ethical leadership, emotional intelligence, people styles, and project management. The Leadership Academy is organized into a yearlong course beginning and concluding at successive WaterJAM conferences. The curriculum is established to present the cohort with some, or all, of the following training:

**Program overview** –Introduction to VA AWWA/WEA representatives along with presentations on program schedule and policies.

**Real Colors Training** – A full-day workshop, the Real Colors training centers around participants getting to know their natural strengths and values, as well as their natural weaknesses. The Real Colors Assessment, performed in advance of the workshop, is based on Jung's theories and differs from systems like the Myers-Briggs personality tests in that it has four different types, or colors. The four colors - green, gold, orange, and blue - represent different personalities and are believed to be present in everyone in varying degrees.

**Industry Leaders and Ethical Decision-Making –** Ahalf-day workshop, industry leaders across the commonwealth engage with the cohort to discuss tough decisions they have to make. Distinguished leaders in our sector walk the cohort through real-life examples of difficult decisions they faced, bringing into focus skills the cohort may be exposed to:

* emotional intelligence,
* people styles,
* motivation and teamwork,
* goal setting, and
* moral and ethical leadership.

**Water Sector Issues in Virginia** – Over the course of the year, the program brings in guest lecturers to present and discuss issues that affect the water and wastewater sector in Virginia including business, staffing, and technology challenges.

**Values Based Leadership** – A full-day workshop, participants are encouraged to consider the values they prioritize and how understanding those values plays a key role in decision making. Through group discussions and sharing of experiences, the training encourages participants to consider the values of others and use that information to establish better relationships and solve conflicts.

**Emotional Intelligence –** A full-day workshop,discussion centers around leader’s moods, attitudes and self-awareness, social awareness, self-management, and relationship management. It focuses on establishing high-performing teams and understanding the norms of the team. The cohort will participate in a self-assessment test. Dr. Cheryl Young (HRSD) guest lecturer

**Moral and Ethical Leadership –** A full-day workshop,Business ethics for managers and leaders, ethical crisis management, and ethical traps for leaders are discussed. Ethics discussions with guest industry leaders will take place. Sharon Amoss (InnerWill) guest lecturer

**People Styles and Motivation –** A half-day workshop,motivational opportunities and tactics are discussed to establish themyriad of differing manners in which one can lead.Looking for changes in people’s behavior, influencing others, and team member belonging, inclusion, and diversity are discussed.

**Dysfunctional Teams** – The cohort will engage in discussion of what causes team dysfunction as comparison to fully functional and effective teams.

**Goal Setting –** Participants will learn about setting smart goals and develop personal leadership goals and discuss among the cohort.Margie Hamner (Starfish Consulting) guest lecturer

**Book discussions –** Participants will read one or more of the following books and interactively discuss the book with the cohort: 21 Irrefutable Laws of Leadership, Crucial Conversations, How Good People Make Tough Choices, and other books or various articles.

**Graduation**. Program review and debrief, tying lessons learned into personal leadership goals, followed by graduation from the Leadership Academy.