

## Chicago Workshop Highlights | Module 1: Self ~ Planting the Seed

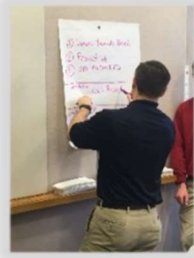
### **Stickney Plant Tour**

Class unites for first time with tour of world's largest water reclamation facility. Tour was followed by a social gathering at Home Run Inn Pizza.



### **Leadership Assessments**

Class discovers and discusses individual DiSC leadership styles and top five strengths.



### **Guest Speaker David St. Pierre**

Executive Director of Metropolitan Water Reclamation District of Greater Chicago encourages emerging leaders to use their imaginations.



### **Capstone Project Proposals**

Class kicks off capstone project by presenting current utility challenges in need of solutions.



## Green Bay Workshop Highlights | Module 2: Vision ~ Calling the Sun

### *NEW Water Plant Tour*

Class reunites with a tour of Green Bay's treatment facility and learns about the utility's innovative Resource Recovery and Electrical Energy (R2E2) Project. Tour was followed by a social gathering at Hagemeister Park.



### *Crafting a Vision*

Class works through the second of four modules and learns the importance of exploring, being bold and testing assumptions when crafting a vision.



### *Guest Speaker Tom Sigmund*

Executive Director of NEW Water tells the class that leaders have to spend a lot of time in the future. He shares that leadership is not a position, but rather an action, and encourages the participants to be open and take on new opportunities for growth.



### *Capstone Project Progress*

Class focuses on selected project theme of improving cross-department communication to help break down silos within utilities. Project teams are formed and work begins with a project charter.



## Racine Workshop Highlights | Module 3: Alignment ~ Involving the Ecosystem

### *Racine Plant and Lift Station Tour*

Class reunites with a tour of Racine's wastewater treatment plant and lift station. Tour is followed by a social gathering at The Nash Racine where executive leadership joins the class to network and engage.



### *Building Alignment*

Class works through the third of four modules and learns the importance of clarity, dialogue and inspiration in order to gain buy-in and build alignment. Class also discusses the importance of personal brand, reviews tools to help with clear communication and gains guidance for transitioning from bud to boss.



### *Guest Speaker Keith Haas*

General Manager of the Racine Wastewater Treatment Plant impresses the class by knowing the name and background of each participant through a review of LinkedIn pages. This act supports his advice to be prepared when tapped for opportunity by meeting new people, building a network and getting involved.



### *Capstone Project Progress*

Class reviews case studies about best practices for breaking down silos and works to narrow the scope of their selected project. Class decides to focus on improving the exchange of information between departments by better defining the purpose and structure of meetings.



## Madison Workshop Highlights | Module 4: Execution ~ Bringing to Life

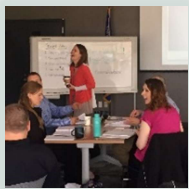
### *Madison Tours*

Class experiences Madison through a 10-mile bike tour of local pump stations. The class also visits Madison's Maintenance Facility, a LEED Platinum building, and tours the Nine Springs Wastewater Treatment Plant, which includes a production building for Crystal Green. After a packed tour agenda, the class relaxes and reconnects over dinner at Lucky's 1313 Brew Pub.



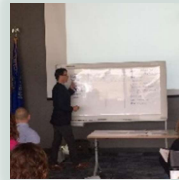
### *Championing Execution*

Class works through the final module and learns the importance of keeping momentum, building structure and providing ongoing feedback throughout execution. Class also learns the difference between coaching and mentoring and practices giving positive and constructive feedback.



### *Guest Speaker Michael Mucha*

Chief Engineer and Director for Madison MSD, Michael Mucha, shares with the class that challenging people's beliefs and values results in adaptive problems instead of technical problems. Because adaptive leadership is more challenging than technical leadership, he offers great advice for building and improving adaptive leadership skills.



### *Capstone Project Progress*

Class finalizes details about seven different meeting types, which will be included in an accessible report for all utilities wanting to improve communication to break down silos. The finishing touches for the capstone project are discussed and class prepares for the graduation presentation.

