



Leadership Development Committee (LDC)

2018 Fall Conference Meeting Minutes (DRAFT)

November 1, 2018

DATE: October 22, 2018

TIME: 1:00 PM – 2:00 PM

PLACE: Westin, Rancho Mirage, CA

Members Present:

- *David Clark, Chair*
- *Jenna Mariano, Member and YP Chair*
- *Colter Anderson, Member*
- *Joe Abrams, Member*
- *Bill Ash, Member*
- *Teresa Penunuri, Member*
- *Dennis Elbe, Member*
- *Michael Hether, Member*
- *Ed Pedrazzi, Member*
- *Jim Wollbrinck, Member*

Introduction and background information:

Attendees introduced themselves and then discussed the current description of the committee's mission along with the advantages of creating a more concise mission (and/or vision) statement. It was noted that other committees were also considering simplifying their mission statements.

The following concise statement was offered up as an example of what could be developed:

“To foster the development of leadership qualities within members of the water industry in all areas and roles.”

It was agreed more examples could be circulated for consideration and further discussed in a future conference call.



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Note: After reviewing several vision and mission statements for other organizations, the following were drafted for LDC:

LDC Vision: "A water industry filled with leaders"

LDC Mission: "Helping foster leadership throughout the water industry" or "To encourage all water industry professionals to demonstrate leadership"

Fall 2018 Conference Sessions:

It was noted that the LDC sponsored session would be on Wednesday October 24th and it included a mentoring activity for Young Professionals.

Future Conferences

The theme for the Spring 2019 conference is "Confluence". Prior to the Fall Conference, the committee had discussed focusing on succession planning ("Confluence.... The looming disaster of rapidly retiring staff, tight labor markets, shows the critical need for succession planning").

This led to a productive discussion about the overall purpose of the committee and potential approaches to take for the Spring Conference. Suggestions included:

- Address the need for agencies to both attract and retain personnel with related ideas including:
 - Increasing flexibility in work schedules
 - Enhancing training opportunities
 - Increasing outreach
 - Emphasizing innovation
 - Developing effective onboarding and succession planning programs
 - Avoiding neglect of younger workers while focusing on pending retirements of experienced personnel
- Consider ways the committee could help[agencies develop new managers and refine the management styles of existing managers (who may be set in their ways)
 - How can one determine if someone will be a good manager?
 - Can we encourage managers to be leaders?
- Consider partnering with operations committee to work on long-term projects vs. focusing just on conference sessions
 - Also review what national committees may be doing in these areas



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It was agreed the committee should tackle these topics by:

- Writing articles for the Source Magazine
- Preparing conference presentations and by conducting panel discussions

For the 2019 Spring Conference, it was agreed to try to develop a program along the lines of:

Expert Panel 1 – Enhancing Water Industry Recruitment and Retention”

- Teresa Penunuri (SDCWA Public Outreach)
- Colter Anderson (Zone 7 Production Manager)
- TBD (LADWP’s HR Dept.)

Moderator: Dustin LaVallee (EBMUD)

Note: Ideally this could be a 60-minute panel discussion that would follow 30-minute presentations by each of the panel members such as:

- SDCWA’s Approach to attracting New Talent (Teresa P.)
- Zone 7’s Efforts to retain Staff in Operations (Colter A.)
- LADWP’s Marketing Approach (TBD)

Expert Panel 2 – “Developing Effective Succession Planning Strategies”

- TBD (EBMUD)
- David Clark (MWD)
- Andrew Linard (LADWP)

Moderator: Teresa P. (SDCWA)

Presentations:

- EBMUD
- MWD “5-Year Succession Plan for MWD’s Engineering Services Group” or “How Your Agency can Develop an Effective Succession Plan”
- LADWP’s “Succession Plan for Water Quality”



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Other

- New Leadership roles for 2018-2020:
 - Chair – Dustin LaVallee
 - Vice Chair – David Clark
 - Secretary – Sepideh Shirkhani
- 2019 Goals:
 - Make LDC's website more valuable by including:
 - List of LDC sponsored Source Articles
 - List of Sponsored presentations (CA NV, Operators Symposium & WES)
 - Roster with company and positions included
 - Potential related reference material on leadership topics (templates we have prepared or articles published in other journals?)
 - Reach out to student chapters
 - CA NV AWWA is interested in individuals helping get more involvement in the Section from universities
 - Student chapters benefit from links to organizations (that could also provide speakers)

Adjournment

- The meeting adjourned at 2:00 PM.