

Leadership Essentials for the Water Industry

A Leadership Development Program from ACWA JPIA

Curriculum Synopsis – 2026–2027 Session

Today's workplace is evolving faster than ever—and with that change comes an incredible opportunity for leaders to grow, adapt, and make an even greater impact.

Through ongoing research, feedback, and conversations across the industry, JPIA recognizes that today's water leaders are being called to lead in new, more dynamic ways. That's why we're excited to offer **Leadership Essentials for the Water Industry**—a program designed to help you strengthen your leadership, elevate your teams, and drive meaningful, lasting results within your agency.

A Transformational Leadership Experience

This one-year program brings together senior leaders from across the water industry for a powerful, shared learning journey. With **40+ hours of learning**, the program combines four in-person sessions with monthly webinars and real-world application—creating a rhythm of learning, applying, and growing.

The structure is designed to fit into busy leadership schedules while still providing depth and impact:

- **Three core modules (each four months long)**
 - 1½-day in-person session (full day + dinner + half day)
 - Followed by **three monthly 2-hour webinars**
- **Final module**
 - A full-day in-person session and team dinner with the incoming cohort

Each phase includes **back-at-work application**, ensuring that what you learn immediately translates into meaningful action.

Leadership Across Three Dimensions

The program is intentionally designed to help you grow across three critical areas:

- **Self-Leadership** – Understanding who you are and how you lead
 - **Team Leadership** – Building strong, engaged, and cohesive teams
 - **Strategic Leadership** – Aligning vision, people, and execution to achieve results
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What You'll Learn

Throughout the program, you'll engage in a carefully sequenced set of leadership topics designed to build both awareness and capability:

Session One: Self-Leadership

- **The Leadership Mindset** – Understanding leadership in today's environment and its impact on engagement
- **Know Yourself First** – Developing self-awareness as a core leadership competency
- **Amplifying Strengths** – Identifying and leveraging your strengths and those of others
- **Connecting with Others (DiSC)** – Learning to adapt your style to better connect, communicate, and lead
- **Values-Based Leadership** – Creating a culture where people do their best work with integrity and respect

Session Two: Team-Based Leadership

- **Leading Strengths-Based Teams (Working Genius)** – Leveraging natural strengths to improve team effectiveness and innovation
- **The Five Behaviors of a Cohesive Team** – Building trust, engaging in healthy conflict, gaining commitment, embracing accountability, and achieving results
- **Team Project** – Applying concepts in a real-world, collaborative setting

Session Three: Strategic Leadership

- **The Strategic Leader (Vision, Alignment, Execution)** – Connecting daily work to broader agency goals

Session Four: Capstone

- **Interdependent Leadership** – Shifting from directive leadership to shared ownership and collaboration
- **Celebrating Success** – Creating a culture that recognizes and reinforces achievement

Learning That Sticks

This program goes beyond theory. Each session includes:

- Guided discussions and peer learning
- Experiential activities and case studies
- Personal leadership assessments (including DiSC and Working Genius)

- Practical tools and frameworks
- Clear, actionable steps to apply back on the job

The result is leadership development that is not only insightful—but **immediately useful**.

A Journey of Growth and Connection

One of the most powerful elements of the program is the relationships built along the way. Through **team dinners, group discussions, and shared experiences**, participants form strong connections and a lasting professional network across the water industry.

Participants also engage in a **team project** that runs throughout the program—providing an opportunity to collaborate, innovate, and apply what they’ve learned in a meaningful way.

More Than a Program—A Lasting Impact

The program concludes with a capstone experience where participants reflect on their growth, share key takeaways, and celebrate their accomplishments alongside their peers.

Graduates leave with:

- Greater self-awareness and confidence as leaders
 - Stronger, more cohesive teams
 - Practical tools to lead through change
 - A trusted network of fellow leaders
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Your Leadership Matters

The future of the water industry depends on leaders who are prepared, connected, and committed to growth. This program is an investment in that future—and in you.

We look forward to being part of your leadership journey.