CWEA
LEADERSHIP
DEVELOPMENT
COMMITTEE

Photo by Mission Springs Water District

OCT
27

LEADERSHIP WORKSHOP
The Next Rung:

How to Build Trust, Responsibility, and Leadership Readiness

EVENT INFO

DATE & TIME

Tuesday, Oct. 27
8:00 AM - 4:00 PM

EARLY BIRD REGISTRATION

$230 Member Price
$265 Non-member Price

EMBASSY SUITES SAN LUIS OBISPO

333 Madonna RD
San Luis Obispo, CA 93405

REGISTER ONLINE

events.cwea.org

Interested in being a workshop sponsor? Contact Sue Alexander at 510.382.7800 ext. 103 or salexander@cwea.org for more details.

Step into the next level of your career with a leadership workshop built for the realities of wastewater operations.

Grow your influence and step confidently into leadership. This program is **built for supervisors and emerging leaders in water and wastewater operations** who were promoted for their technical skills—and are now expected to lead people.

BUILT FOR THE REAL WORLD

Work through real utility scenarios, group discussions, and hands-on exercises that reflect the challenges supervisors face every day. Create a practical leadership action plan you can use immediately.

SAVE 15% WHEN 5+ REGISTER FROM YOUR AGENCY

MEET YOUR INSTRUCTOR: **JUSTIN MCGILL**

Founder of Adaptive Training Services, **Justin McGill** brings a hands-on, no-nonsense approach shaped by real experience in operations, maintenance, and workforce development. His philosophy is simple: keep it real, keep it practical, and make sure it works on the job.

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WORKSHOP SESSIONS

8:00 AM – 10:00 AM
LEADERSHIP STARTS BEFORE THE TITLE

- Why some people get promoted and others don't
- Reliability, initiative, judgment, and ownership
- Building credibility with peers and supervisors
- Leadership behaviors at every level

10:30 AM – 12:00 PM
MAKING THE SHIFT: FROM DOER TO LEADER

- Why high performers often struggle as supervisors
- Delegation without losing control
- Avoiding the bottleneck trap
- Measuring success through team performance

12:45 PM – 2:45 PM
INFLUENCE, COMMUNICATION & TOUGH CONVERSATIONS

- Leading without authority
- Building trust with crews and coworkers
- Handling resistance and conflict
- Communication tools supervisors can use immediately

3:00 PM – 4:00 PM
THE NEXT RUNG: BUILDING YOUR LEADERSHIP ROADMAP

- Leadership under pressure
- Career readiness and succession planning
- Personal leadership assessment
- Individual action plan and commitments

Ready to take the next step in your leadership journey? Join this practical, hands-on leadership workshop designed for wastewater professionals ready to lead with confidence in the field.

REGISTER ONLINE >

Register Online: **events.cwea.org**

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REGISTRATION INFORMATION

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REGISTRATION RATES	Early Bird By Sept 15	Regular After Sept 15	Final After Oct 19
MEMBER RATE	**$230**	**$250**	**$280**
NON-MEMBER RATE	**$265**	**$320**	**$345**

SPECIAL SERVICES: If you need special services or have dietary restrictions please indicate those within the CWEA registration system.

GROUP REGISTRATIONS: We're here for you to make this easy! Contact Member Services at memberservices@cwea.org for group registration assistance.

REFUND POLICY: Full payment or purchase order is required to process registrations. If you have to cancel, written cancellation notice is required and must be received at least 15 days prior to the workshop date. A 25% service fee shall be retained on all cancellations. No refunds shall be given for cancellations made less than 15 days prior to the event. A written special service request is required 30 days in advance.

DISCLAIMER: CWEA and our Board members and volunteers are not responsible for the actions of speakers or the content of their sessions. No endorsement is implied or given of any persons or their philosophies, ideas, statements; nor of any products or processes; nor of any organizations or companies who volunteer to serve as speakers at the workshop or exhibitors who purchase an exhibit booth.

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