



## LEADERSHIP DEVELOPMENT

“Leadership is not about you; it’s about investing in the growth of others.” *Ken Blanchard*

“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.” *Jack Welch*

# WHAT IS HEADGATE?

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- Leadership development workshop for Idaho's water user organizations.
- Headgate: "a gate for controlling the water flowing into a channel (such as an irrigation ditch)." *Merriam-Webster*
- Leaders are a part of a larger system and all parts of that system are vital to the ultimate success.

# WHY HEADGATE?

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- How do we develop the next generation of water leaders in Idaho?
- How can we (as an Association) help Idaho's water organizations identify and train future leaders?
- The leaders in many (most?) organizations have not received training on:
  - The value of clear communications
  - How to handle difficult / confrontational situations
  - Budgeting processes
  - Team building
  - Interacting with government officials

# HEADGATE COMMITTEE

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- Michael Comeskey
- Harold Mohlman
- Aaron Dalling
- Dan Davidson
- Carl Hayes
- John Lind
- Terrell Sorensen
- Dylan Lawrence
- Kathryn Hartman
- Paul Arrington
- Alex Wolford (CSI)

# 2 ELEMENTS OF HEADGATE

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- Individual Training
- Organizational success



# INDIVIDUAL TRAINING: 6 SESSIONS

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- Session 1: Building Confidence (Nov. 2-3) (Twin Falls)
- Session 2: Leaders Communicate (Dec. 7-8) (Twin Falls)
- Session 3: Politics & Water (Jan. 11-12) (Boise)
- Session 4: Leadership Nuts & Bolts (Apr. 26-27) (Twin Falls)
- Session 5: Human Resources (May 24-25) (Twin Falls)
- Session 6: Graduation! (June 21-22) (Twin Falls)

# INDIVIDUAL TRAINING: CONTENT

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## Partnering with CSI in Twin Falls

- CSI Challenge Course
- Water in Idaho (history, laws/regulations, politics, management, planning for the future)
- Communications (speaking skills, giving / receiving feedback, motivating employees, having tough conversations)
- Time management
- Budgeting processes
- Team Building



# INDIVIDUAL TRAINING: EXPECTATIONS

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- Attend all sessions
- Participate!
- Do homework (small reading assignments or short videos)
- Be open to learning new skills
- Apply new skills in the workplace

# ORGANIZATIONAL SUCCESS

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- How can organizations realize the benefits of the training provided?
- How can organizations provide an environment where Participants can practice / apply the skills they will learn?

# ORGANIZATIONAL SUCCESS: EXPECTATIONS

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- Financial Support:
- Workplace Support:
  - Participants will be absent for six 2-day sessions.
  - Reassign workloads, etc.
- Program Support: **Coordination Calls!**
  - 6 calls with managers / board members from participating organizations.
  - Review lessons learned and discuss how organizations can help participants in the application / development of skills learned.

# THE COST

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- Tuition: \$850
  - Up to \$515 scholarship available from CSI
- Travel to and from session
- Hotels (1 night for each session)

**“THE SINGLE BIGGEST WAY TO  
IMPACT AN ORGANIZATION IS  
TO FOCUS ON LEADERSHIP  
DEVELOPMENT.”**

*JOHN C. MAXWELL*