



**One Water Leadership Institute: Adaptive Leadership
June 25-26, 2019**

Hosted by:

Madison Metropolitan Sewerage District



1610 Moorland Road (Maintenance Facility)
Madison, WI 53713

Agenda

One Water is a transformative idea that envisions managing all water in an integrated, inclusive, and sustainable manner. This approach requires new interventions that are outside traditional water management techniques. This work starts with you, requires a clear purpose, and is risky. It is the work of courageous and adaptive leadership. During this Institute, you will strengthen your practice of leadership by learning the adaptive leadership framework. This Institute will provide the knowledge, skills, and tools for One Water Leaders to mobilize others to do important work around change and to thrive. It will strengthen a person's ability to lead meaningful change through systematic approaches.

This Institute will be taught by Michael Mucha, Chief Engineer and Director of the Madison Metropolitan Sewerage District (MMSD), and Chair, US Water Alliance's One Water Council. It draws from his decades of experience in a broad range of change efforts.

Tuesday, June 25, 2019

Location: *Madison Metropolitan Sewerage District
Maintenance Facility
1610 Moorland Road
Madison, WI 53713*

8:30am **Breakfast (Provided) and Informal Networking**

9:00am **Welcome and Opening Remarks**

- Kip Peterson, Vice President for Engagement, US Water Alliance
- Michael Mucha, Chief Engineer and Director, Madison Metropolitan Sewerage District; Chair, US Water Alliance One Water Council

- 9:15am** **Adaptive Leadership: The Five Principles and Three Core Competencies**
 Leadership is an activity, not a spot on the organizational chart. Here we will discuss what makes adaptive leadership so different, how powerful it can be and what it requires of you.
- 10:45am** **Break**
- 11:00am** **Diagnosing a Situation**
 Too often, we think we have a better understanding of the situation than we actually do, and we jump into action. Many times, what results is that we solve the wrong problem. Few people probe deeply enough to identify what is really going on. Here we will explore methods to help you diagnose to set yourself up for solving the right problem.
- 12:00pm** **Lunch (Provided)**
- 12:30pm** **Diagnosing a Situation (Continued)**
- 2:30pm** **Break**
- 2:45pm** **Intervening Skillfully**
 The true measure of leadership must be that actions lead to progress. To intervene skillfully is to do so consciously and purposefully. Managing conflict productively can move people forward. Here you will learn practical frameworks to move from where you are to where you want to be.
- 4:30pm** **Recap and Reflections**
- 5:00pm** **Adjourn**
Transportation from MMSD to the off-site dinner will be available.
- 6:00pm** **Off-Site Networking Dinner (Provided)**
Dinner Location: *The Edgewater
 Wine Room
 1001 Wisconsin Avenue
 Madison, WI 53703*

Wednesday, June 26, 2019

Location: *Madison Metropolitan Sewerage District
 Maintenance Facility
 1610 Moorland Road
 Madison, WI 53713*

MMSD will provide space for those needing to store luggage.

8:30am **Breakfast (Provided) and Informal Networking**

- 9:00am** **Intervening Skillfully**
Imagine if government favored and supported aspirational approaches over regulations? In this session, we will explore the Wisconsin Department of Natural Resources adaptive approach to breaking through the ceiling of regulatory compliance and using adaptive thinking to move communities and businesses forward. We will be joined by guest speaker, **Laurel Sukup, Chief of Sustainability, Wisconsin Department of Natural Resources.**
- 10:45am** **Break**
- 11:00am** **Managing Self**
Sometimes the greatest obstacle to progress is courage. The courage to imagine. The courage to confront resistance. The courage to look within. This Institute ends—where it needs to begin—with understanding who you are and how to thrive when the going gets tough.
- 12:00pm** **Adjourn (Box Lunch Provided)**

Transportation from MMSD to the airport will be available.
- 12:30pm** **Tour: Madison Metropolitan Sewerage District (Optional)**
Participants will have the opportunity to tour Madison Metropolitan Sewerage District’s wastewater treatment plant. Highlights include a new struvite recovery facility, Shop One education center, and LEED platinum maintenance facility—where treated effluent is used to heat and cool the facility as well as to flush toilets. The facility gets 30% of its energy from the treatment plant’s digesters. **The tour will conclude by 2:00pm.**

Transportation from MMSD to the airport will not be available following the tour.