



**PHASE III MANAGEMENT & SUPERVISORY  
LEADERSHIP TRAINING PROGRAM**

**Minnesota  
December 9 - 11, 2025**

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24 Related Contact Hours approved for water license renewal  
22.5 Related Contact Hours approved for wastewater license renewal

*This PHASE III Institute Program has been designed at the request of many institute graduates who wish to continue expanding their leadership capacity. The skill-building topics of this course will foster improved knowledge of the management and leadership role and prepare participants to make better decisions, prioritize and engage others in facing the monumental leadership challenges facing the utility industry. The sharing of knowledge and ideas with peers will enhance this learning experience.*

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**The 3-day course includes (8:00 am - 4:30 pm):**

**SECTION 1: Comparative Leadership Theory:** From the thinking of Thomas Carlyle in the 19th century and his "Great Man Theory" and the later Leadership Trait theory to the Transformational and Servant leadership theories. This class will study how our thinking about leadership has evolved as our world has changed. The application of these theories still affects our thinking today, along with our decisions.

**SECTION 2: Exemplary Leaders, and lessons from our past:** Leadership and leaders have long affected our world, our nation, our organizations and families. This course will select the lives of a few of these people and try to discover what made their leadership effective and meaningful. Perhaps this set of examples will serve to inspire and guide our day to day work. Public servants, corporate leaders and a variety of well known, and lesser known leaders will be compared.

**SECTION 3: Critical Thinking Skills:** We all must be able to determine the best course of action in any situation by subjecting ourselves to the skills of critical thinking. A good leader understands how to think and teaches this to those who would follow. There are many leaders who fall into the trap of teaching others what to think. This class will look at how to form questions, weigh options, and consider the implications of possible choices. A leader must engage others to think with them to ensure execution on a course of action.

**SECTION 4: Water Management Case Studies:** From issues regarding the Flint Michigan situation to other recent and historical studies of water management regarding public use of water, farming and industry as well social issues and public policy. The class will study a handful of case studies through the lens of leadership and critical thinking.

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## **Fees, Location & Registration Form**

**Fee:** The fee for the three-day course is **\$549.00**, which includes all instruction, workbook, and handout materials.

**Certification:** Attendees will receive a certificate of completion for successfully completing the required course objectives. This certificate is prepared and presented by the Public Utilities & Waterworks Management Institute.

\*Optional higher education certification (with academic CEU's) is also available for those who need this to meet job or organizational requirements. Any individual desiring to receive the higher education certificate may do so by paying an additional **\$50** fee.

**Please complete the registration form below, then call, text or email Kyle Christensen at 801-599-9330 or [kyle@puwwmi.org](mailto:kyle@puwwmi.org) to make sure the class is not full**

# REGISTRATION FORM

## Phase III Management & Supervisory Leadership Training Program - December 9 - 11, 2025 (Minnesota)

Name/Job Title \_\_\_\_\_

Business Name \_\_\_\_\_

Business Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Business Phone \_\_\_\_\_

Email Add. \_\_\_\_\_

Payment fee: \$549.00 per attendee

To pay by credit card call us at: 208-957-5350 or 801-281-0107

To pay by check, make check payable to: EDUCATION & TRAINING SERVICES

Mail check to:

EDUCATION & TRAINING SERVICES  
PUBLIC UTILITIES & WATERWORKS MANAGEMENT INSTITUTE  
P.O. BOX 495  
SALT LAKE CITY, UTAH 84110  
ATTN: ACCOUNTS RECEIVABLE