



# Emerging Leaders Venturi-Style: A Case Study for Professional Development

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# Agenda

- » Venturi Program Overview
- » Format, Details and Logistics
- » Program Evolution
- » Venturi 1.0 – Nichole's Experiences
- » Venturi 2.0 – Alex's Experiences
- » Venturi 3.0 – What's Next
- » Q&A



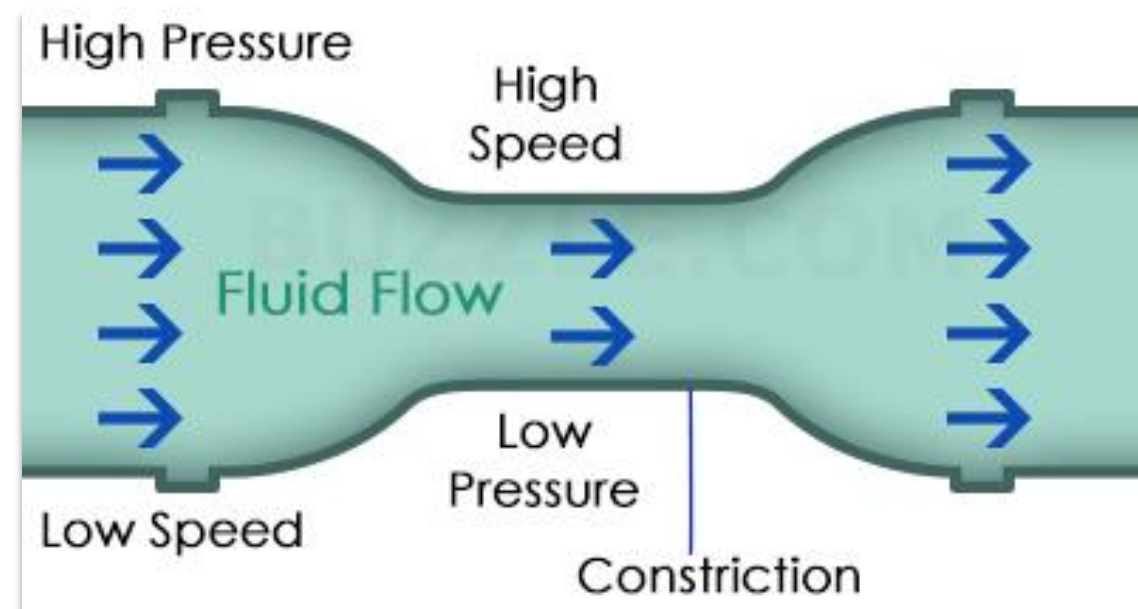
# Venturi at Consor

- » Program developed in 2020 (COVID!)
- » Focus on our staff
- » Equity across small/large offices
- » Intended to equip and accelerate emerging leaders
- » Access to senior leadership



# Venturi at Consor

- » Funnel emerging leaders through a focused channel—just like the venturi effect!
- » Increasing the velocity of staff development and pulling others along with them



# Why is Consor Investing in Venturi?

- » Alignment with our strategic initiatives
- » Leadership development and engagement
- » Mentorship



**Grow  
With Us**



# Venturi Logistics

- » Led by Water Leadership
- » Online and in-person sessions
- » Two full days of presentations
- » Intent is to meet in different offices to interface with different regional staff outside of the sessions
- » Consor covers all travel, lodging/food, and employee time





# Program Syllabus

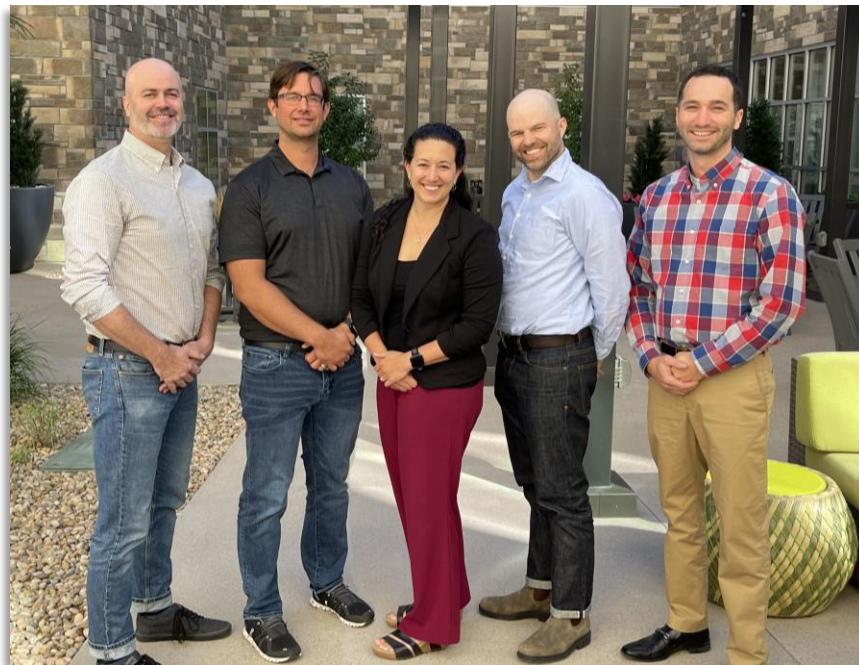
- » Five Sessions
  - » Session 1: Introductory Session: Organizational & Self Awareness
  - » Session 2: Network Expansion & Emotional Intelligence
  - » Session 3: Consulting 101
  - » Session 4: Business Planning
  - » Session 5: Project Presentations & Graduation
- » Homework included
- » Group projects
- » Interactive presentations



# Program Evolution

## VENTURI 1.0 | 2021-2022

- » 5 people
- » Only engineers
- » All in-person sessions



## VENTURI 2.0 | 2022-2023

- » 13 people
- » Engineers, marketing, & finance
- » Project assignments changed
- » Virtual session included

## WINS

- » Team members in different regions meet in person
- » Building trust with Water Leadership
- » 1st cohort presents to 2nd cohort





# Venturi 1.0 – Nichole's Experience

## WHAT I GOT OUT OF THE PROGRAM:

- » The power of mentorship
- » Improved self-awareness (perceptions, strengths, personal drivers)
- » A broader network within the company
- » A better understanding of what leadership at my firm requires
- » Access to more resources (Crucial Conversations)



# Venturi 1.0 – Nichole's Experience

## WHAT ASPECTS WERE IMPORTANT TO ME?

- » Application vs. invitation to participate
- » In-person time with leadership is key
- » Building trust through transparency
- » Structured mentorship
- » Distinguishing hopes from expectations
- » Collaborative not competitive environment





# Venturi 2.0 – Alex's Experience



## PROGRAM HIGHLIGHTS

- » Boost of Confidence:
  - » Inspiration
  - » Sense of belonging
- » Support Network:
  - » Assigned mentor
  - » Teamwork and resources
- » Practical Tasks:
  - » Career goal
  - » Real life project



# Venturi 2.0 – Alex's Experience

## My Goals

- » Cultivate relationships.
- » Commit.
- » Learn to work smarter, not harder.



Goals should be SMART

S - Specific

M - Measurable

A - Attainable

R - Relevant

T - Timely



Emerging Leaders



# Venturi 3.0 – What's Next

- » Consor recognized the success of this program for Water
- » Program is being adopted and expanded across the entire company (not just Water professionals)
- » Led by Director of Organizational Development & Learning
- » Syllabus is expanding, but staying true to original idea





Q&A





# Thank you!

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1. What would you most LIKE to learn through the Venturi process?
2. What do you most NEED to learn through the Venturi process?
3. How will your engagement in Venturi 2.0 contribute to Consor and you?



Oh, we still have time to kill?

What topic would be the most valuable to learn during a leadership program?



What is a roadblock you have faced in becoming a leader? How did you overcome it?





What is something your company (or another program) does that we would benefit from hearing about?

