



The Birmingham Water Works Board (BWWB) partnered with the American Society for Training and Development (ASTD) to launch its first *Employee Development Week*, which was held the week of December 3rd through the 7th of 2012.

The week began with the introduction of **BWWB University**, which is a website located on the BWWB's company intranet constructed to provide BWWB employees with information on personal development opportunities and educational tools to support employee growth. Each day employees were informed of different opportunities they are provided with to enhance their knowledge, develop their skills, and improve their individual performance. These opportunities include an Education Assistance Program to encourage employees to pursue their college degree, a Leadership Development Program designed to develop future leadership ability in the organization, a Supervisor Leadership Program designed to further develop our supervisory staff into more effective leaders, and a Pre-Supervisory Training Certificate Program designed to give hourly employees instruction on the skills necessary to become a successful supervisor.

The BWWB offers all of these opportunities to support its mission of supporting employee and organizational growth by developing employee's skills, and enhancing employee's knowledge. These initiatives improve individual performance and stimulate positive organizational growth. The BWWB has a commitment to recruiting, recognizing, rewarding, and retaining performance minded employees with a commitment to excellent quality service.

The Birmingham Water Works Board understands that they are only as strong as their employees. These employee development programs are essential for the utility to fulfill their responsibility of providing healthy water to over 600,000 residents and businesses in five counties for daily living, economic development and job creation, fire protection, and an overall better quality of life.