# INTRODUCING THE FUTURE LEADERS OF WATERPOWER

**About FLOW**

At NHA, we are creating new ad-hoc networking/career development group called Future Leaders of Waterpower (FLOW). FLOW members will have the opportunity to help create content, identify speakers, and shape agendas for NHA events. They’ll also get a chance to collaborate with the waterpower industry’s current thought leaders.

FLOW will organize ahead of NHA events to host meet-ups, happy hours, and dinners to facilitate networking and making friends within the waterpower industry. This group will plan career development webinars, knowledge-sharing sessions, hydro 101 workshops, and other activities to cultivate the next generation of industry leaders.

We are launching FLOW activities at [Clean Currents](https://cleancurrents.org/), the all-new, official waterpower tradeshow + conference of the National Hydropower Association and will offer an incentive for FLOW members who wish to attend.

The goal of FLOW is to promote diversity in professional experience, age, gender, racial background, and industry sector in our meetings and provide the next generation of waterpower leaders with clear pathways for career growth. While anyone is welcome to join, FLOW especially invites members who are:

* Young professionals
* Professionals with 15 years or less experience in waterpower
* Women
* BIPOC
* Veterans
* People with disabilities
* LGBTQ+

Our 2nd (ever!) FLOW Member call is **Thursday, August 5 at 2:00 PM ET.** [Click here to add to calendar.](https://www.hydro.org/wp-content/uploads/2021/07/FLOW-Member-Call.ics)

**FLOW Leadership Committee**

Chair: Elliot Jackson, HDR

Vice-Chair: Sterling Beall, Whooshh

Social Chair: Nuria Holmes, Kleinschmidt

Advisory Board Member: Heidi Wahto, Stantec

NHA Supporting Staff Member: Marycella Dumlao

**Additional Resources**

[Join the FLOW LinkedIn Group](https://www.linkedin.com/groups/12539922/)

[Click here for the FLOW Ad-Hoc Group on the NHA Portal](https://members.hydro.org/AF_MemberCommittee.asp?committeeid=62) (must have NHA Portal profile to join – contact Marycella for assistance)

Hydro.org website is coming soon!

**Testimonials**

“Every conference I’ve been to since joining the hydropower industry has had at least one session titled “Avoiding the Silver Wave” aimed at recruiting and retaining young people. FLOW will work to directly to address this problem by advocating for, educating, collaborating, and cultivating young professionals within the hydropower industry to strengthen it as a whole for the future.”

“It’s worth mentioning that young people rarely attend conferences since many firms focus who they sent on who can win work, and that’s often perceived as only being senior staff or leadership. FLOW will provide a pathway for young professionals to engage with more seasoned NHA participants, help build confidence, and allow for knowledge transfer of technical and soft skills. NHA can’t afford to sit on this any longer. The electric industry, and hydro probably more so, is comprised of primarily the baby boomer generation.”

“I’ve been waiting for years for a group like this!”

Please feel free to forward this invite to any colleagues in the waterpower industry you feel would be interested in this group – regardless of NHA member status!

If you have any questions, do not hesitate to reach out to me.

**Marycella Dumlao**

**Meeting Planner**

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