

IWC Water Leadership Program

Developing emerging leaders for tomorrow's challenges



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The International WaterCentre (IWC) Water Leadership Program helps emerging leaders to develop the abilities they need to exert influence, drive change and advance challenging integrated water management projects — abilities associated with the most effective integrated water management leaders.

A leadership program customised for water industry professionals

Designed for emerging water leaders at the project to middle management level, this program is customised for the water sector through sound research and collaboration with experienced industry practitioners.

Who should enrol?

Project and middle managers with:

- at least three years of experience in the water industry
- a desire to complement their technical and management skills with advanced leadership capabilities.

You will have opportunities to identify key leadership issues relevant to your individual context. So, while the program has been designed in Australia, it also benefits water practitioners from overseas.

Supported by:



"I want to improve my leadership skills to develop in my current role."

Dr Elizabeth Wallis, Water Management Officer, Yarra Ranges Council (VIC), - participant in the 2011/12 program



Program features

Designed to build your capacity to continually develop as a water industry leader over your career, the nine month program features a balance between academic and real-world approaches to learning. The program also incorporates a real work-based project.

Key elements include:

- mentoring activities involving experienced water industry executives (Ms Jude Munro, Mr Rob Skinner, Professor John Langford, Mr Mark Pascoe)
- a sound research and theoretical basis
- 360-degree feedback processes and one-to-one coaching
- individual leadership development plans
- peer review of the program design, content and evaluation by leading industry practitioners and academics.

Program format

Participants will:

- complete pre-training exercises and readings
- attend the first face-to-face intensive training session in Brisbane (11–15 February 2013). Note that attendance at the second session (15 July 2013) is optional: participants will have the possibility to access recorded presentations on-line instead of travelling to Brisbane
- engage in one-on-one coaching sessions and build mentoring relationships
- complete monthly activities between face-to-face training sessions (e.g online discussion forums).

Program provider

The International WaterCentre (IWC) provides education, training, applied research and knowledge services to promote a whole-of-water cycle approach and capacity development in integrated water management around the world.

What is leadership?



Leadership can be seen as a 'process of influence' that involves three aspects:

- establishing direction (e.g. a shared vision for a project)
- aligning resources (e.g. other people, projects and funding)
- generating motivation and providing inspiration to others.

What are some of the benefits?

- improved ability to initiate and drive change, especially when addressing 'wicked problems' that involve integrated water management
- enhanced capacity to exercise influence in a variety of water sector contexts
- new tools to help you continue to develop as a leader over your career
- greater self-awareness and improved ability to mentor other developing leaders and staff
- opportunities to gain knowledge and guidance from researchers and highly respected executives from the water sector
- improved capacity to demonstrate many of the leadership behaviours needed for future executive roles
- new social networks with developing and established water industry leaders
- positive return on investment for your organisation in one to two years.

Key dates

The program will run for 9 months from December 2012 to August 2013.

- Express interest at any time by visiting the IWC website at: www.watercentre.org/leadership
- Apply for a scholarship from 1 April to 30 June 2012
- Apply for the program until 16 November 2012

Group mentors

Ms Jude Munro | Mr Rob Skinner | Prof John Langford | Mr Mark Pascoe

Program coordinator

Dr André Taylor BSc Hons, MEM, PhD is a leadership specialist with the International WaterCentre.

Program cost

AUS\$8,800 (inclusive of all applicable taxes).

Benefits to organisations and the water sector as a whole

Research indicates that networks of skilled emergent water leaders are a major factor in driving change and helping water organisations meet the complex challenges of the 21st century.

In designing this program, we have drawn on such research and this will lead to a positive and timely return on investment.

The program will help emerging leaders to strengthen their skills in:

- initiating and driving change, and addressing complex challenges in order to help the water sector implement more integrated and sustainable water management practices
- leading high-performing, cross-boundary, multidisciplinary teams
- exercising influence across various organisational boundaries
- building trust and fostering collaboration among colleagues and staff
- strategically building and using social networks
- using system thinking
- anticipating, planning for, and using 'windows of opportunity' to drive change
- creating, modifying and 'shopping' for venues in which to exert influence
- using various influence strategies and models of change.

Scholarships

Several merit-based scholarships are available in 2012. Scholarships are currently only available to Australian citizens and Australian permanent residents.

Full scholarships

For full scholarships, recipients will not have to pay the course fee and will be provided with \$2,000 at the start of the program to cover any expenses associated with participating in the program (e.g. travel and accommodation).

Half and quarter scholarships

For half (AU\$5,000) and quarter (AU\$2,500) scholarships, recipients will receive a reduction in the course fee. Half and quarter scholarships do not include any expense allowance for travel and accommodation.

For more information and to apply for a scholarship (from 1 April - 30 June 2012), visit: www.watercentre.org/leadership/scholarships.

Find out more

Visit: www.watercentre.org/leadership

To discuss the program, contact Dr André Taylor, Leadership Specialist, a.taylor@watercentre.org.

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