

## The Pathway Program:

A New International Leadership  
Program for Practitioners in the  
Water Sector



## Introduction

This document provides an overview of a new leadership development program (the Pathway Program) that will be built by the International WaterCentre (IWC) to help water practitioners around the world to access a high-quality, low-cost, tailored program that enhances their ability to exert influence and drive positive change. The IWC is currently in the early stages of building this program and is seeking partners around the world to magnify its impact.

## What are the program's purpose, objectives and benefits?

The purpose of this program is to provide an easily accessible, inclusive and customised leadership development program for water practitioners around the world to strengthen their ability to exert influence and drive positive change in the water sector to address our most significant challenges. The IWC recognises that most high-quality leadership development interventions are relatively costly, and therefore beyond the reach of many international water practitioners. This program aims to overcome that problem and make water leadership development a more inclusive activity.

In addition, the program aims to:



Build on the International Water Centre's extensive partnerships and award-winning experience in designing and delivering effective, customised leadership development interventions for water practitioners and leaders.



Help water practitioners around the world, irrespective of their financial resources and organisational position, to start developing their leadership abilities to a level that empowers them to influence change in their organisations and institutions, to produce more sustainable water outcomes.



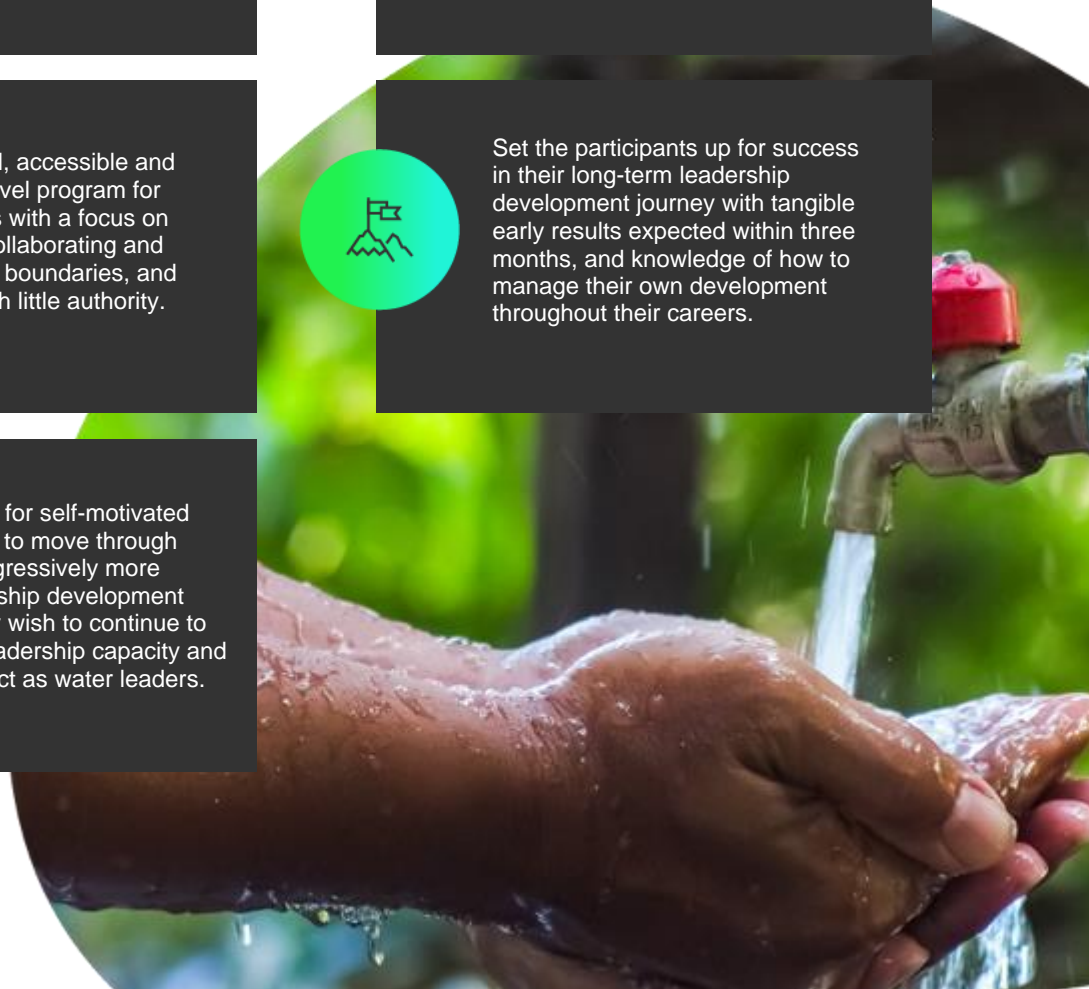
Provide a practical, accessible and affordable entry-level program for water practitioners with a focus on leading oneself, collaborating and influencing across boundaries, and driving change with little authority.



Set the participants up for success in their long-term leadership development journey with tangible early results expected within three months, and knowledge of how to manage their own development throughout their careers.



Provide a pathway for self-motivated water practitioners to move through three levels of progressively more challenging leadership development experiences if they wish to continue to strengthen their leadership capacity and magnify their impact as water leaders.

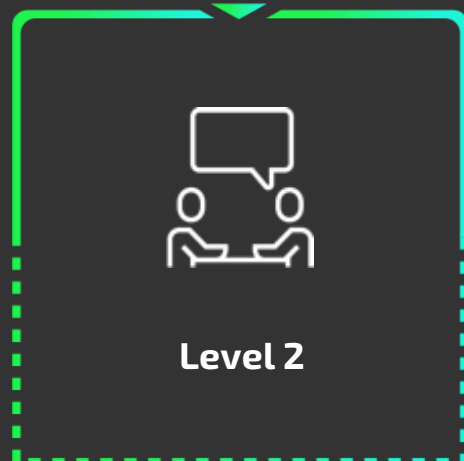


## What does the program look like?

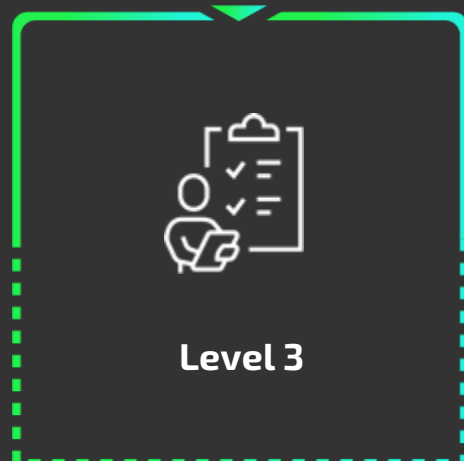
The program will have three levels (courses). Participants who successfully complete each level will be rewarded with a digital credential, issued by Griffith University.



**Level 1** will be a low-cost (\$295 AUD per person, inclusive of taxes), online, 10-week course. There would be a live event at the start and end of the course, but the weekly developmental activities will be asynchronous. Course content will be delivered through a learning management system, short videos, interviews with distinguished water leaders, case studies, readings, quizzes, and some interactive discussion activities. The design will be similar to a successful 'MOOCs', and we aim to have at least 100 water leaders from around the world doing this course each year. The course would be run once per year, at least to start with. This level is an introductory course for any practitioner in the water sector who is motivated to strengthen their influence and leadership capacity, irrespective of their experience, organisational position, culture or geographic location. The first course will begin in May 2024.



**Level 2** will be an optional level for water practitioners/leaders who have completed Level 1 and want to do more intensive work on their leadership capacity in conjunction with an IWC leadership coach who has worked in the water sector. This level involves designing, delivering and evaluating a significant water leadership project over 3-6 months, and using it as a 'leadership practice field' to apply the principles, concepts, tools and guidelines from Level 1. Four one-to-one coaching sessions would be involved, and the timing would be flexible. The anticipated cost is \$2,500 AUD (inclusive of taxes) per person. This level will be available from January 2025.



**Level 3** will have a similar design and cost to Level 2, but involves scoping, designing, delivering and evaluating a significant, leadership-focused capacity building event/project to help enable other water practitioners/leaders to drive change, and also using it as a leadership development opportunity (i.e. a 'practice field' for leadership).



## Who is the target audience?

The program will aim to help anyone who is working in the water sector to build their confidence, knowledge and skill in how to exert influence (lead) to drive change towards more sustainable outcomes. In addition, it will:



Focus on helping water practitioners to lead themselves, exert influence and foster collaboration across various types of boundaries, and lead with little, if any, authority.



Aim to be as inclusive as possible by not assuming that the participants have a particular form of experience, occupy particular leadership roles or have particular forms of power.



Require that participants can communicate easily in English (both verbally and in written/typed form), have access to the internet and a computer, the ability to read plain English online articles that are written for a professional, non-academic audience, and ideally have the ability to practice aspects of leadership (e.g. influence and communication) with the support of local mentors.

## How can partners help?

The IWC is keen to partner with like-minded organisations around the world who:



Value the program's purpose and objectives.



Recognise the importance of building leadership capacity to accelerate the process of driving positive change in the water sector, especially in relation to addressing our most complex and significant sustainability challenges.



Want to empower water practitioners, including emerging and established water leaders, who currently can't afford to participate in relatively costly leadership development programs that operate in high income countries.



Have some capacity to assist in the design and/or delivery of the program.



1



### Design assistance

Would you like to help us at the design stage? We would like to draw on the experience of partners around the world to ensure that the program is designed to meet the needs of a broad range of water practitioners and leaders working in different parts of the international water sector.

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### Content assistance

Would you like to help us create some recorded interviews with experienced water leaders to help share their knowledge? We would like to create and use a set of videos with a diverse range of experienced and distinguished water leaders from around the world.

**We believe there are four ways that organisations could partner with us on this program:**

Would you like to help us communicate with water practitioners (including emerging and established leaders) around the world to let them know about the program and encourage them to participate? To help keep the cost of the program down to participants, we would like to leverage existing communication channels and networks around the world to let water practitioners know about this opportunity.



### Communication assistance

Would you like to fund water practitioners to access the program? We hope that organisations will choose to sponsor participant cohorts to participate, particularly in Level 1, to build their leadership capacity to successfully deliver important strategic water projects. The IWC plans to fund the initial design and construction cost of the program and fund the ongoing delivery costs through participant fees, so delivery is more sustainable.



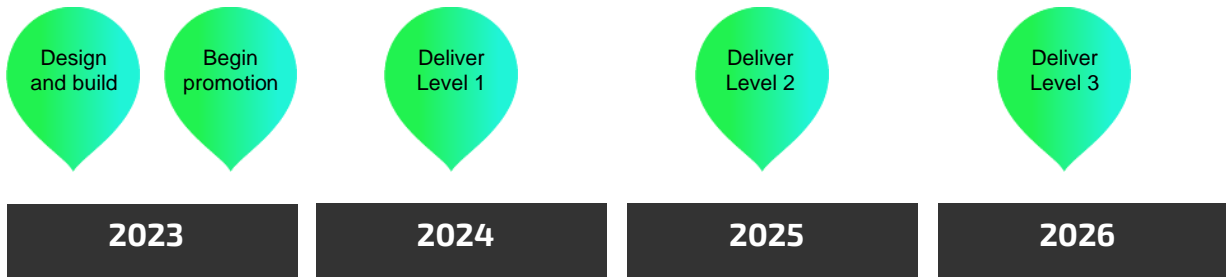
### Sponsorship assistance

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## What's the timing?

We plan to design and build the course in 2023, begin promoting it in mid-2023, deliver the first Level 1 course from May 2024, and then deliver subsequent courses annually. Level 2 will be available from January 2025, and Level 2 will be available from January 2026.



## Expressions of Interest or to request further information

Please complete the Expression of Interest Form via the following link or the QR code:

<https://www.griffith.edu.au/engage/professional-learning/pathway-program-eoi>



