

IWC Water Leadership Program

Program Outline

Program element and timing	Description	Approximate time commitment for participants (Allow a total of ~17 days, spread over nine months, December to August, assuming full commitment to the program)
Pre-training exercises and readings. December to January.	These activities help participants to: identify the elements of the program that are most relevant to their current and future work context; and maximise benefits from the February training session.	1 day
Customised 360-degree feedback tool. Early December.	This online questionnaire gathers data from participants, their supervisor and several of their peers on key leadership attributes.	2 hours
5-day intensive face-to-face training session (February, Brisbane).	This training is highly interactive and involves: <ul style="list-style-type: none"> • Many individual and group exercises. • Development of individual leadership development plans (ILDPs) with each plan including a challenging, cross-boundary project. • Training on key leadership skills. • Expert practitioners as trainers, guest speakers and group mentors. 	5 days
Implementation of individual leadership development plans (ILDPs). March to August.	Participants develop and apply their ILDPs in a work-related context. For participants who are not currently working in the water sector, IWC works with them to identify opportunities to implement their plans. Allow 1-2 hours a week for implementation over March to August.	4.5 days
Three, one-to-one coaching sessions - via Skype or phone. March, May and August.	Participants receive guidance from a suitably qualified coach as they build and implement their ILDPs.	6 hours (includes preparation time)
Mentoring. March to August.	Several experienced executive leaders act as group mentors during the face-to-face component of the program. Participants are also assisted and encouraged to build local, one-to-one mentoring arrangements at work as part of their ILDPs. Most participants have at least 3 one-to-one local mentoring conversations.	6 hours (includes preparation time)
Online discussion activities. March to August.	The program includes a secure, online classroom. Five monthly online discussion activities are run during the program, as well as an introductory exercise. Other information is frequently shared online.	2 days
Follow-up feedback process. June.	A customised survey is used to gather additional, "follow-up feedback" from participants' colleagues.	2 hours
2-day, 'follow-up' intensive face-to-face training session (July, Brisbane).	Attending this follow-up training session is optional. An on-line option is provided for participants who do not wish to return to Brisbane in person.	2 days
Reporting activities. July and August.	Participants are requested to provide a Progress Report on the implementation of their leadership plan in July, and a Final Reflection report in August.	5 hours
Evaluation activities. Early September.	Final, anonymous online evaluation survey.	1 hour

Please note that potential participants are advised not to enrol in the program if they won't be able to attend the face-to-face training session in mid-February (this is compulsory), won't be able to participate in the 360-degree feedback process (in early December), and/or are planning to be away (e.g. on leave) during the program for more than one month (December to August).

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