

# IWC Water Leadership Program

## Program Outline

Program element	Description	Approximate time commitment for participants (Allow a total of ~15 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"> <li>• Many individual and group exercises.</li> <li>• Development of individual leadership development plans (ILDPs) with each plan including a challenging, cross-boundary project.</li> <li>• Training on key leadership skills.</li> <li>• Expert practitioners as trainers, guest speakers and group mentors.</li> </ul>	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 one hour a week for implementation over March to August.	3 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.	3 hours
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
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
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