



International  
WaterCentre



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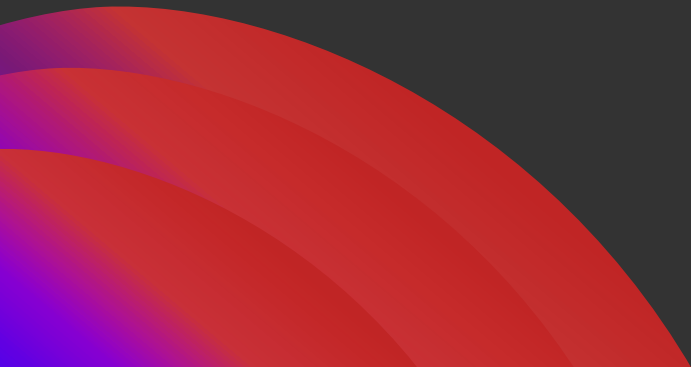
## The Pathway Program

An International Leadership  
Program for Practitioners in the  
Water Sector

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## Why Pathway?

You and your team are working in the water sector or in sectors closely related to the water sector. Perhaps you are involved in:

- Providing clean water or sanitation services to growing communities
- Planning and managing water resources, trying to balance human and ecological needs
- Trying to conserve or restore valuable ecological areas or ensure our waterways and coasts are free from pollution
- Trying to create more sustainable approaches to water use and reuse for industry and business or for urban development
- Working to address water related disasters and build community resilience
- Working in sectors where water inputs are essential such as energy, resources, agriculture and food sectors

Pushing you forward are the goals of [UN SDG6](#). Ambitions to better balance environmental, economic and social outcomes from water management, and to ensure no-one is left behind in terms of access to clean water and sanitation.

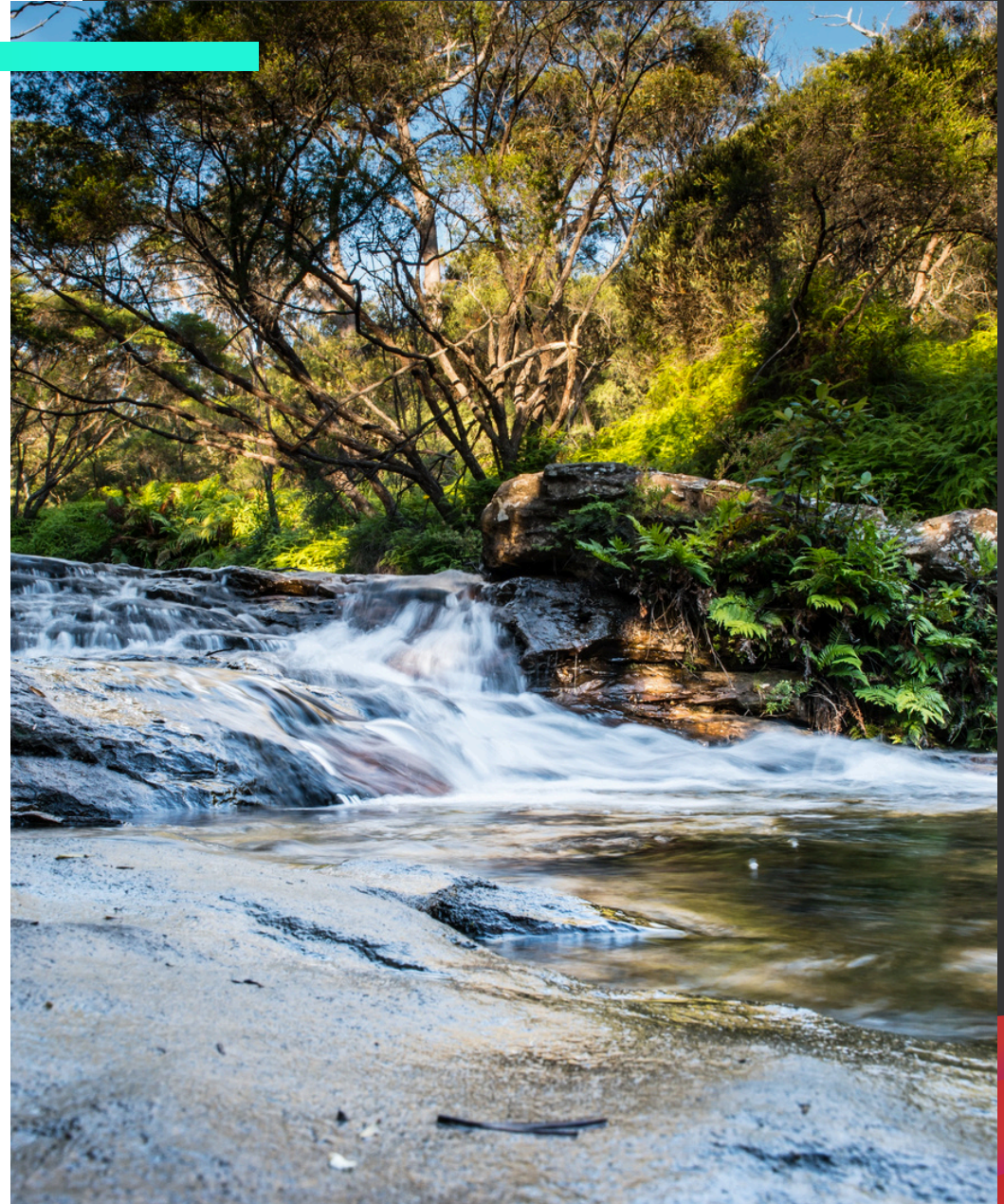
Looming over your work are the increasingly frequent, widespread and severe impacts of climate change on water.

You and your team want to play a more effective role in shaping and driving the reforms needed to achieve sustainable development goals whilst adapting to climate change. You:

- Want to become a water leader who makes a difference but you don't know where to start
- Lack confidence that you have what it takes to become a water leader
- Are frustrated with how difficult it is to influence your manager or peers to do things differently or more quickly
- Have tried learning by watching videos and listening to talks by different leaders that you respect
- Have tried putting a few things into practice but it has not been as successful as you had hoped

At the IWC, we have a different and effective approach to leadership development, one that is informed by both research and practice. We encourage collaboration, foster discussion and support participants to practice what they learn at work. You will see immediate benefits in skills and outcomes, especially when project teams are enrolling together.

The Pathway Program is our new approach to catalysing, connecting and growing emerging water leaders globally. Participating in the Program can help you and your team develop the skills needed to lead projects, programs, people and change more effectively.



## Objectives of the Pathway Program



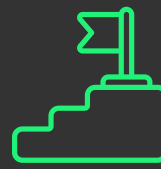
To enhance the ability of water professionals and practitioners to drive positive change and deliver more sustainable forms of water management.



To help program participants build their knowledge, skill and confidence to engage in leadership, with a focus on addressing common leadership-related challenges that are experienced by water leaders around the world.



To provide a practical, accessible, enjoyable and effective entry-level leadership development program for water professionals and practitioners working anywhere in the global water sector, irrespective of their organisational position, leadership experience or financial resources.



To help prepare program participants for their long term leadership development journey with immediate benefits in gained practice, and knowledge of how to manage their own development throughout their careers and to engage in developing others.



To enable a large number of water leaders from around the world each year to help build the collective leadership capacity needed to address the world's most significant water challenges and achieve the United Nation's Sustainable Development Goal number 6.



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

## Pathway Program Progression

The program offers three levels, with participants earning a digital credential from Griffith University on completion of each Level. Participants must start at Level 1. After completion of Level 1 they may finish or opt to step up to the challenge of subsequent Levels.



Level 1 is an online, low-cost and a suitable introduction 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.

Level 2 is a 9-month program for water practitioners who have completed Level 1 and want to undertake more intensive work on their leadership capacity supported by IWC leadership coaches. This level involves designing, delivering and evaluating a challenging water leadership project, and using it as a 'leadership practice field' to apply the principles, concepts, tools and guidelines from Level 1.

Level 3 has a similar design to Level 2, and involves a 9 month program of scoping, designing, delivering and evaluating a significant, leadership-focused capacity building project to help enable other water practitioners to drive change. This is a further leadership development opportunity (i.e. a 'practice field' for leadership).

## Key information – Level 1

Level 1 of the program is an 11 week online course that introduces participants to foundational leadership concepts, and provides guidance and 'leadership stories' from leadership experts and distinguished water leaders from around the world, on how to address common leadership challenges in the water sector.



### Delivery mode

11 week online self-paced course, commencing at the beginning of September each year



### Price

AUD \$295 (+GST if an AU resident)



### Weekly hours of commitment

3-4 hours, with optional further learning activities





## Who is Level 1 for?

- A highly diverse range of water professionals and practitioners in terms of their professional background, geographic setting, water management focus, leadership experience, seniority and demographic profile.
- Aspiring, emergent or established water leaders and their teams.
- Organisations that recognise the importance of building leadership capacity and want to invest in people and teams so they can more effectively initiate and drive change, lead projects and lead people.

## Benefits of Level 1

- Improved confidence and ability to collaborate with and influence others to drive change, and to lead people, projects and programs.
- Improved understanding of how to foster inclusivity and lead diverse teams.
- Strengthened communication, partnership and networking skills.
- A set of practical, evidence based frameworks and tools to apply directly at work for immediate benefit for you and your team.
- Access to a network of global water leaders able to support, connect, and assist the on-going process of leadership development and practice.

## Level 1 details

The Pathway Program Level 1 will run over 11 consecutive weeks online, which includes 10 weeks of learning content plus a mid-course consolidation week. Level 1 commences at the beginning of September each year and also includes optional pre and post-course workshops. Each week will cover a range of topics that correspond to common challenges faced by emerging water leaders globally. Activities will include key concept videos and readings, interview videos with experienced water leaders, discussion and reflection activities and individual quizzes to test knowledge.

## Learning objectives



Understand foundational concepts relating to leadership and leadership development



Identify as an emerging leader and begin building confidence to manage one's own development



Prepare your own leadership development plan during the course



Demonstrate the application of key concepts, leadership tools and skills learned



Nurture and use new relationships and networks developed during the Program

Week 1	Introduction to course and water leadership
Week 2	Foundational concepts
Week 3	Self-leadership for water leaders
Week 4	Engaging in inclusive leadership
Week 5	Building power and exercising influence
	Consolidation week
Week 6	Using the best leadership style for the situation
Week 7	Building networks and partnerships
Week 8	Communication and facilitation skills
Week 9	Leading diverse teams and building trust
Week 10	Introduction to strategic leadership

## Key information – Level 2

Level 2 is a 9-month program for water practitioners who have completed Level 1 and want to undertake more intensive work on their leadership capacity. It will run from March to November. Participants will design, deliver and evaluate a real work-based leadership project formed around a 'challenging job assignment' supported by individual and group coaching sessions with an IWC leadership coach. They will also participate in live online group activities each month and have access to buddy group support and online resources. Level 2 follows the 70:20:10 rule of leadership development where participants focus on conscious practice within their project (70%), supported by a coach (20%) whilst using the guidance and resources from Level 1 (10%).



### Delivery mode

9-month individually and group coached, work-based project with group activities and support



### Price

AUD \$2,650 (inclusive of all taxes)



### Weekly hours of commitment

3 hours of on the job leadership development.



### Dates

Beginning of March - end of November each year





## Who is Level 2 for?

- Graduates of Pathway Program Level 1 who are looking to undertake more intensive water leadership development and to apply the leadership principles, concepts, tools and guidelines they have learned.
- In particular, Level 2 of the Pathway Program switches the focus from structured learning (the focus of Level 1) to conscious practice of new approaches to leadership by focusing on a real work-based leadership project and 'learning by doing' with support from an IWC coach.
- Water sector employers looking to provide a cost-effective way to provide individually and group coached, plus group supported leadership development opportunities for their staff or partner staff.
- The same highly diverse range of water practitioners and professionals in terms of background, geographic setting, water management focus, seniority and demographic profile, as those who completed Level 1.

## Benefits of Level 2

- Opportunity to design, deliver and evaluate a challenging leadership project that helps you achieve leadership development goals of personal, professional and organisational relevance.
- Stretch your comfort zone and push you towards effectively adopting and using new approaches to leadership.
- Building knowledge, skills and confidence in the practical use of water sector relevant leadership principles, concepts, tools and guidelines.
- Strengthening your 'leader identity', which helps to accelerate the process of leadership development.
- Growth and strengthening of your strategic global network of emerging water leaders through the cohort you will collaborate with
- Access to an international community of practice for water leaders with a global network of past and present participants throughout the water industry.

## Learning objectives

- Identify key water leadership development objectives relevant to you.
- Focus on achieving those leadership development objectives through the design, delivery and evaluation of a challenging leadership project.
- Learn how to use leadership projects as a practice field for leadership development.
- Practice applying leadership principles, concepts, tools and guidelines from Level 1 that help to meet personal and organisational objectives.

## Level 2 details

The Pathway Program Level 2 will run over 9 consecutive months using the following activities:

- A live online briefing workshop to help you identify a suitable leadership-related development project.
- Two one-to-one online coaching sessions with an IWC coach to help develop and refine your leadership development plan and project to guide your leadership practice.
- Group coaching sessions with an IWC coach to support leadership project delivery.
- Live, monthly, online, group activities which will be 60 to 90 minutes long and will be recorded. Participants will be surveyed at the start of Level 2 to determine how we can best use these activities to assist Level 2 participants to grow as water leaders and deliver their projects. It is likely that they will include a combination of training, group coaching, group mentoring with guest speakers, networking, reflection activities, and final project presentations.
- Encouragement and support for participants to form Buddy Groups.
- Online resources to support project design and delivery.
- A final written Reflection Report and verbal online presentation.
- A live end of project celebration and completion session.

Note that some online group activities may involve combining people completing Levels 2 and 3 if this approach would benefit both groups.



## Next steps

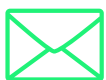
We welcome applications to join Pathway Program Level 2. (Note that participants must have completed Level 1 before enrolling in Level 2.)

To find out more and apply, please follow the links below, or email us to ask any questions you might have.

In particular, we seek to partner with organisations to sponsor teams of staff to learn to lead together. This will maximise impact and yield quick return. So we accept bulk and individual applications.

Join us to grow water leadership capacity globally!

## Contact us



### Email

A/Prof Brian S McIntosh  
[IWC\\_training@griffith.edu.au](mailto:IWC_training@griffith.edu.au)



### Pathway Program Website

<https://watercentre.org/training/the-pathway-program/>

### Expression of Interest for Level 2

[Click here](#)



## Key information – Level 3

Level 3 is a 9-month course for water practitioners who have completed Levels 1 and 2, want to undertake more intensive work on their leadership capacity, and want to build the leadership capacity of water professionals in their project or workplace. It will run from March to November. Level 3 involves scoping, designing and delivering a significant, leadership-focused capacity building project to help enable at least 10 other water practitioners to drive change. This capacity building project will also be used as a leadership development opportunity (i.e. a 'practice field' for leadership), like the project delivered in Level 2.



### Delivery mode

9-month leadership-related capacity building project with a leadership development plan, individual and group coaching sessions, monthly group-based online activities, local support from a Project Advisory Group (PAG) and a local mentor, a Reflection Report and online presentation.



### Price

AUD \$2,650 (inclusive of all taxes)



### Weekly hours of commitment

3 hours of on the job leadership development.



### Dates

Beginning of March - end of November each year





## Who is Level 3 for?

- Graduates of Pathway Program Level 2 who wish to extend their learning from Levels 1 (understanding foundational principles) and Level 2 (building leadership skills through a leadership project) to enable other water leaders through a leadership-focused capacity building project that helps to build the leadership abilities of at least 10 water leaders and preferably more. Completing Level 3 represents a prestigious achievement, as it means that the participants are able to undertake leadership development in their workplace and generate more impact.
- Water sector employers who are looking to provide a cost-effective way to provide individually and group coached, plus group supported leadership development opportunities for their staff or partner staff. Level 3 has the added benefit of delivering a valuable, local capacity building project to enable more water leaders to drive positive change in the water sector (e.g. to help meet Sustainable Development Goal 6).
- The same highly diverse range of water practitioners and professionals in terms of background, geographic setting, water management focus, seniority and demographic profile, as those who completed Levels 1 and 2.

## Benefits of Level 3

- Strengthened personal leadership capacity as a result of conscious practice of various approaches to leadership, along with support, reflection, feedback and celebration progress (i.e. the key ingredients of leadership development).
- Greater leadership capacity in the participant's community or region by helping a cohort of at least 10 other water leaders to emerge and strengthen important leadership attributes to drive positive change in the water sector.
- Build on the foundational principles that were introduced in Level 1, and knowledge of how to use a leadership project as a conscious 'practice field' to grow as a leader that was built in Level 2, to help other water leaders to grow.
- Continue to build knowledge, skills and confidence in the practical use of water sector relevant leadership principles, concepts, tools and guidelines as you practice specific leadership skills to deliver your project.
- Continue to build and cultivate important relationships as you work with other water leaders in the Pathway Program, your local capacity building project and your PAG.

## Learning objectives

- Identify, scope, deliver and evaluate a new leadership-related capacity building project that involves helping at least 10 other water leaders to strengthen their leadership confidence, knowledge and skill.
- Identify some personal leadership development objectives that you have the opportunity to strengthen during your Level 3 leadership project through conscious practice with feedback, support, reflection and celebration of progress.
- Focus on delivering your project and achieving your personal leadership development objectives by scoping, delivering and evaluating your capacity building leadership project.
- Practice leadership by establishing, and working with, a small Project Advisory Group (PAG) that will provide guidance, support and feedback during your Level 3 project.
- Practice applying leadership principles, concepts, tools and guidelines from Level 1 as you deliver your leadership project.
- Appreciate that an important part of growing as a leader is to enable other leaders to thrive.





## Level 3 details

The Pathway Program Level 3 will run over 9 consecutive months using the following activities:

- A live online briefing workshop to help you identify a suitable leadership-related capacity building project.
- Two one-to-one online coaching sessions with an IWC coach to help develop and refine your leadership development plan and project to guide your leadership practice.
- Group coaching sessions with an IWC coach to support leadership project delivery.
- The establishment of a small Project Advisory Group (PAG), with at least three members, to provide additional support as you implement your capacity building project.
- Briefing of your supervisor / manager, local mentor(s) and members of your PAG so they can provide valuable forms of support to you during Level 3.
- Live, monthly, online, group activities which will be 60 to 90 minutes long and will be recorded. Participants will be surveyed at the start of Level 3 to determine how we can best use these activities to assist Level 3 participants to grow as water leaders and deliver their projects. It is likely that they will include a combination of coaching, training, group coaching, group mentoring with guest speakers, networking, reflection activities, and final project presentations.
- A customised package of leadership resources on 1 to 2 topics will be provided to you if you need additional leadership resources to deliver your project beyond those that were provided in Level 1.
- A final written Reflection Report and verbal online presentation.
- A live end of project celebration and completion session.

Note that some online group activities may involve enabling participants completing Levels 2 and 3 to collaborate if this approach would benefit both groups.

## Next steps

We welcome applications to join Pathway Program Level 3. (Note that participants must have completed Level 1 and Level 2 before enrolling in Level 3.)

To find out more and apply, please follow the links below, or email us to ask any questions you might have.

In particular, we seek to partner with organisations to sponsor teams of staff to learn to lead together. This will maximise impact and yield quick return. So we accept bulk and individual applications.

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### Pathway Program Website

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"I found the Level 1 course of the Pathway Program highly valuable for water sector professionals, blending theory with practical insights and testimonies from great water leaders, driving impactful contributions. It offered flexible learning at my own pace and time, with remote learning and global networking opportunities."

**Krishna Hari GC**, *SNV in Nepal* .



"The Pathway Leadership course Level 1 is delivered by an exceptional team at IWC. Taking this course will provide a foundational understanding to the fundamentals of what is a Leader. It is delivered in such a manner that it has a lasting impact on ones mind, body and soul. A huge paradigm shift in what one understands about what a Leader is. Everyone (including me) can be a Leader influencing social change within his or her sphere of influence, by using ones power to harness the potentials that is out waiting to be manifested".

**Antoinette Ani Wickham**, *Senior Water and Urban Planning Development Coordinator, ADB*

“Completing Level 1 of the Pathway Program was inspiring with exciting online sessions on foundational leadership concepts, tools, methods, leadership style and communication skills. These were evidenced with short case studies, personal leadership skill related stories from a diverse set of water sector leaders, providing access to plenty of very valuable knowledge and resources. I am currently enrolled in Level 2 and practicing what I've learned through a leadership project and my personal leadership development plan.”

**Ratan Budhathoki**, *SNV, Nepal*



“Embarking on the Leadership Development Journey through Pathway Levels 1 and 2 has been a truly transformative experience for me, both professionally and personally. Level 1 laid a strong foundation for my leadership growth. Through the creation of a Leadership Development Plan, I identified clear development objectives to strengthen my ability to influence others and drive positive change in my project and workplace. Level 2 is built on these foundations by offering a real-world, work-based project. This journey is valuable; it goes beyond leadership theory—it's about practicing what you learn directly in your leadership project as your practice field.”

**Lucy Habu**, *Solomon Islands Water Authority*

The International WaterCentre and Griffith University acknowledge the people who are the traditional custodians of the land, pays respect to the Elders, past and present, and extends that respect to other Aboriginal and Torres Strait Islander peoples.

