



# Water Leadership Program



**1,000+**  
**alumni**

*We have welcomed more than one thousand water professionals through our education and training programs.*

**170+**  
**partner organisations**

*We are now supported by a network of more than 170 partners, affiliates and associates from across the world.*

**86 countries**

*We have delivered education and training to individuals, communities and organisations from more than 86 countries.*

**10+ years**

*We have run the Water Leadership Program for more than a decade, developing a generation of water leaders.*

**SDG6**

*We develop water leaders who work toward achieving available and sustainable water and sanitation for all.*

# Fast facts

	<b>LOCATION</b>	Blended delivery - Brisbane and online
	<b>APPLICATIONS CLOSE</b>	4 November 2019
	<b>FEES</b>	\$10,500 (inc GST)
	<b>COMMENCES</b>	1 December 2019
	<b>DURATION</b>	9 months part-time
	<b>OPEN TO</b>	Domestic and international participants

**SCHOLARSHIPS AVAILABLE - VISIT [WATERCENTRE.ORG/SCHOLARSHIPS](https://watercentre.org/scholarships)**

## Water Leadership Program

The Water Leadership Program (WLP) is an award-winning, annual program that helps emerging leaders to develop the ability to exert influence, drive change and advance challenging integrated water management projects – abilities associated with the most effective integrated water management leaders. The Water Leadership Program has run since 2011.

The WLP is a feedback-intensive, 9-month professional development program, underpinned by a contemporary definition of leadership, commonly known as the DAC Framework. The DAC Framework views effective leadership as a process of influence that accomplishes three outcomes:

- direction: a shared understanding of common goals and strategy (e.g. a shared vision for a new water management project or team)
- alignment: the joint coordination of resources and activities (e.g. aligning people, projects, funding and research in a team to deliver a shared vision)
- commitment: a personal commitment to collective success (e.g. motivating and inspiring others to achieve mutual interests).

### PROGRAM OVERVIEW

Designed to build your capacity to continually develop as a water industry leader over your career, this nine-month program features a balance between academic and real-world approaches to learning including:

- mentoring activities with experienced water industry executives
- a sound research and theoretical basis, including conceptual models of effective water leaders, leadership processes and leadership development
- 1 to 1 coaching sessions with specialist leadership coaches who work in the water sector
- a mix of face-to-face and online delivery modes, which involve a variety of highly interactive activities
- the use of individual leadership development plans to ensure that participants focus their developmental activities, practise the application of new knowledge and tools in the workplace, get feedback and local support, and reflect to accelerate learning
- the use of leadership-focused case studies from the water sector
- peer review of program design, content and evaluation by leading industry practitioners and academics.

### DELIVERY FORMAT

This program is offered part-time over nine months and includes two face-to-face intensives. The program is flexible, to cater to professionals who are currently working. As a participant in the program, you will:

- complete pre-training exercises, reading and an online 360-degree feedback process
- attend a face-to-face intensive in Brisbane for five days in February, with a second optional intensive for two days in July (an online alternative is provided)
- build an individual leadership development plan, which includes a leadership project
- engage in several one-on-one coaching and mentoring sessions
- complete monthly activities between face-to-face intensives (e.g. online training and discussion forums) and assessment activities.



### PROGRAM BENEFITS

#### Benefits to participants

As a participant you will develop:

- improved ability to drive change, especially when addressing ‘wicked problems’ that involve integrated water management
- enhanced capacity to exercise influence in a variety of contexts
- new tools to help you continue to develop as a leader over your career
- greater self-awareness and improved ability to mentor and coach 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 emerging and executive water industry leaders.

#### Benefits to your employer

The program helps emerging leaders to strengthen their skills in:

- initiating and driving change
- implementing more integrated and sustainable water management practices
- leading high-performing, cross-boundary, multidisciplinary teams
- exercising influence across various organisational boundaries
- strategically building and using social networks
- anticipating, planning for, and using ‘windows of opportunity’ to drive change
- using various influence strategies and models of change.

## DESIGNED FOR WATER PROFESSIONALS

The Water Leadership Program is designed for emerging water leaders at the project to middle management level. Participants in this program come from all parts of the water sector, including urban water utilities, local, state and Commonwealth government agencies, consulting firms, catchment management associations and academia. To participate, you will need a minimum of three years of work experience in the water sector.

## TWO ENROLMENT OPTIONS

There are two ways to strengthen your water leadership capacity at the International WaterCentre:

- the [Graduate Certificate in Water Leadership](#), which is a formal postgraduate program enrolled through Griffith University
- the [Water Leadership Program](#), which is a professional development program, enrolled through the International WaterCentre.

Both programs are similar in content and delivery, except that students in the Graduate Certificate in Water Leadership also undertake a postgraduate-level leadership project, with a higher level of analysis and reporting, complete a higher level of assessment, and work to earn a university qualification. WLP participants work to earn a Certificate of Excellence, but not a university degree.



*I thoroughly enjoyed the content, delivery and challenges offered to me through this program. I feel my leadership abilities and skills have grown significantly as a direct result of the program. I use the techniques and skills developed every day in my work life, and they have made a great impact on my confidence and ability to lead a more effective and engaged team.*



### SARAH EGGLETON

TEAM LEADER, SEWAGE AND STORMWATER QUALITY PLANNING,  
CUSTOMER ACCOUNT MANAGER, MELBOURNE WATER



*What a fantastic opportunity for water and catchment management industry professionals! I can't speak highly enough of this results-driven, practical, researched-based and enjoyable course. It has had a positive effect on me and my workplace, and will continue to deliver outcomes into the future.*



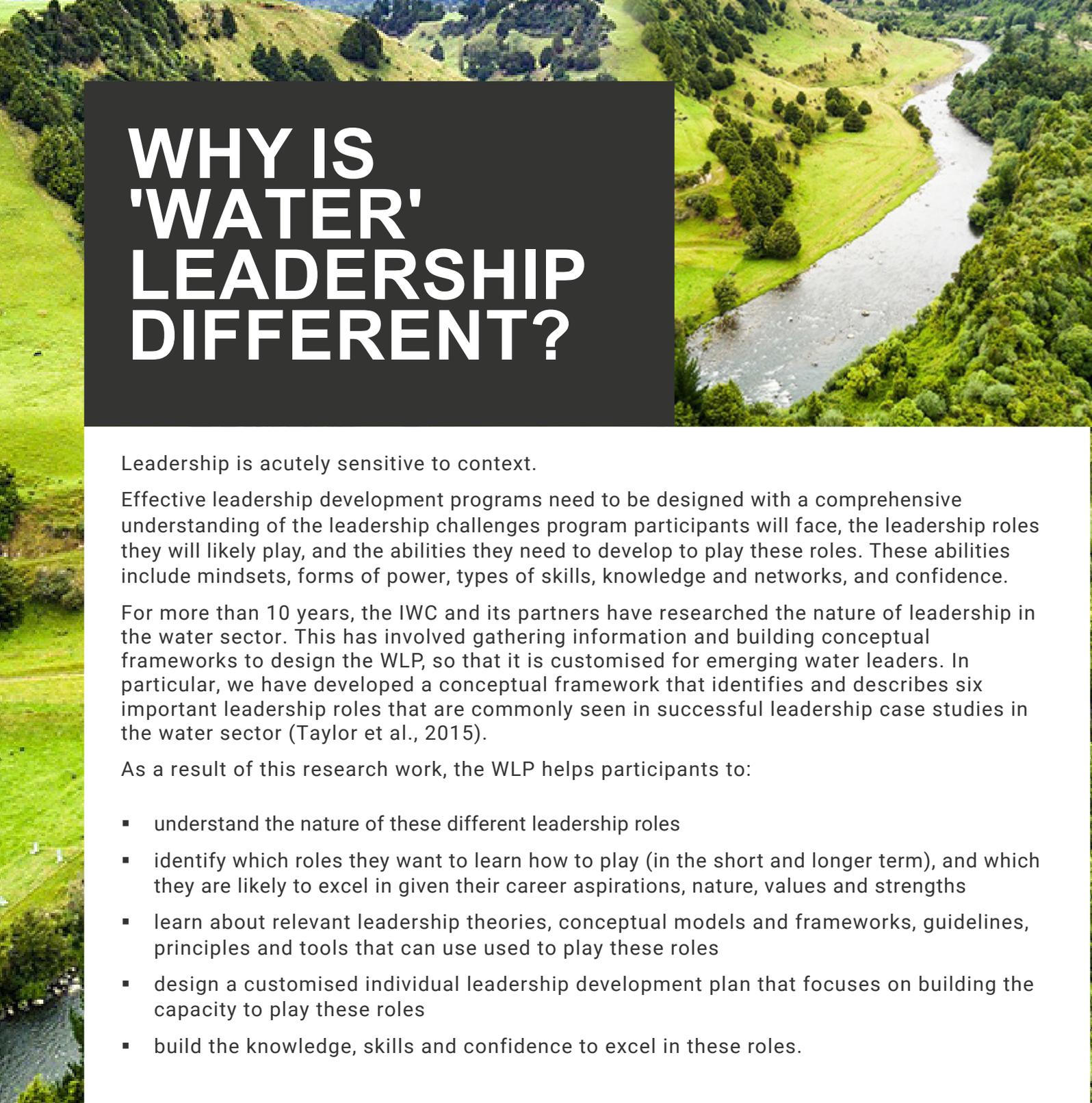
### CAITLIN DAVIS

TEAM LEADER PORTFOLIO MANAGEMENT, VICTORIAN  
ENVIRONMENTAL WATER HOLDER

**THE WATER LEADERSHIP  
PROGRAM IS ENDORSED BY:**

**AUSTRALIAN  
WATER**  
ASSOCIATION





# WHY IS 'WATER' LEADERSHIP DIFFERENT?

Leadership is acutely sensitive to context.

Effective leadership development programs need to be designed with a comprehensive understanding of the leadership challenges program participants will face, the leadership roles they will likely play, and the abilities they need to develop to play these roles. These abilities include mindsets, forms of power, types of skills, knowledge and networks, and confidence.

For more than 10 years, the IWC and its partners have researched the nature of leadership in the water sector. This has involved gathering information and building conceptual frameworks to design the WLP, so that it is customised for emerging water leaders. In particular, we have developed a conceptual framework that identifies and describes six important leadership roles that are commonly seen in successful leadership case studies in the water sector (Taylor et al., 2015).

As a result of this research work, the WLP helps participants to:

- understand the nature of these different leadership roles
- identify which roles they want to learn how to play (in the short and longer term), and which they are likely to excel in given their career aspirations, nature, values and strengths
- learn about relevant leadership theories, conceptual models and frameworks, guidelines, principles and tools that can use used to play these roles
- design a customised individual leadership development plan that focuses on building the capacity to play these roles
- build the knowledge, skills and confidence to excel in these roles.

## What's the next step?

For detailed program information, including the program syllabus, time commitment required, and facilitator profiles, visit our website: [www.watercentre.org/study](http://www.watercentre.org/study)

Or, if you have any questions, contact the IWC training team.

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International  
WaterCentre

## INTERNATIONAL WATERCENTRE

The International WaterCentre was founded in 2005 with the vision of harnessing the diverse expertise of the world's leading water professionals, to educate and empower individuals, communities and organisations, to build capacity to respond to water challenges in innovative ways.

Since its inception, it has grown to become a key player in the global water sector and an important feature of the Australian 'water landscape'. The IWC plays a central role in stimulating and brokering relationships between Australian and international academics, researchers and practitioners, to collectively strengthen integrated water management approaches to tackling complex water challenges.

To date, more than one thousand water professionals from eighty-six countries have benefited from the IWC's education and training programs. This community of water leaders now actively help their local populations and broader societies tackle complex water problems, for the environment, for communities and for the economy.

A global network of more than 170 partners and associates supports the IWC, providing a scope of expertise and experience rarely found in a single, water-dedicated organisation.

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