



International
WaterCentre



The Pathway Program

An International Leadership
Program for Practitioners in the
Water Sector





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.

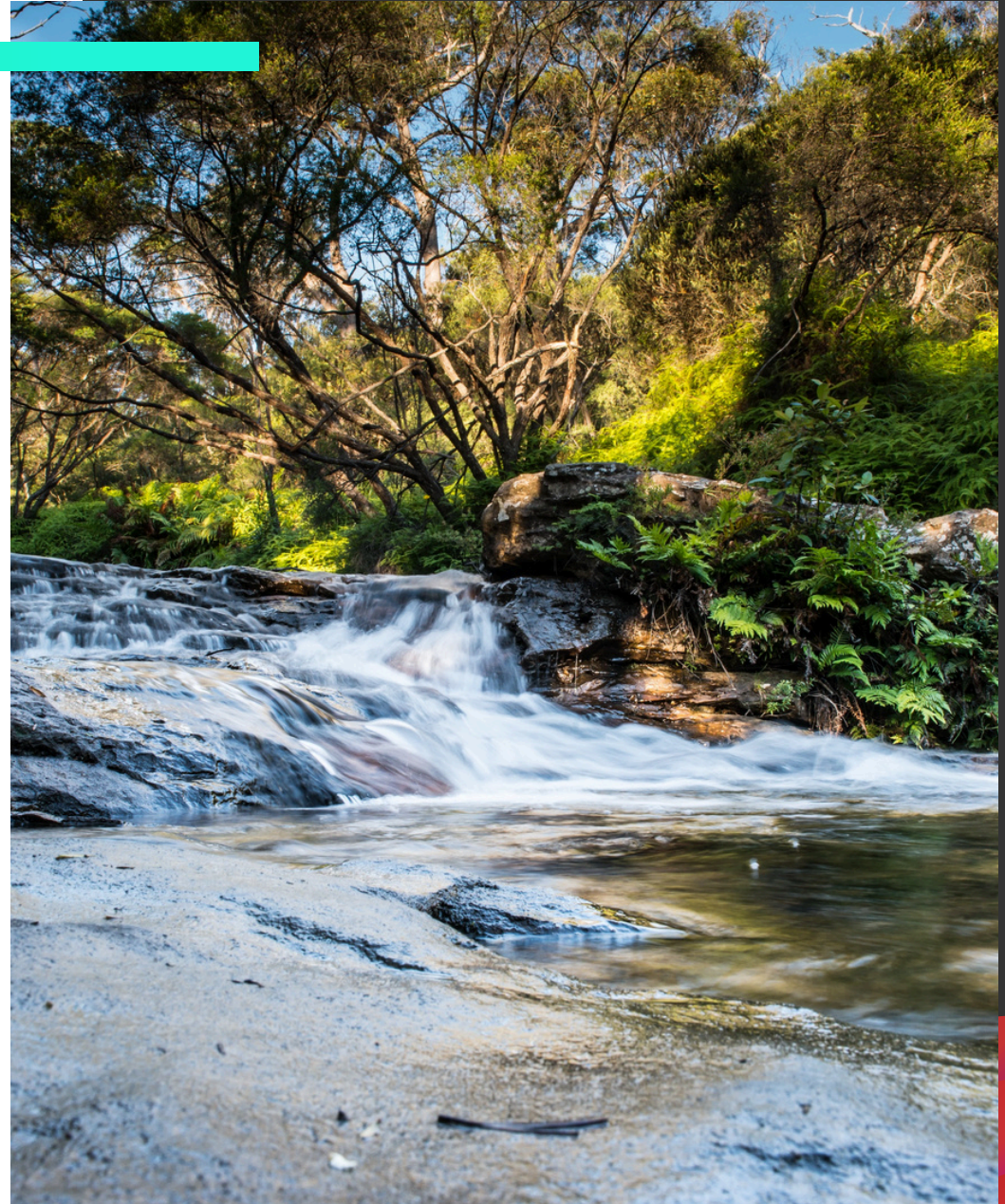
Looming over your work are the increasingly frequent, widespread and severe impacts of climate change on water.

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



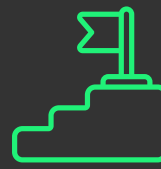
To enhance the ability of water professionals and practitioners to drive positive change and deliver more sustainable forms of water management.



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. There is no obligation to do all three Levels.



Level 1 is 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 an optional level for water practitioners who have completed Level 1 and want to do more intensive work on their leadership capacity in conjunction with an IWC leadership coach. This level involves designing, delivering and evaluating a challenging 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.

Level 3 has a similar design to Level 2, and is also optional. Level 3 involves scoping, designing, delivering and evaluating a significant, leadership-focused capacity building event or 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 a 10 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

10 week online self-paced course



Price

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



Weekly hours of commitment

3-4 hours, with optional extension





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 the Level 1 course

- 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 course will run over 10 consecutive weeks online. 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
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

Next steps

We welcome applications to join the Pathway Program Level 1 from a wide and diverse range of water professionals and practitioners. To apply, please follow the link below, or use the QR code on the last page, 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

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Website

<https://shortcourses.griffith.edu.au/courses/iwc-pathways-program>





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.

