

Advancing Leaders

An inspiring leadership program from Water for Life

Advancing Leaders is an innovative training program which is designed to build the leadership and project delivery capabilities of water or sustainability education professionals from the greater Sydney metropolitan area.

Developed in close consultation with prominent leaders in education for sustainability, the leadership program builds participants capabilities in:

- ◆ Achieving results
- ◆ Project management and leading practice principles
- ◆ Communication and interpersonal effectiveness
- ◆ Facilitating workplace effectiveness
- ◆ Leadership
- ◆ Strategic thinking and planning.

The program is run as a short course with activities spread over nine months and structured to achieve a balance between theory and practical experience. It involves inspirational and high level guest speakers, practical examples and case studies and an opportunity to extend networks and partnership opportunities.

Participation in the leadership program will be by competitive selection only.

To apply, complete the application form and submit by **5 September 2008**.

Benefits to participants and their organisation

Participation in the Program can have many benefits for both the participant and their organisation.

These include:

- ◆ **Project management:** strengthened skills and increased confidence in developing, project managing and evaluating leading practice projects that are locally relevant and closely tied to organisational goals
- ◆ **Leadership:** improved leadership skills, a greater understanding of leadership styles, enhanced ability to take on leadership roles and apply leadership abilities over the participant's career
- ◆ **Networks:** stronger professional networks for support, mentoring and partnerships
- ◆ **Personal development:** improved effectiveness, efficiency and individual performance that supports achieving organisational outcomes and success
- ◆ **Tools:** a practical toolkit that can be used to design and deliver leading practice projects and create true behaviour change within organisations and communities
- ◆ **Project delivery:** practical application through development and delivery of a leading practice project that is aligned with organisational objectives and priorities.

What are the key features of the program?

Participants will be engaged through 7.5 days of face to face time over the nine months of the program.

Key program features include:

◆ Training workshops

- Introductory Briefing (1 day)
- Residential (2 days)
- Water Project Design Workshop (1 day)
- Water Project Showcase (1 day).

◆ Personal and professional development assessment

Prior to the first residential workshop, program participants undergo a workplace 360-degree feedback process and undertake the Myer Briggs self assessment. These tools provide the basis for understanding personal strengths and professional development needs.

◆ Professional development plans

Participants will be supported to develop and implement a detailed professional development plan based on the results of their Myers Briggs and 360-degree feedback.

◆ Mentoring/Skills bank (1 day)

Participants will receive individualised project design support and professional development assessment mentoring and have the opportunity to draw on the skills of professionals across the sector.

◆ Leadership lunches (1.5 days)

High profile and inspiring presenters will speak candidly about what it means to be a leader and their own career paths.

These lunches will also see participants take part in a Community of Practice which will foster network development and sharing leading practice concepts in order to strengthen personal and professional knowledge and expertise.

◆ Forum (1 day)

Water for Life will be conducting a forum in 2009 for those involved in water management and Education for Sustainability. The Forum will provide opportunities for participants to share and discuss leading practice projects and explore the changing landscape of education and its implications for organisations across the sector.

◆ Project work

Participants design and deliver a project that is locally relevant and designed to apply skills and ideas of leading practice principles introduced in the program. Projects will be presented to a panel and will have the opportunity to receive seed funding.

◆ Networking

The Advancing Leaders program is specific to those involved in education for sustainability within local government and non-government organisations and encourages communication and engagement between participants. This is very valuable in terms of sharing and comparing issues, approaches and experience across the sector.



Who are the program facilitators?

Consultants with extensive experience have been engaged to facilitate workshops and support activities. The workshops will be of an experiential nature providing a practical avenue for participants to apply knowledge and skills gained toward developing an innovative and leading practice project that is locally relevant. The Water for Life Education Program team will be managing the leadership program overall and the two consultants below will be running the projects support and professional development components.

- ◆ **Grahame Collier** has over ten years experience in private consultancy since establishing T Issues Consultancy. Through T Issues Grahame has undertaken significant projects with international, national, state and local government agencies, as well as with industry and non government organisation clients. He works across public health and environment sectors and works within a sustainability framework.
- ◆ **Kalina Koloff** is principal at Sustainable Capital. Kalina has over 15 years experience as a community educator and has worked within the NGO, Local and State Government sectors. Degree qualified in Environmental Science (BSc), Politics (BA) and Sustainable Development (MSusDev) Kalina brings a mix of both academic and practical experience to this project. Kalina has experience in the design and delivery of innovative sustainability education projects through The Watershed Sustainability Resource Centre, The Sydney Environmental Education Network and with recent clients including; Woollahra Council, NECO, Grant Thornton and the NSW Department of Environment and Climate Change.

Program schedule

Date	Program components
24 September	Introductory session (1 Day)
16-17 October	Residential (2 Days)
19 November	Water projects design workshop (1 Day)
10 December	Leaders Lunch 1 (1/2 Day)
TBC (February 2009)	Leaders Lunch 2 (1/2 Day)
TBC (April 2009)	Forum 1 (1 Day)
TBC (May 2009)	Showcase (1 Day)
TBC (May 2009)	Leaders Lunch 3 - Celebration event (1/2 Day)

What are the selection criteria?

Successful applicants will demonstrate proven past performance in managing projects, a commitment to professional and personal development and potential to take on leadership roles in the future. Specific criteria include:

1. Design and delivery of leading practice projects of relevance to the leadership program
2. Ongoing potential to apply leadership skills to successful delivery of community education projects
3. Evidence of professional engagement within the sector
4. Commitment to develop leadership and interpersonal skills
5. Strong organisational support for involvement in the leadership program
6. Locality of organisation and or primary project work within greater Sydney metropolitan area (see application form for details).

What is the cost?

Free for selected participants from local government, non-government or state government organisations in Sydney, the Illawarra and Blue Mountains thanks to funding from the Water for Life Education Program. Equivalent leadership programs cost around \$6 500 per participant.

How do I apply?

The application form is available from www.waterforlife.nsw.gov.au/leadership. It must be completed and signed by the applicant. Endorsement from the applicant's supervisor is also required.

The closing date for applications is Friday 5 September 2008.

Please forward this application by 5pm on 5 September 2008 to:

Water for Life application manager
GPO Box 3889, Sydney 2001
education@waterforlife.nsw.gov.au

For further enquiries contact:

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