



Leadership for Executive Women in Water



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.






> 14 years

We have grown to become a key player in the global water sector and Australian water landscape.

> SDG6

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

Fast facts

	LOCATION	Brisbane
	COMMENCING	19 - 21 February 2020
	FEES	\$4,980 (inc GST) - covers cost of residential accommodation and all meals
	DURATION	3 days residential, 2 coaching sessions (face-to-face or online)
	OPEN TO	Women in middle to senior management roles in the water sector, with over 5 years management experience. Women from all types of organisations (authorities, utilities, NGO's, government) are encouraged to participate.

Leadership for Executive Women in Water

In water utilities, women are just under half as likely as men to be senior managers. In scientific research, more than 60% of staff are women, but just an eighth of executives are. Those in the industry point to three key obstacles to women achieving parity with men – weak retention, a substantial pay gap between the sexes and the under-representation of women in senior positions¹.

Research highlights that having women in senior roles tends to produce a more holistic analysis of the issues an organisation faces and spurs greater effort and motivation, leading to improved decision-making². Furthermore, a diverse and inclusive workforce, regardless of size and type of organisation, generates tangible benefits, such as increased efficiency, productivity, innovation, creativity and improved employee engagement.

Despite this, McKinsey and Co. identified a leaking pipeline spanning the entire length of the corporate ladder³. At each stage (entry level, middle management, senior management, and the executive level), men are more likely to progress, and this more than doubles at the very top. While women are falling behind at every level, this is particularly prevalent just outside the c-suite.

This is a complex adaptive problem, which will require a multifaced approach to bring about change at a societal, organisational and personal level. Leadership for Executive Women in Water provides women the opportunity to further develop their leadership practice, to challenge the systemic barriers that hold them back and develop a strong network that will support them in leading change and innovation.

¹ <https://watersource.awa.asn.au/business/diversity/why-are-women-underrepresented-in-water/>

² Centre for ethical Leadership 2013, Building a Business Case for Gender Diversity, viewed 19 June 2019, available: https://sage-pilot.uq.edu.au/files/127/building_a_business_case_for_gender_diversity_%28april_2013%29.pdf

³ McKinsey & Co. (2013), 'Gender diversity in top management: Moving corporate culture, moving boundaries', p. 9.



COURSE OVERVIEW

Leadership for Executive Women in Water specifically addresses the unique challenges women in leadership face within the context of the water sector. It is designed to engage senior female leaders in highly interactive, peer-oriented development to increase self-knowledge and awareness. Reflection on aspects of style and impact of leadership will be encouraged.

During the retreat, activities are undertaken which develop participant connections; allowing cohorts to develop into tightly knit peer networks. By participating with women from across the water sector, you will gain a greater understanding of the strategic challenges different types of water organisations face and learn from the shared experiences of your cohort, developing strategies to engage and solve problems within your own environment. A strong group dynamic amongst the cohort is fundamental to the participant's individual and collective success and greatly enhances the learning process.

Pre-course coaching sessions with individual participants allows us to refine the program to be responsive to the specific needs of each cohort.

COURSE BENEFITS

This course will focus on agency building activities including:

- leadership identity
- creating effective and strategic networks
- dealing with gender dynamics at the workplace
- changing mindsets of that create barriers for women and how to address them
- cultivating mental and physical resilience
- develop a personal presence and brand based on your authentic leadership style
- developing a personal career plan and examining gender specific career de-railers.

DELIVERY FORMAT

This course is a short residential program, balancing the power of harnessing the cohort experience with the understanding that often women leaders have a large number of competing professional and personal priorities. Time commitment for the Leadership for Executive Women in Water course includes:

- 1-hour pre-course coaching session - leadership objective setting to establish personal learning plan and objectives
- 3 day (2 night) residential program in south-east Queensland
- 1-hour post-course coaching session – establishing your pathway forward.

This will also help to contextualise the course to your individual learning requirements, as well as refine the needs of the collective to better inform course content and delivery.



What's the next step?

To find out how you can become part of the new generation of water professionals, visit our website: www.watercentre.org/study

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

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WHY WOMEN ONLY?

How do women-only leadership programs differ from mixed gender programs? Simply, they specifically target women in the design and delivery stages. They take into account several key factors:

- the socialisation of women
- their developmental needs
- their experiences of leadership
- preferred learning styles
- barriers to advancement.

These differences form the key to why women-only programs achieve far greater return on investment for organisations.

WHAT IS THE PROBLEM?

The statistics illustrating the lack of women in senior positions are well known. Most CEOs accept that there is a problem, and a surfeit of research expounds on the cause. Of particular interest is recent research that sheds light on the different experiences of women and men.

McKinsey and Co. identified a leaking pipeline throughout the corporate ladder(6). At each stage (entry level, middle management, senior management, and the executive level), men are more likely than women to advance, but this likelihood more than doubles at the very highest level.

Women are falling behind at every level, but particularly just outside the gilded doors of the c-suite.

Inkling Women, Why women only programs work, viewed 19 June 2019, available: <https://static1.squarespace.com/static/584268e3197aeafb4a063b61/t/58d48c51e4fcb51bf3b6143f/1490324584229/Why+Women+Only+Programs+Work.pdf>



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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