You may be where you are today through grit and determination or a combination of opportunity and happenstance.

How much better would it be to orchestrate your own future, your own way... with the help of a collegiate cohort of like-minded peers and support from the leaders in your sector.

Welcome to Insight: Executive Leadership for Women in Water
Foreword

It is with great pleasure that I invite women in the water sector to invest in their executive-level career by participating in this sector specific leadership program.

This program has been designed to elevate the visibility of women in water and ancillary industries to successfully step into leadership roles at the highest level. It offers a deliberate balance between insightful self-development and learning from others, as well as the opportunity to explore real challenges affecting the sector.

In particular, I want to encourage women in the smaller regional and rural organisations, to consider this program as signalling their career intentions and their long-term commitment to making a difference in the communities in which they live and work.

We’ve made great strides in improving gender equity with 50 per cent of positions on Water Corporation and Catchment Management Authority Boards now being held by women. This program is part of the commitment in Water for Victoria to focus on gender equity and it provides Boards and sector leaders with the opportunity to seek out and support talented, high potential women to be part of this exciting bespoke program.

I look forward to welcoming the successful candidates joining the program at the welcome event later in the year.

The Hon Lisa Neville
Minister for Water

Leadership Oversight Committee

The Minister for Water has appointed a Leadership Oversight Committee, chaired by the Deputy Secretary, Water and Catchments Group in the Department of Environment, Land, Water and Planning. The committee members comprise water sector and industry representatives.

- Helen Vaughan – Deputy Secretary, Water and Catchments Group
- Sue O’Connor – Chairperson, Yarra Valley Water Corporation
- Georgina Gubbins – Chair, Great South Coast Food and Fibre, Deputy Chair – Non-Executive Director, Wannon Water
- Non-Executive Director, Glenelg Hopkins Catchment Management Authority
- Sarah Cumming – Managing Director, Central Gippsland Region Water Corporation
- Pat McCafferty – Managing Director, Yarra Valley Water Corporation
- Jenny Paradiso – Managing Director, Suntrix
  Winner of the 2016 Telstra Australian Entrepreneur Award
Insight: Executive Leadership for Women in Water

The Insight program is a program of a life-time, designed by women for women, where a deep sense of belonging grows from discovering what women are capable of together. This transformative program is anchored in the way women want to work rather than the paradigm they find themselves working in.

The program will challenge thinking. Participants will engage in conversations that explore emerging trends and future challenges and will use structured problem solving to work on real issues facing the water sector and leadership challenges.

This multi-faceted experiential learning program will involve personal insights to help you develop your own narrative of leadership and sense of self as a leader. You will build real depth in resilience and gain an understanding of what it takes to confidently lead an organisation.

Women connect and collaborate in ways that when cultivated create mutual success. Together, and as individuals, you will have a powerful voice to influence positive outcomes across the sector and in your community. Hence the program provides a safe environment to build a collaborative and supportive network of like-minded women seeking to make a difference.

Beyond establishing a peer group, the program’s strength lies in its personalisation, its ability to cater for each individual, with a strong emphasis on self-actualisation and addressing the ‘what is missing in your leadership journey’. Pre-program diagnostic information will be used to arrive at a sound understanding of who you are - your strengths, talents, self-imposed limitations – that provides the insight you need to define what it means to be successful being your authentic self.

The significant point of differentiation and what sets this program apart, is you benefit from access to leaders from many walks of life as well as the support of current executives from across the sector to be ‘career sponsors’ beyond the life of this 12-month program.

Be part of this unique experience - where success comes from a different leadership paradigm.

About the program

It is a structured program over 12-months with four 2-day residential modules. It is highly iterative, intellectually stimulating and challenging.

The program supports:

The program will be open to between 15 and 18 women who will have the opportunity to:

- Engage in meaningful analysis of key issues impacting the sector and the community.
- Explore real-world scenarios about the challenges that come with taking that next step.
- Learn how to lead with and without authority and to navigate adaptive leadership challenges.
- Interrogate the issues of ethics, paradox, confrontation and influence.
- Build networks and increase circles of influence.

On completion you will have created a Personal Strategy Map, built a plan to lift your visibility and professional presence, have practiced building a multi-year blueprint for cultural transformation and understand how to incorporate the impact of this program in your organisation.
Who should apply?

Women who want to move into leadership roles at the highest level and progress their executive leadership journey.

This program is for you.

Application process

There is a thorough application and selection process for admittance to the program, that is also an experiential learning opportunity.

SHK Asia Pacific will manage the application process including interviewing and short-listing of candidates.

All short-listed candidates will prepare a short video presentation to support their application and complete interview-based behavioural profiling. Regardless of whether the applicant makes the program, all short-listed candidates will receive their own individual behavioural insight report to continue their self-development inside and/or outside the program.

The Leadership Oversight Committee will then make the final selection decision based on the application information, behavioural profiling, short video presentation and a readiness assessment by SHK Asia Pacific.

How to apply

To be considered for the Insight program your application form and completed endorsement form, signed by your organisation’s Managing Director or Chief Executive Officer, must be sent by email to SHK no later than 3 October 2019.

Email forms to: applymel@shk.com.au

Addressing the application covering letter to:
Insight - Executive Leadership for Women in Water
Attention: Penny Wilson – Partner, SHK Asia Pacific
Level 5, Rialto South Tower, 525 Collins Street, Melbourne Victoria 3000

Program fees

Program fees are structured to ensure women from across the water sector have access to the Program. Your Managing Director / Chief Executive Officer’s endorsement of your application includes acceptance of the program costs detailed in the endorsement form.

Participants are asked to make a contribution towards their personal development. A fee of $1000 is payable by the participant. This can be a split payment with $500 payable on acceptance to the program and $500 payable halfway through the program.