



# Insight

Executive Leadership  
for Women in Water



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's with pleasure that I invite the nomination of women at executive-level in your organisation, or aspiring executives in sector-allied organisations, to be part of this water sector leadership program.

The Insight program offers both self-development and the opportunity to learn from others in the sector and is designed to elevate women into future leadership roles. The program provides the space for broad inventive thinking about a sustainable water future and how we go about addressing the challenges facing the sector.

Over the previous two programs we have seen the positive impact of investing in our future leaders, particularly for women in regional organisations.

This program is part of the commitment in Water for Victoria to focus on gender equality and signals the sector's long-term commitment to diversity & inclusion and supporting women to make a difference in the communities in which they live and work.

Nominations for the 2024 program provide Boards and sector leaders with the opportunity to seek out and support talented, high potential executive women to be part of this exciting program.

I am proud to support the Insight program and to continue to promote women in water. It represents collective, decisive and progressive leadership at its best and I look forward to meeting the successful nominees to the 2024 Insight.



**The Hon Harriet Shing MP**  
Minister for Water

### Leadership Oversight Committee

The Minister for Water has appointed a Leadership Oversight Committee, chaired by the Chair of VicWater. The committee members comprise water sector and industry representatives.

- David Middleton – Chair, Greater Western Water and Chair, VicWater
- Catherine Jenkins – Chair, Corangamite CMA and Chair, VicCatchments
- Sarah Cumming – MD, Gippsland Water
- Pat McCafferty – MD, Yarra Valley Water



## Insight: Executive Leadership for Women in Water

The Insight program is a program of a life-time. It is truly transformative and highlights what women can achieve together, because it is anchored in the way women want to work rather than the paradigm they can find themselves working in.

The program will challenge thinking and explore decision-making, particularly divergent thinking to address complexity requiring consideration of unintended consequences and reputational risk. It provides a safe environment gain a sense of self as a leader and to build a collaborative, supportive network for women seeking to make a difference – together and as individuals.

Beyond establishing a network of like-minded women, 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 they are - their strengths, talents and self-imposed limitations – and what it takes to lead as their authentic-self.

Participants will work on real issues facing the water sector. They will benefit from the lived-experiences of leaders from many walks of life, and learn from their career-crossroad decisions and the choices they made when faced with confronting leadership challenges.

It is a multi-faceted program, designed for participants to experience the mutual success that comes when women connect and work together. What also sets this program apart is the women will be asked to invite a male executive peer to share and partner with them for parts of the program. Together they will join the alumni from past programs to build a critical mass of connected, legacy minded, collaborative leaders able to influence outcomes across the sector and communities.

### About the program

It is a structured program over 12-months. It is highly iterative and challenging. At its core are five, 2+ day residential modules each at a different venue in and around regional Victoria. These are supported by online interactive Masterclasses between the modules that vary from a full-day to 2 hours in length. In addition, the women will meet outside the formal part of the program to progress or complete aspects covered in the learning modules and set time aside for coaching sessions.

#### The program will be open for 12 to 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.
- Build networks and increase circles of influence.

## Who is the program for?

Water Corporations and Catchment Management Authorities are invited to nominate one executive women in their organisations to join the 2024 Insight: Executive Leadership for Women in Water program.

The program is open to women new to executive roles, existing executives or women aspiring to executive role who have been identified through the organisation's talent mapping or succession planning.

During the course of the program the women, and the executive male peer they chose to partner them in the program, will explore what it takes to build confident, collaborative executive teams, address systems and processes that inhibit people making a meaningful contribution and, as contemporary leaders, how to enhance the sector's reputation for equity, inclusion and diversity.

Participants in the 2022 Insight program had this to say:

*“ A safe space and intentional work can very quickly build tremendous social capital. ”*

*“ The strength of intentionality. Finding space for reflection and recovery. ”*

*“ Improved my confidence and awareness of when to step forward, stand beside and step back as a leader. ”*

*“ Look for barriers (affecting others) that I can't see from my lived experience. ”*

*“ 'Getting out of the cheap seats and into the arena'. Stepping into the ring when it is risky, uncharted and a bit scary. ”*

## Nomination and Application Process

This is a rigorous, experiential process conducted by an executive search firm. To commence the process a nomination and endorsement form is completed by a Water Corporation's Managing Director or the Chief Executive Officer of a Catchment Management Authority and endorsed by the organisation's Chair of the Board.

Only one woman can be nominated by each water sector organisation.

All women nominated will be invited to complete an application form, an executive-style recruitment interview and interview-based behavioural profiling as part of the pre-selection process. All nominees will receive their own individual behavioural insight report to continue their self-development inside and/or outside the program. The pre-selection process will result in a short-list.

The Insight Leadership Oversight Committee will then make the final selection decision based on the nomination, endorsement, application and pre-selection process.

## Program Fees

Program fees are structured to ensure women from across the water sector have access to the Insight program. The nomination form includes acceptance of the program costs outlined in the form.

The fee structure for successful entry into the program is a sliding scale. A fee of \$10,000 is payable by Metro organisations (revenue over \$500m); \$6,000 for Urban Fringe (revenue > \$100, and < \$500m); and \$4,000 for Small Regional and Rural (revenue < \$100m).

Participant's organisations will also cover the cost of accommodation and travel for them to attend program activities.

### Enquiries:

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