

**Leadership Program**

**Program aims**

* To provide people with disability in the Australian water industry with leadership tools, frameworks, and approaches, to boost their leadership impact.
* To link people with disability who are interested in leadership, and encourage networking and peer support.
* To support people with disability in our industry to grow their careers.

**Program overview**

This program is specifically designed for people with disability in the Australian water industry to help build their leadership potential, and support their personal and career growth.

The program will explore different leadership frameworks and approaches, and provide resources for further reading and exploration. It will be a safe place for people to explore who they are, what they want to achieve and how they want to go about it. It will also include elements to put the theory into practice.

The program will run over five months from May to September 2024 and comprise of five three-hour sessions. All sessions will run in a hybrid format in person in Melbourne CBD and on line to facilitate connections in line with people’s preferences and geographic locations.

The program is free, but places are limited to seven, and all participants will need to get the approval of their manager as part of the EOI process.

**Facilitators**

**Llewellyn Prain**

Llewellyn is the founder of WaterAble and the Deputy Chair of Greater Western Water.

Following completion of the Leadership Victoria Williamson Community Leadership Program in 2017, Llewellyn was voted a leader among her peers and was the 2017 valedictorian. She believes people with disability make powerful and compelling leaders who are capable of providing leadership anywhere anytime. She is passionate about ensuring more people with disability develop their leadership potential in the water industry.

**Emma Olivier**

Emma is a board director of Wannon Water and founder of Twenty Percent, a Disability Inclusion Advisory.

Emma has over 30 years of consulting experience. Having been born without a left hand, her vision as founder of Twenty Percent is to work with organisations to help unlock the superpowers of disability in their own workforces, customer bases and how they engage in the communities they operate in. Emma completed Leadership Victoria Williamson Community Leadership Program in 2018 and is a current Board member of Leadership Victoria.

**Program outline**

**Module 1 – Introduction**

**May 2024**

This session will cover:

* Deconstructing disability – the medical model and the social model of disability
* Disability rights, advocacy and language – a short history
* Reasonable adjustments – the hardest leadership work you might ever do

**Module 2**

**June 2024**

All about leadership theory

* Leadership concepts and frameworks, such as adaptive leadership, authentic leadership and values based leadership
* Start to define your True North

**Module 3 – Values and purpose**

**July 2024**

This session will cover:

* Exploring who we are, what drives us, what do we want to achieve and how do we want to go about achieving it
* The need for self-care, allies and resilience particularly when you are a leader with a disability

**Module 4 – Strengths and weaknesses**

**August 2024**

This session will cover:

* Identifying our own strengths and weaknesses.
* Understanding how to leverage the strengths and work on the weaknesses to maximise our own impact
* The power and pitfalls of vulnerability when you have a disability

**Module 5– True North**

**September 2024**

This session will cover:

* Participant presentations on their True North
* Leadership program graduation

**Expression of Interest Form**

**Name:** Click or tap here to enter name.

**Organisation:** Click or tap here to enter organisation.

**Role:** Click or tap here to enter role.

**What city/town are you based in?** Click or tap here to enter your city/town.

**Email:** Click or tap here to enter email.

**Phone:** Click or tap here to enter phone.

**What are you hoping to get out of participating in the program?** (brief statement)

Click or tap here to write what you hope to get out of participating in the program.

I Click or tap here to enter name. confirm that I have a disability and currently work in the Australian water industry, and have approval from my manager to participate in the leadership program.