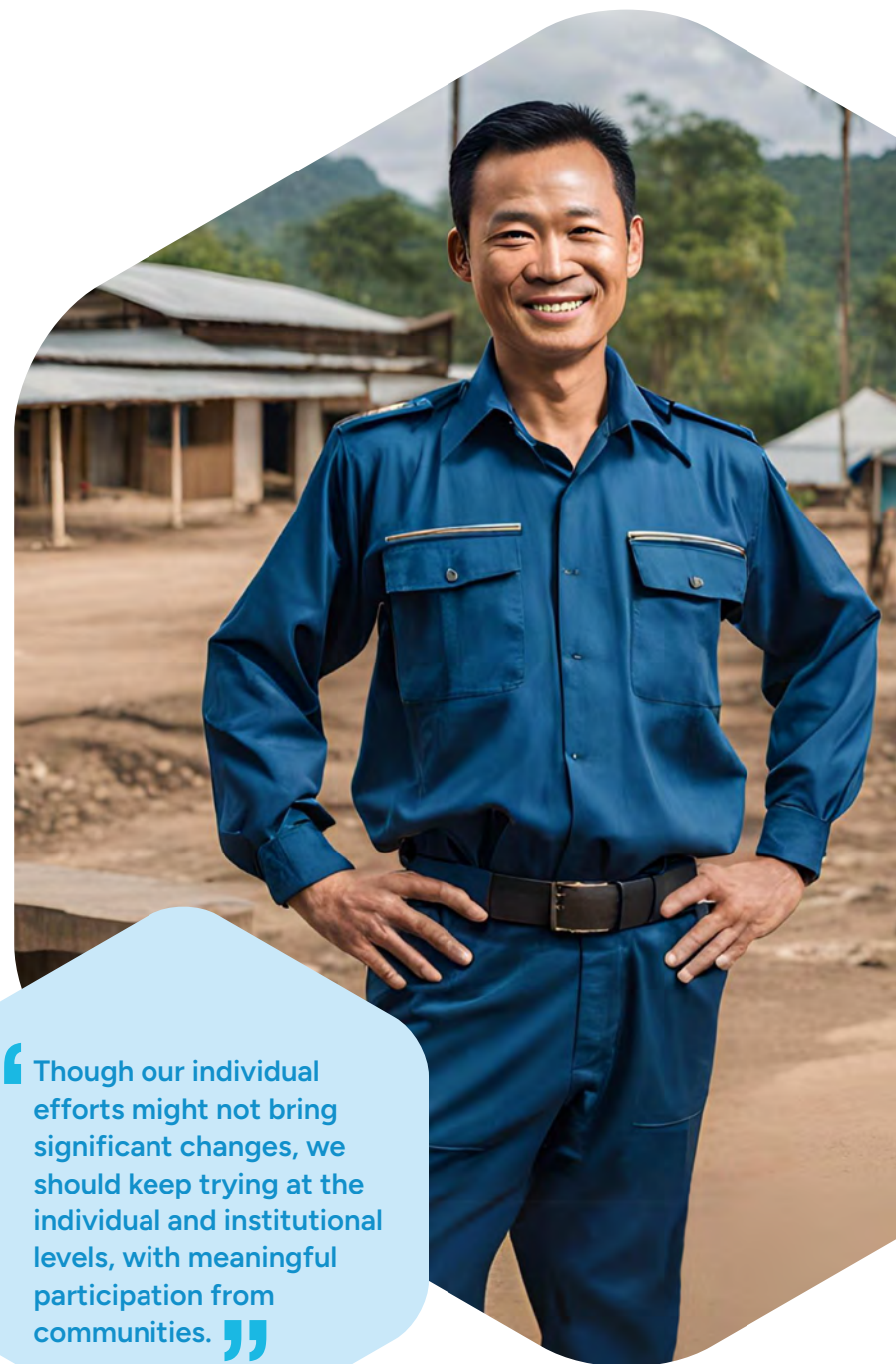




Bounmy

1	Values and traits	<ul style="list-style-type: none">• Strong social justice and feminist values• Optimistic that individual action can drive change• Courage to do things differently
2	Leadership style	<ul style="list-style-type: none">• Leads by example• Motivates and mobilises others• Collaborative, giving a voice to everyone and seeking participation
3	Actions	<ul style="list-style-type: none">• Mainstreams gender into his department work and integrates climate resilience and inclusion• Involves local community, particularly women and marginalised groups, in decision-making• Mentors younger individuals
4	Outcomes	<ul style="list-style-type: none">• Improvements in quality and inclusive WASH service provision• Increased participation of women and marginalised groups• Higher awareness about the need for climate-resilient WASH services among community members and colleagues
5	Barriers	<ul style="list-style-type: none">• Harmful gender and social norms in the workplace and in communities• Lack of local government budget allocations and regulation for climate-resilient WASH services• Lack of reliable information about the effects of climate change
6	Enablers and motivations	<ul style="list-style-type: none">• External support• Access to education and training• Desire to contribute to his hometown and preserve the environment



“ Though our individual efforts might not bring significant changes, we should keep trying at the individual and institutional levels, with meaningful participation from communities. ”



Think about...

Name:

Date:

Location:

You as a leader

1 Personal values and traits

Connect with your values: Take a moment to reflect about your values. What matters to you the most in your current job?

2 Leadership style

Desired changes: What about this leader resonates with you? What do you admire about them?

How would you like to be more like them? Is there anything about your current leadership style that you would like to change to be more like them? List these changes.

Your role in climate resilient inclusive WASH services

5 Enablers

3 5-year vision



7 Actions: long-term

Long-term

7 Actions: medium-term

Medium-term

7 Actions: short-term

Short-term

4 Current situation

6 Barriers





Bouchan

1	Values and traits	<ul style="list-style-type: none">• Social justice values• Courage to persist in the face of uncertainty• Wish to prove himself as a leader and excel in his career
2	Leadership style	<ul style="list-style-type: none">• Working with dedication and commitment• Prioritises vulnerable populations• Risk-taking leadership, acting despite his fears and limitations
3	Actions	<ul style="list-style-type: none">• Advocates for policy and directive support from the senior decision-makers• Advocates for technical and financial support from external entities• Mobilises and inspires his community
4	Outcomes	<ul style="list-style-type: none">• Improvements in quality and inclusive WASH services• Higher awareness about the need for climate-resilient WASH services among community members and colleagues in local government• Sense of personal satisfaction
5	Barriers	<ul style="list-style-type: none">• Lack of local government budget allocations and regulations• Lack of community awareness and reliable information• Feelings of fear and overwhelm by the severity of the issue and his capacity to make change
6	Enablers and motivations	<ul style="list-style-type: none">• Contributing to positive change in communities• External support• Aspirations to achieve success through his work



“ Climate change used to scare me, but I've learned we can each make a difference, even in small ways. Coping with climate change is the work of all, and disadvantaged people need more attention. ”



Think about...

Name:

Date:

Location:

You as a leader

1 Personal values and traits

Connect with your values: Take a moment to reflect about your values. What matters to you the most in your current job?

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How would you like to be more like them? Is there anything about your current leadership style that you would like to change to be more like them? List these changes.

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7 Actions: long-term

Long-term

7 Actions: medium-term

Medium-term

7 Actions: short-term

Short-term

4 Current situation

6 Barriers





Kongla

1	Values and traits	<ul style="list-style-type: none">• Optimistic in the face of challenges• Ability to inspire, motivate, and mobilise others to work for the same cause• Committed to the community and his job
2	Leadership style	<ul style="list-style-type: none">• Leads by example• Goal-oriented• Persuasive and confident in his communication approach with government and community
3	Actions	<ul style="list-style-type: none">• Increases climate resilience advocacy, budgeting and planning• Advocates and strategically influences people at the upper levels of government• Mentors younger staff so they can learn from him and become good leaders
4	Outcomes	<ul style="list-style-type: none">• Changes in local government practices• Improvements in quality and inclusive WASH services• Higher awareness about the need for climate-resilient WASH services among community members and senior colleagues in local government
5	Barriers	<ul style="list-style-type: none">• Feeling that there is a lack of support from the central government• Others' lack of awareness about the impacts of climate change• Colleagues' limiting beliefs about what is possible for local government to achieve.
6	Enablers and motivations	<ul style="list-style-type: none">• Contributing to positive change in communities• External support• Social and professional reputation



“Climate change is a serious issue, and local government must act alongside communities. I want to see more government involvement, so I am driving that change.”



Think about...

Name:

Date:

Location:

You as a leader

1 Personal values and traits

Connect with your values: Take a moment to reflect about your values. What matters to you the most in your current job?

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How would you like to be more like them? Is there anything about your current leadership style that you would like to change to be more like them? List these changes.

Your role in climate resilient inclusive WASH services

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7 Actions: long-term

7 Actions: medium-term

7 Actions: short-term

Long-term

Medium-term

Short-term

4 Current situation

6 Barriers





Sisomephone

1	Values and traits	<ul style="list-style-type: none">• Strong social justice and feminist values• Courage to do things differently• Learning orientation and curiosity
2	Leadership style	<ul style="list-style-type: none">• Empathetic and caring, prioritising people at risk of exclusion• Locally-led action and direct engagement• Collaborative, giving voice to others and seeking participation
3	Actions	<ul style="list-style-type: none">• Mainstreams gender into her department work and integrates climate resilience and inclusion• Places the vulnerable at the centre• Builds the capacity of local communities and involves them in decision-making
4	Outcomes	<ul style="list-style-type: none">• Improvements in quality and inclusive WASH service provision• Higher awareness about the need for climate-resilient WASH services among community members and colleagues in local government• Increased participation of women in her team and in community activities
5	Barriers	<ul style="list-style-type: none">• Harmful gender norms in the workplace and communities• Lack of local government budget allocations and regulations for climate-resilient WASH services• Lack of reliable information about the effects of climate change
6	Enablers and motivations	<ul style="list-style-type: none">• Contributing to positive change in communities• External support• Opportunities to learn something new



“I do not leave behind the disadvantaged groups. I pay special attention to marginalised people because they should get help first.”



Think about...

Name:

Date:

Location:

You as a leader

1 Personal values and traits

Connect with your values: Take a moment to reflect about your values. What matters to you the most in your current job?

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Desired changes: What about this leader resonates with you? What do you admire about them?

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Your role in climate resilient inclusive WASH services

5 Enablers

3 5-year vision



7 Actions: long-term

Long-term

7 Actions: medium-term

Medium-term

7 Actions: short-term

Short-term

4 Current situation

6 Barriers

