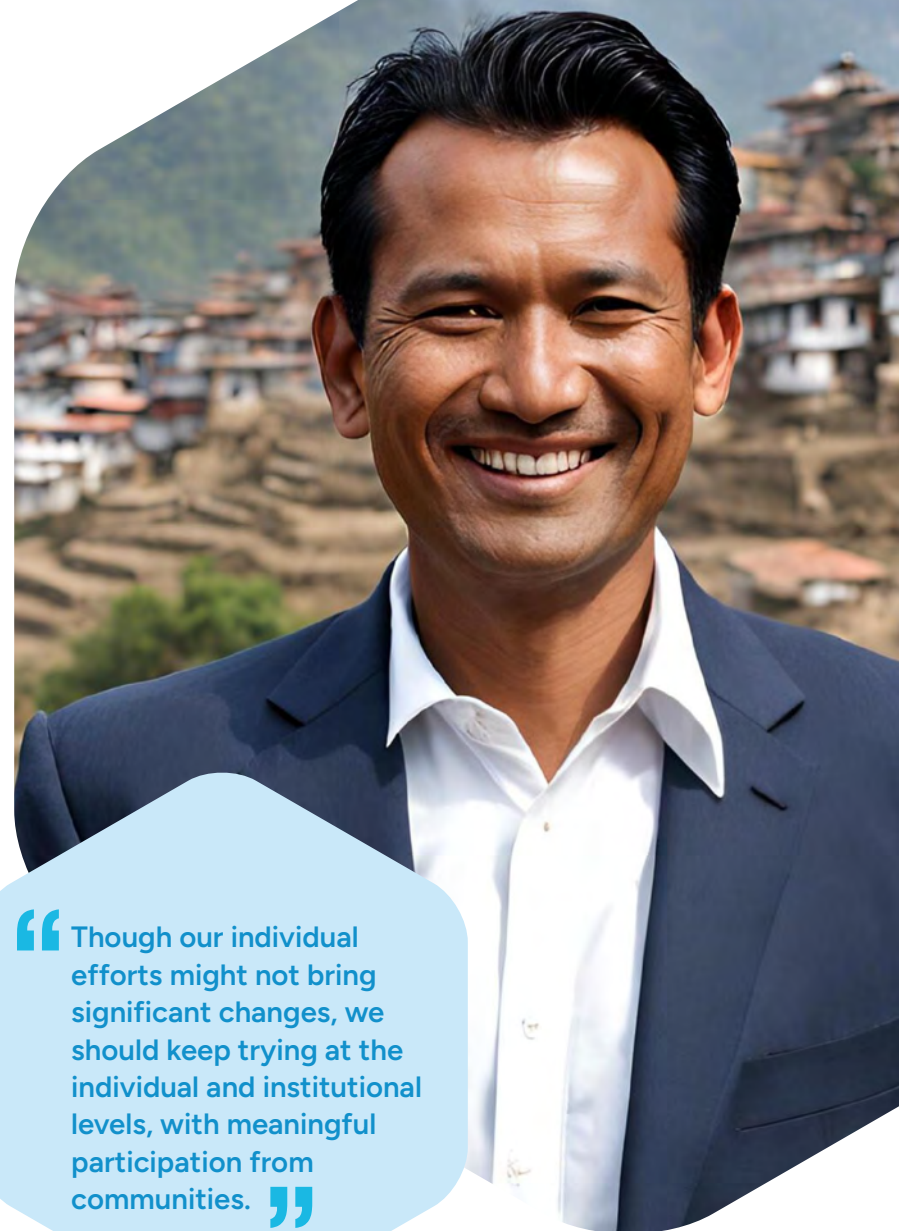




Shishir

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• Feeling of urgency to act towards climate resilience
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">• Leads community-based climate resilient activities• Mainstreams gender and inclusion• Demonstrates climate responsive behaviours• 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 services• 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• Insufficient budget allocations and regulation for climate-resilient WASH services• Limited use of climate information for planning and investment priorities
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• Climate knowledge



“ 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

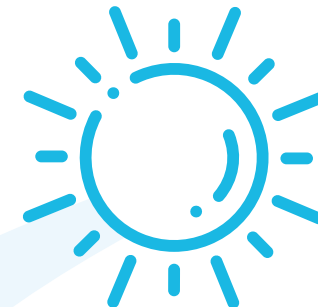
Desired changes: What about this leader resonates with you? What do you admire about them?

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





Santosh

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 government officials• Demonstrates climate responsive behaviours
4	Outcomes	<ul style="list-style-type: none">• Improvements in policy and annual planning and budgeting• Higher awareness among local government officials about the need for climate-resilient services• Sense of personal satisfaction
5	Barriers	<ul style="list-style-type: none">• Insufficient local government budget allocations and regulations• Limited use of climate information for planning and investment priorities• Limited political commitment• Competing priorities
6	Enablers and motivations	<ul style="list-style-type: none">• Aspirations to achieve success through his work• Contributing to positive change in local government• External support



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



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?

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7 Actions: long-term

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7 Actions: short-term

Long-term

Medium-term

Short-term

4 Current situation

6 Barriers





Rajesh

1	Values and traits	<ul style="list-style-type: none">• Optimistic in the face of climate 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">• Embodies climate action leadership• Results-oriented• Persuasive and confident in his communication approach with government authorities and communities
3	Actions	<ul style="list-style-type: none">• Prioritises the climate resilience agenda• Increases climate resilience investment and planning• Advocates and strategically influences people at the upper levels of government• Encourages other team members to consider and prioritise climate risk-informed programs
4	Outcomes	<ul style="list-style-type: none">• Improved climate risk-informed annual planning and budgeting• Improvements in quality and inclusive WASH services and no one is left behind• Higher awareness among local government team members about the need for climate-resilient WASH services
5	Barriers	<ul style="list-style-type: none">• Competing priorities and limited clarity about the roles among three tiers of government• Lack of collective awareness about the impacts of climate change at local level• Team's limited confidence about what is possible for local government to achieve in climate action
6	Enablers and motivations	<ul style="list-style-type: none">• Preserving social and professional reputation• Access to climate risk information• External support• Willingness to contribute to positive change in communities



“Climate change is a pressing issue, and local government must act alongside communities. I want to see more involvement from local government, so I am leading 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?

2 Leadership style

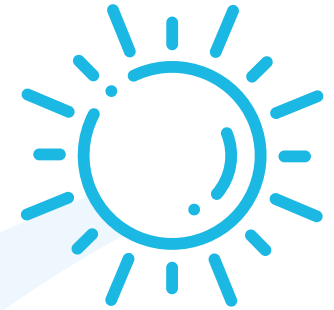
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7 Actions: short-term

Long-term

Medium-term

Short-term

4 Current situation

6 Barriers





Sita

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 and social inclusion into her work and integrates climate resilience• Places the potentially vulnerable at the centre• Builds the capacity of local communities and involves them in annual planning and decision-making
4	Outcomes	<ul style="list-style-type: none">• Increased participation of women and people with disabilities in her team and in community activities• Higher awareness about the need for climate-resilient WASH services among community members and colleagues in local government• Improvements in quality and inclusive WASH service provision• Increased collaboration with rights holders' groups and networks
5	Barriers	<ul style="list-style-type: none">• Harmful gender and social norms in the workplace and communities• Insufficient budget allocations and regulation for climate-resilient WASH services• Limited access and use of climate information for planning and investment priorities• Systematic lower priority given to women's leadership and their agenda
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 potentially 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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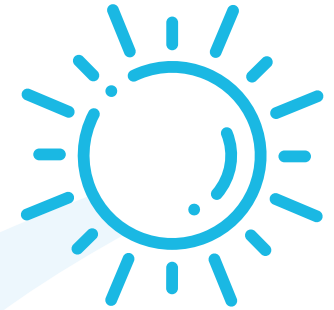
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Short-term

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6 Barriers

