



ADAPT REGIONAL CLIMATE LEADERSHIP

Preparing communities in the Loddon Mallee for changes in climate and related impacts on people and places by strengthening grassroots community leadership.

Why consider joining ADAPT Regional Climate Leadership?

Are you interested in supporting your local community adapt to a changing climate?

Community leaders and volunteers have a crucial role to play, informing and supporting local business and community groups adapt to changes in our climate.

We recognise the tremendous effort already underway across the Loddon Mallee Region, led by sustainability groups, local governments, business and peak bodies.

We also know we need to do more to prepare communities for changes in climate in ways that are inclusive, meet the needs of each local community and support those most at risk. That's why we're offering people who would like to be more involved in supporting their local communities an opportunity to participate in our leadership program.

Do you have a climate change challenge, adaptation project or idea that you would like to investigate further?

ADAPT Regional Climate Leadership will provide opportunities for you to further explore a climate challenge and develop an idea for a community project to influence change.



What is ADAPT Regional Climate Leadership?

ADAPT is a community leadership program, delivered in ten days, across one year in the Loddon Mallee Region (Mildura to Macedon Ranges Shires) encompassing ten local government areas.

- The program will be delivered in two day 'residentials' where participants stay in a rural community and learn directly from established community leaders, climate science, communication experts and policy makers.
- Residentials are held in February, March, May and June 2020. Each residential is held in a different local government area in the Loddon Mallee Region.
- The program concludes at a Regional Climate Congress in July 2020. Participants will help shape the priorities of the Regional Adaptation Plan.
- The Program is funded by the Department of Environment, Land, Water and Planning and is valued at \$4,000 per person. Participants make a co-contribution of \$220 each.

Who can apply?

We'd like 25 people who want to serve their communities and have a keen interest in understanding and solving a local climate change problem and are looking to build their leadership skills.

You might not even see yourself as a leader, but we believe leadership is the practice of influencing others toward a shared outcome and not just a job-title or position.

Our Region

Our Region, the Loddon Mallee Region is expansive and diverse. Our functional regional economy is heavily influenced by agriculture.

More than 80% of our small townships have a population of less than 1,500 people. The breadth of our region adds tremendous value to the rich diversity of the program.



Strong peer network

ADAPT will support 25 people to develop their leadership practice in building the capacity of their community to be climate ready.

In our experience, people leading change in their local community benefit from strong connections with others who share their sense of purpose and desire to influence change. Peer networks allow leaders to reflect on different needs and

strengths in their local community, different styles of leadership and processes to influence and engage community members. Learning alongside peers also provides important support to inspire and motivate each other.



Learning is grounded in local communities

We understand the value of learning from people with years of experience in grassroots community leadership.

ADAPT will include opportunities to learn directly from these leaders, to visit their local communities and talk with stakeholders involved in adaptive actions or projects.

We hope elements of their grassroots approaches and practices will resonate with you and help better develop your approach to leading change.

Community of practice

ADAPT will grow to become a community of practice, where participants enjoy a sense of belonging and shared effort toward a common purpose.

Apply your learning immediately

Participants in ADAPT work on a community project to foster adaptive capacity as part of their learning journey.

The development a community project provides an opportunity for participant to test out new skills and processes and to gather feedback on the effectiveness of their approach quickly. Participants learn fast and reliable ways of gathering feedback to rapidly improve their practice while on the course.



Enhance your knowledge of a changing climate in the Loddon Mallee Region

ADAPT will feature presentations and papers from scientists working at the forefront of climate modelling.

Presenters will share their forecast of likely changes in climatic conditions in the Loddon Mallee Region and each participants local community. Participants will have generous blocks of time with specialist presenters, to explore the risks to communities in our region. Participants will be tasked with socialising some

of this knowledge with their local community and sharing the diverse ways in which community groups and members respond to this information in the broader group. In sharing our experiences as community educators, we can enrich each other's practice and support each other overcome localised challenges.

Contribute to a regional strategy

Your important work researching a local climate challenge and your ideas for community projects to address the challenge will inform the Regional Adaptation Strategy to be published in late 2020.



What makes ADAPT Regional Climate Leadership different from other leadership programs?

ADAPT is about leading for community adaptation to a changing climate.

It is delivered across a diverse geographic region to strengthen skills in collaboration, teaming and building community engagement in shared effort toward change.

How we define leadership in the context of a changing climate.

In ADAPT, we define leadership as a process, integrating the head (knowledge and theory), hands (community projects) and heart, (transformational leadership, ability to inspire, motivate and influence change.)

In the context of leading for adaptation to a changing climate, that translates to deeply understanding complex issues and the interdependencies of systems. Leaders need to cultivate ethical thinking, the ability to synthesise large amounts of information and translate its meaning in community using stories, symbols and examples.

Leading people to prepare for changes in our climate involves consultation and collaboration. Leaders need to build relationships with trusted partners and agree on structures and

systems to make the most of their combined effort. They need the courage to explore new business models and the acumen to investigate and test the viability of new approaches quickly and when not successful, quickly move on.

Community leaders need to be purveyors of hope, inspiring and motivating others to change. They are story tellers, painting a picture of increased wellbeing, better economic conditions and benefits and improved relationships by adopting new practices.

What are the benefits for participants?

- Join an energetic, capable community motivated to achieve change.
- Learn alongside peers with established knowledge, experience and networks.
- Be mentored by local senior leaders.
- Refine your leadership skills in influencing, motivating and collaborating.
- Build your knowledge and experience in new models of influencing people.
- Make a real difference in the Loddon Mallee Region by elevating others understanding of complex issues related to our changing climate.
- Develop an idea for a project and receive support to further refine and develop your concept.
- Share your passion, skills and experience with others in the group.
- Receive a certificate of completion at Graduation and the opportunity to make formal presentations to governments at all levels and regional business and community leaders.



How much time is required of participants?

ADAPT Regional Climate Leadership has been designed for busy people juggling other commitments.

It comprises of four intensive sessions of two days each, in addition to the face to face delivery in ADAPT Community Leadership, participants must continue their action learning between each residential. Visit the website www.adaptloddonmallee.com.au to download program calendar.

Participation Fee

ADAPT Regional Climate Leadership is almost completely subsidised by the Victorian government.

We ask participants to make a contribution of \$220 each including GST to ensure you have some skin in the game.

Fully funded scholarship places are available for participants with special circumstances. To learn more about applying for a scholarship place please contact:

ADAPT Program Coordinator
Dona Cayetana 0436 629 698

Assessment

Participants must attend a minimum of 80% of program days and complete a presentation at Graduation to be held at the Regional Climate Congress to enjoy recognition as a Graduate.

What are the benefits of being recognised as a Graduate?

Graduates join the LEAD Loddon Mallee Alumni, the 530 Graduates of the Loddon Murray Community Leadership Program and Leading Excellence Maryborough.

From 2020 the Alumni network will grow to include Graduates from LOUD Leadership and Power to the People. Membership of the Alumni Network is free and connects you with community leaders across 10 local government areas in the Loddon Murray, with a monthly newsletter and valuable networking events.



How do I apply?

To lodge an application visit the website:
www.adaptloddonmallee.com.au

Other things to be aware of:

Employer support

The application form requires a statement of support from your employer if you work full time. You must include the name and contact details of your supervisor at work, who can confirm your workplace will release you to attend program days and understands the value of the program in your development and the value it presents to your local community.

The ADAPT Team are happy to take calls from curious supervisors and apprise them of the benefits of your participation.

Awarding places in the program

The decision to award a place in the program to a team or individual is made by the ADAPT Team. The team will read applications and make a decision within a week of the closing date. Applicants will be notified via email.

What if I miss out?

Applicants who are not successful in securing a place in this round may elect to join the mailing list for ADAPT to receive invitations to events and Graduation and early notice of the opportunity to apply in subsequent years and or for other LEAD Loddon Murray Programs.

Withdrawal

Participants may withdraw from the program due to unforeseen extenuating circumstances, however, ADAPT Loddon Mallee is committed to graduating 25 participants at the conclusion of the program and will take every opportunity to support participants to work through competing commitments to achieve success.



Residential One:

Setting the Scene Swan Hill

Our first residential is focussed on building relationships across the cohort and developing a shared strategic awareness of the changing nature of our climate. We'll ask participants to share stories about your local community, your perception of local strengths and challenges.

Understanding how our region's climate is forecast to change over the next ten and twenty years is vitally important for us, in understanding the risks to our local communities. Our delivery team will be joined by expert presenters working in the field of climate science to deliver a presentation specific to the Loddon Mallee Region.

We will explore our shared understanding of adaptation to a changing climate and how it relates to and is different to efforts to mitigate climate change.

Our first residential will be held in Swan

Hill. We'll hear from local community leaders involved in tackling climate challenges, learning first hand from their experience. Participants will learn more about how ADAPT Regional Climate Leadership will work over the coming months and plan for their individual development and work in community.

Residential Two:

Influencing Adaptation & Taking Action in Your Community

Koondrook/Cohuna

One of our goals in hosting the program is to facilitate adaptive action in local communities. Each participant in ADAPT Regional Climate Leadership will be working on understanding and addressing a climate change challenge in their local community. The second residential is focussed on understanding and strengthening our practice influencing others to achieve an outcome.

We'll learn specific skills and processes for how to talk about a changing climate in a way that fosters inclusion and empowerment toward action.

Participants work together in small groups to refine their concept for action in their local community. Workshop content and activities will focus on:

- Teaming skills
- How to recruit and work in a team.
- Volunteer teams vs teams at work.
- Managing relationships
- Giving and receiving feedback in teams.
- Inclusive practice- bringing people in.

- Collecting input from your local community and integrating input into strategies for action.

Participants will explore:

- Which aspects of human behaviour can you influence?
- How can you make a difference?

We'll visit one of Kerang's large solar farms, explore community benefit from renewable energy and climate change.

Participants will 'pitch' initial concepts for community action to a panel of coaches and each other.



Residential Three:

Collaborative approaches to drive change **Camp Getaway Axedale**

Participants will feedback their experience of communicating climate change, following on from Residential Two.

We'll hear from Traditional Land Owners about their experience influencing government departments, to shift their approach toward land management and how TLO groups see opportunities for communities to learn from their approach to sustainable living.

- Share the story about how you've changed your approach communicating climate change over time.
- Dealing with the adoption curve- how to have conversations with the majority- what would that look like?
- The networking opportunity to build connections with practitioners.

- Building resilience and embracing climate change.
- Profiling case studies where community projects have shifted people's mindsets.

Participants learn to facilitate community conversations to listen to and leverage shared vision and common purpose.

Participants complete a workshop on vulnerability as the basis for authentic leadership and set personal boundaries to promote wellbeing. Third intensive will close with a non-directive coaching workshop where participants learn skills to foster leadership in others.

Residential Four:

Sharing personal learning, integrating learning outcomes and transferring new skills into practice **Location will be chosen with participant input**

Participants will integrate learning outcomes and transfer their new knowledge and skills to the delivery of projects that foster adaptive capacity in their community.

- Sharing personal learning stories- how individuals have developed their knowledge of community, awareness and confidence communicating climate change and strengthened their leadership practice to facilitate adaptive capacity.
 - Presentation on issues researched (the problem participants are trying to solve around climate change?) and recommended/planned action.
 - Reflection on the first three intensives
 - Participants will prepare to share a story at the upcoming Climate Congress introducing themselves, their community and their local approach to navigating a changing climate.
- Each community story will highlight the complex role of community leaders, facilitating trust and interdependence between
 - Participants learn a formal model for giving feedback to promote development and provide each other with feedback around their 'one big thing' from each participants individual learning agenda.
 - Participants work alongside program partners to advance the delivery of their projects. This involves testing, learning, refining and retesting project pitches.

ADAPT Loddon Mallee

7 Taylor St, Epsom 3551

Phone 0436 629 698

info@adaptloddonmallee.com.au

www.adaptloddonmallee.com.au

LEAD Loddon Murray

PO Box 6028, White Hills 3550

470 Hargreaves St, Bendigo 3550

info@leadlm.org.au

www.leadlm.org.au



PRINCIPLE PARTNERS



Environment,
Land, Water
and Planning

LEAD
Loddon Murray