

# Hydrographic Leaders Programme



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South West Pacific Hydrographic Commission



# Introducing the programme

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- New initiative led by South West Pacific Hydrographic Commission
- Aims to build a leadership pipeline for representation of hydrographic activity in the region.
- Build and encourage a network of leaders in the region who will contribute to:
  - Regional alignment with the IHO Strategic Plan 2021 – 2026
  - UN's Shared Guiding Principles for Geospatial Information Management
  - Joint Canada-IHO Project Empowering Women in Hydrography.
- The 2022 Cohort is considered a Pilot Program. Future HLP's are desired and lessons learned and feedback will be assimilated by the HLP Steering Group....



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# Steering Group Establishment and Role

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- 8 Dec 2021 - Inaugural meeting
  - 15 Dec 2021 - Introduction webinar
  - 17 Jan 2022 - Meetings to review applications
  - 9 Feb 2022 - Meeting to review mentors
  - 16 Feb 2022 - Meeting with convener
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- Monthly review of progress / successes / challenges
  - Preparation for Cohort 2 – early 2023?



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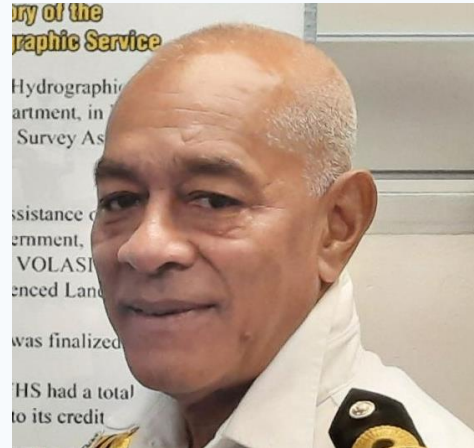
# Steering Group Members



Adam Greenland (NZ)



Stuart Caie (NZ)



Gerard Rokoua (Fiji)



Matt Borbash ( US )



Chris Hunt (UK)



Hilary Thompson (Aus)



Deborah Frost (NZ)




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# Candidate selection process



**South West Pacific Hydrographic Commission (SWPHC)**  
Address: PO Box 5501, Wellington,  
New Zealand  
Telephone: +64 4 498 3845



File ID: A4749275

SWPHC Circular Letter 05/2021  
10 December 2021


**Call for Nominations - SWPHC Hydrographic Leadership Programme**

To: **Members, Associate Members and Observers of the SWPHC**

Dear SWPHC Colleagues,

- We are delighted to offer the opportunity to the South West Pacific Hydrographic Commission to participate in a Hydrographic Leadership Programme.
- The aim of the programme is to build capability for hydrographic leadership in the South West Pacific region, and to recognise the significant contribution that Pacific Island Countries can offer in this domain. [See Annex B for more information.](#)
- To find out more about this opportunity, you are invited to attend a SWPHC webinar at **NZDT 10:00 Friday 17 December**. An invitation to attend the webinar will follow this letter.
- Nominations from suitable individuals should be submitted to [SWPHC@linz.govt.nz](mailto:SWPHC@linz.govt.nz) no later than **12 January 2022**, and should include:
  - Candidate name and contact details;
  - Candidate CV;
  - Confirmation of proficiency in written and spoken English;
  - Candidate statement (500 word max).
- I strongly encourage you to consider this opportunity for your own development and that of the region. Note that this Leadership Programme is fully funded at no cost to participants.

Yours sincerely,



Adam Greenland,  
Toitū Te Whenua LINZ, New Zealand National Hydrographer  
SWPHC Chair

**Enclosures:**  
Annex A – Distribution List: Members, Associate Members and Observer States of the SWPHC  
Annex B – SWPHC Hydrographic Leadership Programme flyer

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## CALL FOR NOMINATIONS Hydrographic Leaders Programme

The Hydrographic Leaders Programme is a new initiative being launched by the South West Pacific Hydrographic Commission (SWPHC). The programme will support a diverse group of approximately 15 individuals with targeted training in technical and 'soft' skills, mentoring and opportunities to engage internationally. Members, Associate Members and Observers of the SWPHC are invited to submit nominations for suitable individuals no later than 12 January 2022.



**The programme aims to:**

- Support development of a leadership pipeline and increase awareness of the hydrographic activity and interests of the region.
- Build and encourage an active and self-sustaining network of leaders in hydrography in the region.
- Contribute directly to the region's alignment with the IHO Strategic Plan 2021 – 2026, the UN's Shared Guiding Principles for Geospatial Information Management, and the Joint Canada-IHO Project Empowering Women in Hydrography.

This is a new initiative which we hope will be of benefit to the region. The first iteration of the programme will be a pilot project overseen by a Steering Group, which reports to the Chair of the SWPHC. It is being delivered by means of contributions from SWP Member States and additional funding from the UK.

The programme will be delivered online and in 'bite size' chunks to enable participation alongside busy 'day jobs.' Specific dates will be arranged in consultation with the programme participants. The programme offers:

- Regular online workshops, covering:
  - Technical areas such as Law of the Sea, Hydrographic Governance, S-100
  - Skills and behaviours, such as managing stakeholders, negotiation skills, personal impact and influencing
- Interactive sessions with guest speakers – from defence, industry, regulators and Government
- One-to-one mentoring
- Action learning groups

**Nomination Procedure and Eligibility**

We are keen to invite nominations for candidates who reflect different perspectives, contexts, life and work experience and technical expertise. Members, Associate Members and Observers of the SWPHC are invited to submit nominations for suitable candidates no later than 12 January 2022. For each candidate, nominators should provide a justification for their nomination and must provide:

- Candidate name and contact details
- Candidate CV
- Evidence of proficiency in written and spoken English
- Candidate statement

The candidate statement should be no longer than 500 words. It should include a statement of leadership and collaborative experience and a personal statement indicating where their participation in this programme aligns with their overall learning and development journey.

Nominations should be sent by e-mail to [SWPHC@linz.govt.nz](mailto:SWPHC@linz.govt.nz) and will be considered by the programme Steering Group.

**Important Dates**

- An online Q&A for those interested in the programme will be held on 17 December 2021
- Nominations must be received no later than 12 January 2022.
- Selection decisions will be communicated w/c 17 January 2022.



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# Mentors

Adam Greenland	National Hydrographer	NZ
Ms. Julia Powell	Chief of the Navigation Services Division	USA
LTCDR Tim Hall	Hydrographer of the RNZN	NZ
CDRE Stewart Dunne	Hydrographer of Australia	AUS
Mrs Jan Pierce	DCE Customer Delivery	NZ
Mr Paul Shaffer	NGA DNC/ENC Production Lead for SWP Region	USA
Mr Alvaro Sanchez	Acting Director National Charting	AUS
Dr John Nyberg	Deputy National Hydrographer	USA
Ms Hilary Thompson	Acting Executive Director AHO	AUS
Capt Pat Mowatt	Marine Geoint Liaison	UK
Ms Elinor Skelley	Strategic Planning Lead	UK
Rod Nairn	Maritime Consultant	AU
RAdm Rhett Hatcher	National Hydrographer	UK
Mr Dave Brazier	Director of the Hydrographic Department, Naval Oceanographic Office	USA
Ms Jenny Floyd	Chief, Global Operations Division, NGA	USA
Mr Andrew Coulls	Director National Hydrography	AUS
Stuart Caie	Manager Hydrographic Survey	NZ



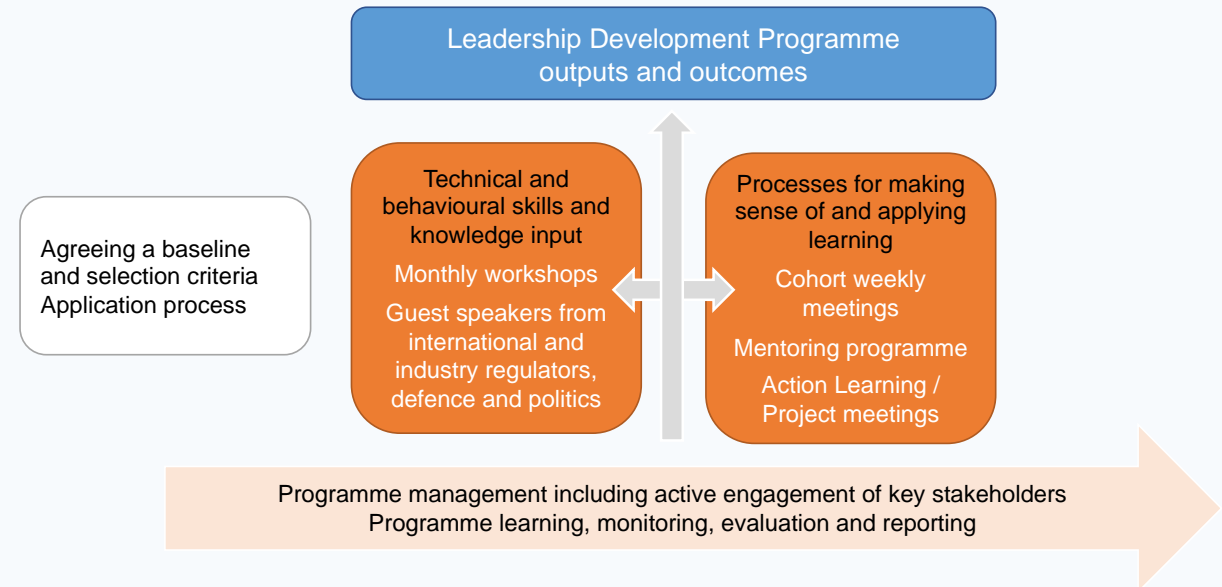
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# Programme Content

- Programme Guide
- Eight elements:
  1. Cohort
  2. Mentoring
  3. Workshops
    1. Law of the Sea
    2. Hydrographic Governance
    3. Communicating and influencing
  4. Technical developments
  5. Guest speakers
  6. Action learning groups
  7. Evaluation
  8. Listening



Activity	February				March				April				May					June				July				August				
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	5	1	2	3	4	1	2	3	4	1	2	3	4	5
Cohort weekly mtg																														
Cohort Action / Project Learning																														
Mentoring pre-reading																														
Mentor briefing																														
Mentee briefing																														
Mentor and mentee check-in mtg																														
WS: Right Conversation 0.5 day x 2																														
WS: Law of the Sea 0.5 day x 3																														
WS: Hydrographic Governance 0.5 day x 4																														
Technical development																														
Guest speakers																														
Programme reports to SG																														
Programme evaluation																														

Key

WS workshops

Cohort activities

Other stakeholder activities



# Programme Delivery

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- External convenor reporting to Steering Group on programme administration
- **Ms Thérèse Turner BA PG Dip MSc CMC**

Thérèse is an experienced consultant, facilitator and coach. She works with senior leaders, and their teams to create, implement and sustain change and improvement at an organisational, group and individual level in the public and private sector. Her expertise includes leadership development, developing collaborative skills and ways of working, influencing, political and consultancy skills, and managing learning, change and improvement programmes.



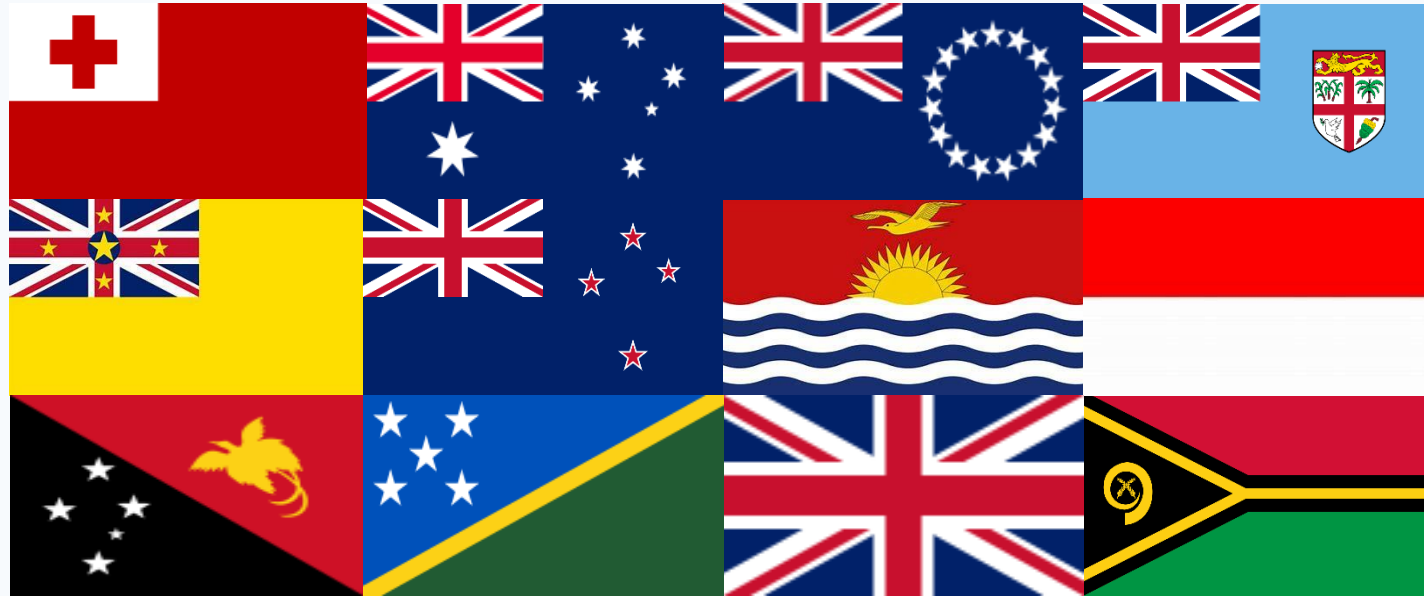
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