

SWPHC 21 Hydrographic Leaders Programme



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South West Pacific Hydrographic Commission



Session purpose and overview

Context and purpose

We're delighted to say that the SWPHC are running the Hydrographic Leaders Programme in 2024 supported by UK government funding.

Our plan is to:

- Use the learning from the pilot programme.
- Use this session to engage you in decisions about HLP 2.

Session overview

- Headlines from the evaluation of the pilot.
- Reflections from members of the pilot cohort.
- Discussion about important decisions underpinning how we set up HLP 2.
- Agreement about next steps



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Hydrographic Leaders Programme – pilot overview

Intermediate outcomes and outputs

Programme participants have increased confidence and motivation:

- To lead hydrography work in their region. This includes taking on formal leadership roles.
- To represent their region and nations at international fora.
- Increased visibility through this programme.

In addition:

- The Future Leaders cohort increasingly work together outside the programme structure.
- The strategic allies collaborate more on building regional capacity and capability.

Participant group

- Sixteen members from twelve nations.
- Diverse in terms of nationality, context (e.g. level of maturity of national hydrographic services and infrastructure, which government department hydrographic services report to in-country, type of IHO membership), personal experience, technical specialism, age and stage of career development.
- The diversity of the group was highly valued by the cohort.



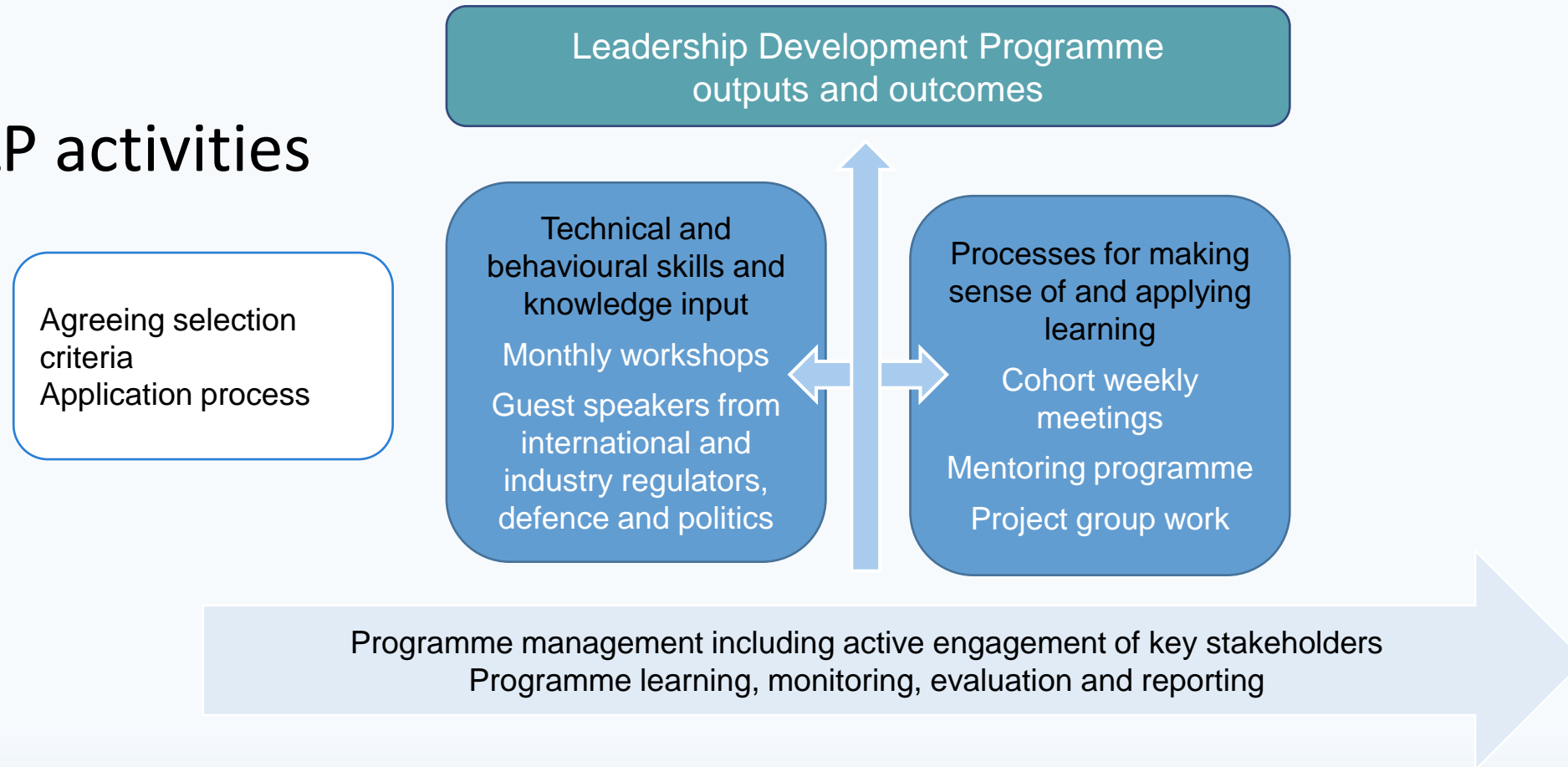
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Hydrographic Leaders Programme – pilot overview

HLP activities



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Summary of HLP pilot evaluation findings

- Investing in hydrographic leadership development contributes to building a leadership pipeline that represents the nations of the region. A leadership programme is part of achieving this.
- The core elements of the programme are the right ones. An active and engaged Steering Group, a Programme Convenor (from the region), weekly meetings, a mentor programme, workshops focused on behavioural and technical leadership skills, guest speakers and the opportunity to work together as a group of participants on real issues faced by the region.
- Running the programme online works. A face-to-face event would have a significant positive impact on building a participant network and on learning.
- Keep the principle of a development focused programme and not a participant evaluation or assessment.



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Summary of HLP pilot evaluation recommendations

- Increase diversity across the programme - in the participant group, the Steering Group and the mentor group.
- Run the programme over six months and be clearer about expectations including time commitment.
- Work primarily during participant working hours.
- Invest more in supporting the group to get to know one another better.
- Include more time on the programme working together on real issues.
- Provide more structure and support for the mentor programme.
- Provide more structure and support to maintain the participant network beyond the programme.

The mentoring programme is critical. It needs to work for a higher percentage of the group than on the pilot. Evaluation data shows individuals who got the most from the programme, and in line with the programme's outcomes, had a productive relationship with their mentor.



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Reflections from HLP pilot participants

- The impact the programme had on you.
- Any other reflections.



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Discussion topics

1. How can we increase diversity across HLP? This includes gender diversity, Pacific Island voices, maintaining the diversity of experience, age and context from the pilot.
 - participant cohort
 - Steering Group
 - mentors
2. What would help us secure a legacy from the programme?
3. The workshops on the pilot programme were run from the UK. We'd like to have inputs and contributions to the programme from a wider variety of nations and perspectives. Offers?



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Next steps

- Set up a Steering Group.
- Send out an invitation to apply to join the participant cohort and the mentor group.
- Set up an online information session.



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