

Bounmy



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



Listen to his story



bit.ly/3LUg0kn



- **External support**
- **Access to education and training**
- **Desire to contribute** to his hometown and preserve the environment

6. ENABLERS AND MOTIVATIONS

- Strong **social justice** and **feminist values**
- **Optimistic** that individual action can drive change
- **Courage** to do things differently

1. VALUES AND TRAITS

- **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

5. BARRIERS

- **Leads by example**
- **Motivates and mobilises** others
- **Collaborative**, giving a voice to everyone and seeking participation

2. LEADERSHIP STYLE

- **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

3. ACTIONS

- **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

4. OUTCOMES

Think about...

Name	Date	Location
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You as a leader

- 1 Take a moment to reflect about **your values**. What matters to you the most in your current job?
What about this leader **resonates** with you? What do you **admire** about them?
- 2 **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.



Personal values and traits

Connect with your values



Leadership style

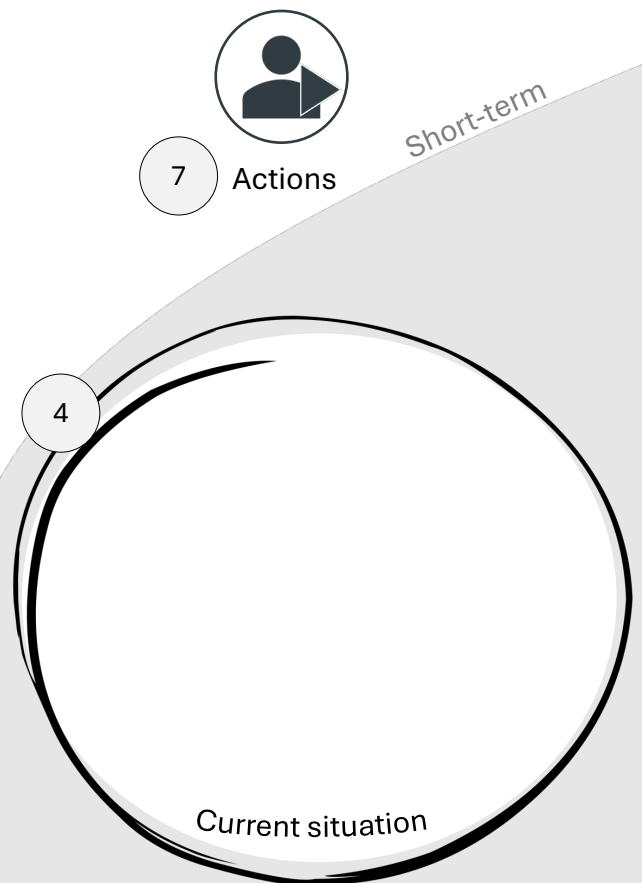
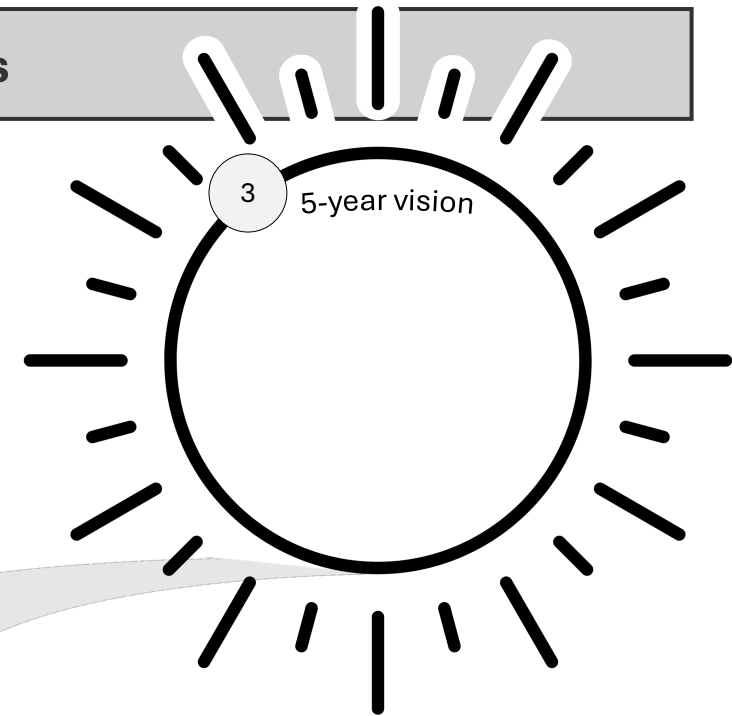
Desired changes



Your role in climate resilient inclusive WASH services

5 Enablers

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6 Barriers

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BOUNCHAN



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.

 Listen to his story



bit.ly/3WWcUBR



- Working with **dedication and commitment**
- **Prioritises vulnerable populations**
- **Risk-taking leadership**, acting despite his fears and limitations

2. LEADERSHIP STYLE

- 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. BARRIERS

- **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**

4. OUTCOMES

- **Contributing to positive change** in communities
- **External support**
- **Aspirations to achieve success** through his work

5. ENABLERS AND MOTIVATIONS

- **Social justice** values
- **Courage** to persist in the face of uncertainty
- **Wish to prove himself as a leader** and excel in his career

1. VALUES AND TRAITS

- **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

3. ACTIONS

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Enablers

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7 Actions

4

Current situation

Short-term

Medium-term

Long-term

3

5-year vision

6

Barriers



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KONGLA



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.

 Listen to his story



bit.ly/3SHtGTU



- Contributing to **positive change** in communities
- **External support**
- Social and professional **reputation**

5. ENABLERS AND MOTIVATIONS

- **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

1. VALUES AND TRAITS

- **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

4. OUTCOMES

- **Leads by example**
- **Goal-oriented**
- **Persuasive** and **confident** in his communication approach with government and community

2. LEADERSHIP STYLE

- 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

3. ACTIONS

- 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. BARRIERS

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Barriers



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Sisomephone



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

Listen to her story



bit.ly/4dvoxpS



- **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

5. BARRIERS



- **Contributing** to positive change in communities
- External **support**
- Opportunities to **learn** something new

6. ENABLERS AND MOTIVATIONS

- **Empathetic** and **caring**, prioritising people at risk of exclusion
- Locally-led **action and direct engagement**
- **Collaborative**, giving voice to others and seeking participation

2. LEADERSHIP STYLE



- Strong **social justice** and **feminist values**
- **Courage** to do things differently
- Learning orientation and **curiosity**

1. VALUES AND TRAITS

- **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

4. OUTCOMES



- **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

3. ACTIONS



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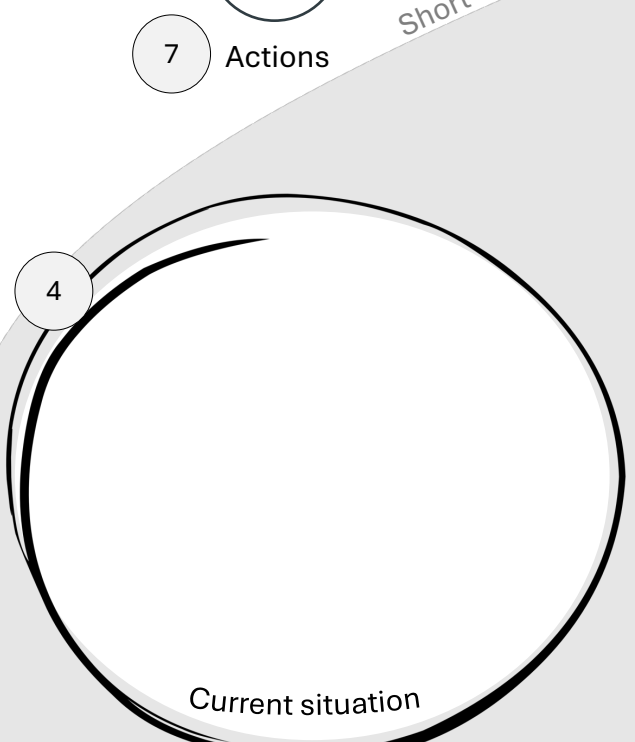
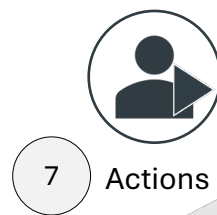
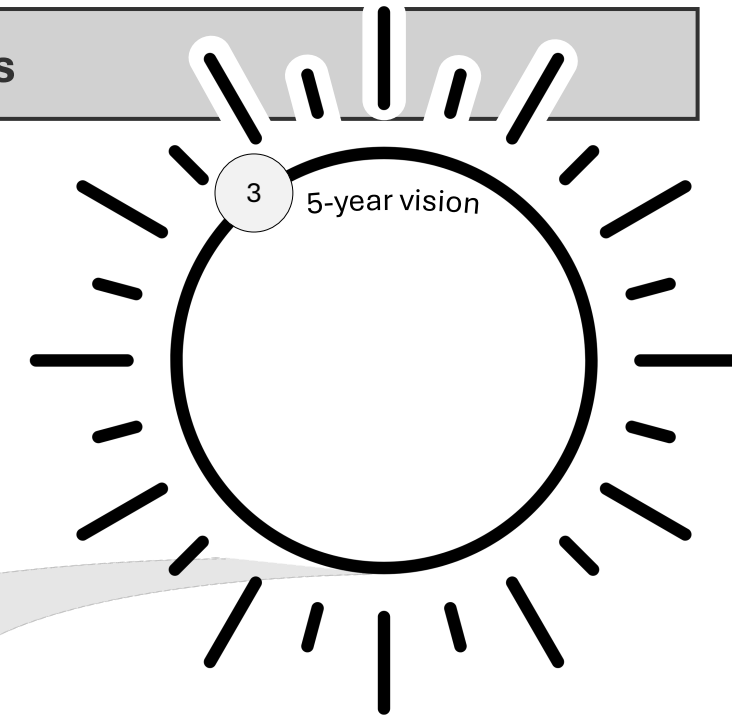
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