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NEXUS Gains

Managing and Delivering WEF Nexus Leadership Training for Transformation

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Key 10 topics of the presentation

1. Objectives of the training
2. Knowledge, Attitude and Practice (KAP) assessment
3. Participants
4. Training methodology
5. Training sessions
6. Catch up and debriefing sessions
7. Learning diaries
8. Mentoring
9. Reflections from the organizers and participants
10. Forward planning and next Steps

Background:

- **WEFE Nexus Understanding:** There was the initial lack of understanding and capacity among stakeholders, the need for enhanced knowledge on WEFE nexus approaches was felt.
- **Gender-Specific Challenges:** There was need to address the unique challenges faced by women professionals in the WEFE sectors, including barriers to advancing in strategic decision-making and networking.
- **Training Program could be an entry point:** Collaborative effort of IWMI, ABC, and GREAT International to design and deliver a pioneering training program was possible
- **Strategic Outcomes could be achieved:** Significant achievements during and post-training, such as mainstreaming the WEFE Nexus approach in workplaces and advocating for its inclusion in government policy documents was necessary and achievable.
- **Knowledge Dissemination and way forward:** Future plan is to go to the provincial and local level in collaboration with like minded organizations.
- **Top 10 messages:** Share the experiences and learnings from the training, structured around **ten key topics** each with a vital message.



1. Objectives

Technical Knowledge Enhancement
Transformational Leadership
Collaborative Networks
Gender Equality Focus



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2. Knowledge, Attitude and Practice Assessment

Nexus Understanding
Behavioral Measurement
Training Impact
Continuous Improvement

3. Participants

Diverse Professionals
Multidisciplinary Expertise
Inclusive Representation
Nationwide Rollout Potential



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The inclusivity in terms of gender, caste, and ethnicity, and the intention to expand the program's reach.

4. Methodology

Iterative Design

Transformation Learning

Experiential Learning

Critical Reflection in learning

5. Training sessions

This training was divided into Six blocks and keeping in mind the busy professional responsibilities of the participants, each block was delivered around one month apart.

- i. The WEFE Nexus Approach
- ii. GESI + within the context of WEFE
- iii. Transformational Leadership
- iv. Enabling environment
- v. WEFE in practice
- vi. Leading by learning



6. Catch up and debriefing sessions

To accommodate participants' schedules, fosters ongoing learning, and encourages collaborative feedback for continuous improvement of the training.

Inclusive Catch-up Sessions
Continuous Learning
Collaborative Debriefing
Methodology Refinement



7. Learning diaries

The purpose and use of Learning Diaries in the training program, highlighting their role in personal reflection, insight development, monitoring progress, and providing ongoing feedback for both participants and trainers.

Reflective Documentation
Personal Insights
Progress Tracking
Continuous Feedback



8. Mentoring

The focus was on the mentor-mentee relationship and its benefits, including sharing of expertise, career support, and strategic planning for professional development.

Expert Mentorship
Experience Sharing
Career Growth Support
Purpose Road Map (PRM)



9. Organisers' reflection

The initial lack of awareness of participants and enthusiasm for the WEFN Nexus concept, the challenges encountered with the mentoring process, the crucial role of adaptive design in the training's success, and the effectiveness of catch-up sessions in maintaining participant engagement.

WEFE Nexus Awareness
Mentoring Challenges
Adaptive Design Success
Motivational Catch-Up Sessions



Participants' reflection

The participants' feedback were on their transformative learning experience, the value of mentorship, the effectiveness of case studies and SDG linkage in understanding the WEF E Nexus, and the overall enhancement of their skills and empowerment through the training.

Professional Transformation
Mentorship as an Asset
Case Studies & SDGs
Empowerment & Skill Enhancement



10. Next step: Forward planning

Update the curriculum to align with climate action and SDGs, apply the WEFE Nexus approach to specific geographic planning, gender-responsive WEFE Nexus case studies, continue digital engagement, and prepare the training for future participants at various governance levels.

Course Content Update
Climate Action & SDGs Integration
Mahakali Basin Planning
Gender-Responsive Case Studies
Digital Engagement Expansion
Training Refinement for New Cohorts

Conclusion: Outcomes achieved

Enhanced WEFE Nexus Understanding: Action started during the process of training

Addressed Gender-Specific Challenges: Addressed the unique challenges faced by women professionals in the WEFE sectors, including barriers to advancing in strategic decision-making and networking.

Delivered a pioneering training program: Adaptive collaborative effort by IWMI, ABC, and GREAT International

Strategic Outcomes: Mainstreamed the WEFE Nexus approach in workplaces and advocated for its inclusion in government policy documents such as 16th periodic plan

Future plan: Knowledge dissemination and further training to be delivered at provincial and local governance level



Thank you

For further information

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