

On behalf of:



Federal Ministry for the  
Environment, Nature Conservation,  
Building and Nuclear Safety

of the Federal Republic of Germany

## **Lead the Change**

### **A unique opportunity for developing the leadership skills of highly motivated professionals in the context of climate change and sustainable development**

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH announces:  
A leadership programme for innovative open-minded governmental and non-governmental decision makers

## **Background**

The regional project on Ecosystem-based Adaptation (EbA) in High Mountainous Regions of Central Asia started in June 2015. It is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, and commissioned by the International Climate Initiative (IKI) of the German Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB). In simple terms, the EbA concept aims to help people to adapt to the adverse impacts of climate change by using services provided by nature. More detailed information on climate change adaptation and EbA is provided at [www.wwfadapt.org](http://www.wwfadapt.org).

The general awareness and understanding of climate change, of the significance of its impacts for the socio-economic development of countries and of the complex implications for solutions to adapt to climate change is rather basic among planners and decision-makers in the Central Asian countries. Climate change is still often seen as a secondary issue, which, at best, is of interest for scientists, or agricultural specialists only and, at worse, is not even perceived as a reality in the region.

In reality, though, climate change poses cross-sectorial challenges and is in need of new ways of cooperating among different stakeholders and their institutions at all levels. It is deeply interlinked with the UN Sustainable Development Goals of the Agenda 2030 and the countries' processes of transition to a Green Economy.

There are promising cases of managers with high potential, who possess the knowledge and attitude necessary to tackle the complex challenges of policy, legal and institutional reform in their countries. However, very often, the rigidity and contradictions of the existing governance systems as well the overwhelming amount of tasks hamper their efforts to effectively put concrete reform steps into practice.

International best practices of leadership and a facilitated exchange between like-minded, innovative manager from the Central Asian countries, bear great potential for overcoming many of the current barriers to reform in the context of climate change adaptation and sustainable development.

## **Goals**

The goals of the leadership programme are to further develop the leadership and management competencies of high potential managers in governmental and non-governmental positions from different sectors in Kazakhstan, Kyrgyzstan and Tajikistan, in order to enhance their capacity to effectively facilitate development processes in the Central Asian region. The leadership programme will give due thematic reference to the challenges climate change poses for sustainable development in Central Asian high mountain regions. With the help of internationally experienced coaches and a tailor-made approach, the aim is to strengthen the leadership competencies of the participants and to facilitate interdisciplinary exchange among peers.

## **Approach**

Over the period of roughly one year, three five-day workshop sessions will be facilitated by experienced international trainers. The methods will be a mix of presentation, reflective methods, interaction games and excursions. In between the workshops, participants are expected to apply learnings of the workshops and occasionally interact with the group or the programme facilitators. The venues are not yet finally decided upon, but will be far enough from the participants' offices and their daily work routines to enable reflection on leadership approaches and management instruments. A needs assessment, including meeting the participants prior to the first workshop, will ensure that the programme supports the competence development of the participants. Learnings in the field of leadership and management will be related to climate change and appropriate ways of adapting different socio-economic sectors to the effects of climate change.

Core elements of the programme will encompass:

- Leadership concepts and mind-set;
- Development of strategic thinking
- Team work and team management;
- Strengthening self-leadership: personal mastery, self-reflection, time management, self-organizing and work process management;
- Enabling innovation – thinking outside of the box;
- Integrating climate change into development planning processes;
- Transferring the lessons of the programme to challenges in real working contexts;
- Coaching and peer-coaching for finding concrete solutions.

It is mandatory for each participant to join all of the three programme modules and to be able to apply and test the newly gained knowledge and skills in his/her own work context between the modules.

## **Timeframe of the Programme**

October 2016 – October 2017 (three five-day presence modules and exercises that can be integrated in the full-time managing job).

## Requirements for participation

- (Team) management position in key governmental or non-governmental institutions, with 5 - 20 years of professional work experience
- High motivation to contribute to sustainable development in Kazakhstan, Kyrgyzstan or Tajikistan and high interest to effectively integrate climate change issues in your sector of work
- Flexibility and open-mindedness as well as willingness to learn and test innovative approaches
- Experiences with international cooperation and dialogue fora
- Active in inter-sectorial and international networks and processes for sustainable development
- Very good command of spoken and written English
- Clear formal commitment to actively participate in the full programme cycle

## How to apply

Please send a letter of motivation (max. one A4 page) and your CV. All applications shall be sent to [paul.schumacher@giz.de](mailto:paul.schumacher@giz.de) before **20<sup>th</sup> of September 2016**. A selection committee will choose appropriate candidates for an interview.