



# Pre-interview Information Sheet No 4: Change for Development

## Development and change

Australia Awards aims to contribute to the long-term, sustainable development of Australia's partner countries and to build a new generation of global leaders by developing capacity and leadership in talented individuals who will drive development in their home countries. And this development requires change.

### *Be inspired...*

"Education is the most powerful weapon which you can use to change the world."

Nelson Mandela

## Think about change

In your application we asked you to respond to a number of questions that relate to change. We asked you to tell us how your Award (and the skills and knowledge you expect to gain during your Award) will help you to influence change in your country on your return.

To have been shortlisted for interview, you must have articulated your ideas in your application and your WPR, to have given the selection panel confidence that you have the potential to influence change for development.

This is an important subject for you to have thought about carefully and prepared to discuss in your interview. To assist you, this paper outlines some key information for you to consider as you prepare for your interview.

### *Be inspired...*

"Change will not come if we wait for some other person, or if we wait for some other time. We are the ones we've been waiting for. We are the change that we seek."

Barak Obama

## Capacity for change

Capacity development is the process through which individuals, organizations and societies obtain, strengthen and maintain the capabilities to set and achieve their development objectives. Capacity is about growth and change. We know capacity development is critical to human development and that that capacity must be viewed from three distinct but related perspectives:

1. Individual: the skills and knowledge vested in people.
2. Organizational: the policies, systems and strategies that enable organizations to operate and to achieve their goals.
3. Enabling environment: the wider society within which individuals and organizations function.

### *Be inspired...*

"Be the change that you wish to see in the world."

Mahatma Gandhi

## Questions to ask yourself

- ▶ In your current role, what have you done to lead change?
- ▶ What is the most challenging change that you've managed?
- ▶ How do you identify the stakeholders who need to be consulted in the change process?
- ▶ How do you ensure that all stakeholders are informed at each step of the change process?
- ▶ How do you overcome resistance to change?
- ▶ How do you influence others to work together to drive change?
- ▶ What are the social inclusion factors, considerations or implications for change?

Don't forget, change need not always be big; it is often small and incremental.

## Leadership and change

**Transformational leadership** is a style of leadership where the leader is charged to identify the change needed, create a vision to guide the change through inspiration, and execute the change (by leading others). It involves being a role model to inspire and challenge others to take ownership of change. Through the strength of their vision and personality, transformational leaders inspire others to change their expectations, perceptions and motivations to work towards a common goal.

### *Be inspired...*

"Transformational leaders don't start by describing the world around them; instead they describe the world they want to create."

Seth Godin, Entrepreneur

## Be prepared

Be ready to discuss the development challenges that require change in order for your country, your sector of work, or your organisation to meet its objectives. Show that you have thought about how you will contribute to meaningful change in the future.

