



Australia Awards

Pre-interview Information Sheet No 4: Change for Development

Development and Change

Australia Awards aims to contribute to the sustainable development of Australia's partner countries in Africa and build a new generation of global leaders. This happens by developing capacity and leadership in talented individuals who will drive development in their home countries.

Be inspired...

I learned that courage was not the absence of fear, but the triumph over it. The brave man is not he who does not feel afraid, but he who conquers that fear.

Nelson Mandela

Think about change

In your application, 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 workplace, community, and country on your return.

You have already demonstrated that you have the potential to influence change for development through your application.

This is an important subject for you to think about and prepare to discuss during your interview.

Learn more about change and sustainable development:

<https://www.undp.org> AND
<http://www.afdb.org/>

Capacity for change

To achieve development objectives, capacity development is imperative. Capacity is about growth and change. Capacity development is critical to human development and can be viewed from three distinct but related perspectives:

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

Be inspired...

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

Mahatma Gandhi

Questions to ask yourself

- What are the key development challenges or issues in your workplace or community?
- What have you done to solve these challenges?
- How have you led change?
- How do you identify, involve and inform the various stakeholders in 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 and gender equality considerations or implications for this change?

Think of examples for each of the above questions.

Don't forget, change is not always big, but often small and incremental.

Leadership and change

Transformational leadership involves a leader who identifies an issue/ problem and has a concrete idea of the change needed. Change can happen through inspiration and execution of 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, in working 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 in your country, community, sector of work, or organisation. Show that you have thought about how you will contribute to meaningful change now and in the future and how your Australia Awards will assist you to be an agent of change.

