

BECOMING A LEADER: A LEADERSHIP LEARNING PATHWAY FOR PIEMA MEMBER AGENCIES

The Pacific Islands Emergency Management Alliance (PIEMA) was established in 2013 as a coordinating mechanism for Pacific countries to improve resilience and create "excellence in emergency management for safer Pacific communities."

PIEMA represents a partnership with key umbrella organisations and emergency management agencies – the National Disaster Management Offices (NDMO), Police, Armed Forces (where they exist in the region) and Fire and Emergency Services.

The Pacific Community (SPC) implements the PIEMA project, bringing experience in emergency and disaster preparedness to deliver a broader strategic direction and improve the sustainability of the investment.

VISION

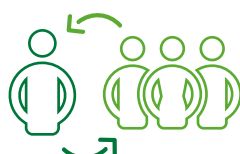
Disaster Management agencies in the Pacific are highly effective and realise the full potential of all staff members.

STRATEGY THEMES

This strategy will guide the PIEMA project's member agency staff to:



**Build leadership
knowledge**



**Build
leadership skills**



**Build leadership
practices**

The 'Becoming a Leader' learning pathway is a semi-structured framework designed to help PIEMA member agency staff strengthen and enhance their leadership skills. It also allows individuals to develop and build upon existing leadership knowledge, skills and practices and to increase their competencies, based on their individual learning needs.

WHY IS THIS STRATEGY IMPORTANT?

1. In achieving PIEMA objectives - The PIEMA project recognises the vital role of leadership and works to support emergency management authorities in the Pacific to identify and support existing and emerging leaders.
2. Providing a path for learning - This learning pathway can help emerging and current leaders identify their goals and map out a path for progress and achievement and it also tracks their progress towards their learning objective.
3. Supporting PIEMA member agencies - This learning pathway maps out ways in which the PIEMA project can support member agencies' leaders to acquire the knowledge, skills and practices needed to succeed in a rapidly changing environment.

LEARNING PATHWAY FOUNDATIONS



Foundation 1 – Learner Led

The foundation guides the pathway by supporting the development of tailored learning plans based on each learner's unique needs and wants.



Foundation 2 – Progressive knowledge, skill and practice building.

This foundation guides the pathway by promoting skill, knowledge and practice development through cycles of learning, progressively gaining a deeper understanding of leadership.



Foundation 3 – Flexibility

This foundation guides the pathway by advocating for a tailored learning plan that responds flexibly to the learner's needs, work and personal priorities, agency needs and other external factors.

USING THE STRATEGY FRAMEWORK

01

Conduct a gaps analysis to identify and prioritise learning needs

02

Develop a tailored learning plan

03

Engage in learning activities

04

Measure results against knowledge, skills and practice

05

Evaluate competencies, reflect, and revise tailored learning plan