



Winnovators 2025: Learn



Learn

Winnovators is WaterAid's employee development program. It provides the opportunity for our highly valued members to engage with and help further the work of WaterAid.

Winnovators provides a unique chance for cross-organisational teams within your business to collaborate and work together to develop solutions for challenges faced in the communities we work in.

The Learn component of the program provides the framework for you and your teammates to set out and achieve your own development goals.



What is involved?

Each Team

Set collective team goals and track your progress through the pre- and post-program surveys.

Each Individual

Set your own personal goals and track your individual progress through the pre- and post-program surveys.

See the next page for the Winnovators Learning and Development Framework to support this.



Learning and development

	Project management Team work	Leadership	Communication	Influencing	Stakeholder awareness	Financial management Networking	Personal development planning		
Team set up and planning	✓	✓	✓	✓	✓	✓			✓
Business pitch	✓	✓	✓	✓	✓	✓	✓	✓	
Delivering the programme	✓	✓	✓	✓	✓	✓	✓	✓	✓
Demonstrating learning	✓			✓	✓				✓
Check in with WaterAid and your company				✓	✓	✓	✓		



My Winnovators Learn and Development Plan

- a plan to track your personal Winnovators learning journey,
prioritise your goals and reflect on all your amazing progress!

April: Personal development

Check in with your line manager and company's learning and development team to see what they have to offer.

Remember to fill out the **pre-program survey** by 2 May and set your three personal development goals.

May: Teamwork

Fundraising pitch month – check in with your team and outline learning goals if you haven't already.

Get creative with your team on fundraising ideas and even do some team building activities to bond with your team members!

June: Check in to learn more about WaterAid's work in Cambodia

Join the Solve webinar in June to learn more about our work in Cambodia.

Take a step back, reflect on your progress, and redefine your goals if necessary.

July: Communication

Engage your company by communicating your Winnovators campaign to your fellow colleagues.

For example, in the past, teams hosted Lunch and Learn sessions open to all in the business to talk more about their Winnovators work as a team and about WaterAid.

August: Reflect

Your final submissions are due on 15 August – for Learn this includes completion of the **post-program survey**, where you will reflect on the progress you've made over the past five months.

September: Learn from others

Attend the Finale Awards Event to learn about other teams' idea and journeys, as well as to celebrate the great effort you've put into in the past five months.



Key Learn Milestones & Requirements

- ◆ Each team member must fill out the **pre-program by 2 May** and set your three personal development goals.
- ◆ Stay tuned for our updates and reminders on the key area of focus for Learn in each month.
- ◆ Complete the post-program survey at the end of the program and reflect personally on your leaning and development.
- ◆ Please consult Winnvoators Learning and Development Plan in the Resource Library on the Winnovators website and contact us at auswinnovators@wateraid.org.au with any questions.





Thank you

