

EEC Emerging Leaders: Advancing leadership in the energy management sector

Sponsorship opportunity

EEC Emerging Leaders is a program to attract and retain early career professionals in the energy management sector, supporting individuals to not only take part in Australia's energy transition, but to lead it.

Beginning in February 2024, EEC Emerging Leaders will offer a year-long professional development program that:

- Develops leadership skills;
- Deepens knowledge of energy efficiency, electrification and decarbonisation; and
- Creates a collaborative network of new and recent entrants to Australia's energy management sector.

EEC Emerging Leaders will be funded by EEC members looking to demonstrate their commitment to developing the future energy workforce and embed diversity, equity and inclusion within the energy management sector.



To learn more about EEC
Emerging Leaders, visit
eec.org.au/emerging-leaders.



Who can be an EEC Emerging Leader?

The EEC Emerging Leaders program will be available to individuals from sponsoring EEC members and scholarship recipients, who, at the commencement of the program in February 2024, will have:

- A completed or near completed (in the final year) apprenticeship or undergraduate degree; and
- Less than three years of practical experience in the energy management sector.

This means that the program is available to final-year TAFE and university students, recent career starters, and individuals looking to enter the energy management sector later in their careers.

What does the EEC Emerging Leaders program include?

Running from February to December 2024, the **one-year professional development program** will include five dedicated in-person professional development sessions throughout the year, regular online checkins to support the in-person sessions, and self-organised peer-to-peer coaching.

The EEC Emerging Leaders program will provide up to twenty (20) participants with networking opportunities among their program peers and existing leaders from across Australia's energy management sector, including from businesses, governments, universities and not-for-profits such as the EEC's **NGO Partners**.

The EEC will secure a professional leadership coach to co-develop the professional development program and lead facilitated leadership activities.

Why should your organisation sponsor the EEC Emerging Leaders program?

Partnership opportunities for the EEC Emerging Leaders program are exclusively available to EEC members, with the program supporting partners to:

- Upskill their own staff;
- Attract new entrants to the sector through fully-funded scholarships; and
- Enhance productivity through a dedicated program supporting recruitment and retention.

EEC Emerging Leaders sponsorship will support the participation of:

- One existing employee; and
- One scholarship recipient.

The program will also champion diversity, equity and inclusion in Australia's energy management sector, aiming for 40-60 per cent participation of non-male identifying individuals. In line with the goals of the EEC's *Diversity, Equity and Inclusion Strategy*, the EEC Emerging Leaders program will also champion the inclusion of people with diverse backgrounds and experiences.



Investment value

\$35,000 per annum, inclusive of:

- 2 x \$15,000 per person program costs for:
 - Sponsoring EEC member's employee
 - Scholarship recipient
- 1 x \$5,000 of travel expenses for scholarship recipient

All figures are exclusive of GST.

Sponsorship inclusions

Sponsoring EEC members will:

- Select one (1) employee who meets the prerequisite criteria to take part in the annual program (see Appendix for criteria);
- Appoint a senior leader to the Program Steering Group (PSG), which will be primarily responsible for:
 - Co-developing the final program – see **Program inclusions** – including the industry leadership panel discussions;
 - Selecting the scholarship recipients; and
 - Reviewing the program's impact;
- Have a senior leader:
 - Participate as a panellist in one (1) of the industry leadership panels;
 - Attend the industry leadership panel and networking portions of all five in-person sessions;
- Receive equal branding with the ten (10) sponsors across all program marketing, with the EEC promoting EEC Emerging Leaders as a flagship workforce development and diversity, equity and inclusion program; and
- The opportunity to work with the EEC to publish an article about their organisation's commitment to workforce development and diversity, equity and inclusion. This article will be featured on the EEC website, social media and EEC email communications.

Program inclusions

Participants in the EEC Emerging Leaders program will take part in:

1. Five (5) dedicated in-person professional development sessions;
2. Six (6) online check ins; and
3. Nine (9) self-organised peer-to-peer coaching sessions.

To support continuous improvement of both the program and the participants' and sponsors' experiences, regular feedback will be sought throughout.

The program will require up to 12 days from participants in 2024, averaging just over one day per month, including:

- Nine (9) days of in-person sessions;
- Less than one (1) day of online check ins;
- Less than one (1) day of peer-to-peer coaching; and
- Less than one (1) day of reporting feedback.

In-person workshops and events

The five (5) dedicated in-person professional development sessions include:

Month	Activity and details
February	Commencement (0.5 days) <ul style="list-style-type: none">▪ Half-day workshop (catered lunch and afternoon tea):<ul style="list-style-type: none">– Half an hour (0.5) introduction to the program– Two (2) hours of professionally facilitated leadership upskilling activities– Two (2) hours of industry leadership panel and discussion– One (1) hour of networking
May	EEC National Conference (2.5 days) <ul style="list-style-type: none">▪ Half-day workshop (catered lunch and afternoon tea) the day before the Conference:<ul style="list-style-type: none">– Two (2) hours of professionally facilitated leadership upskilling activities– Two (2) hours of industry leadership panel and discussion– One (1) hour of networking▪ Two (2) days of the EEC National Conference (catered morning tea, lunch and afternoon tea) and Gala Dinner
July	Business Energy Advisor course (3 days) <ul style="list-style-type: none">▪ Three (3) days of Energy Business Advisor course (catered morning tea, lunch and afternoon tea), including:<ul style="list-style-type: none">– Two (2) days of energy management fundamentals (new training being developed in FY24)– One (1) day of engaging and influencing training (module 3 of the Certified EnMS Advisor training course)▪ One (1) networking over formal dinner

Month	Activity and details
October	<p>All-Energy and Careers for Net Zero Fair (2.5 days)</p> <ul style="list-style-type: none"> ▪ Half-day workshop (catered lunch and afternoon tea): <ul style="list-style-type: none"> – Two (2) hours of professionally facilitated leadership upskilling activities – Two (2) hours of industry leadership panel and discussion ▪ Two (2) days of All-Energy and concurrent one (1) day of Careers for Net Zero Fair ▪ One (1) networking over formal lunch
December	<p>Graduation (0.5 days)</p> <ul style="list-style-type: none"> ▪ Half-day workshop (catered lunch and afternoon tea): <ul style="list-style-type: none"> – Two (2) hours of professionally facilitated leadership upskilling activities – Two (2) hours of industry leadership panel and discussion – One (1) hour of networking including: <ul style="list-style-type: none"> ▪ Graduation ceremony ▪ Announcement of 2025 Emerging Leaders Advisory Group (ELAG)

The in-person workshops and events will be held in cities on the east coast of Australia.

Online check ins

The six (6) online check ins will take place from March through to November, in months where the participants are not meeting in person, as below:

- March;
- April;
- June;
- August;
- September; and
- November.

Sessions will each last one hour, with the EEC joining the cohort. The check-ins will provide participants with the opportunity to connect with the entire cohort, and ask the EEC questions about the feedback surveys. They will also give the EEC an opportunity to gain verbal feedback throughout the program.

Peer-to-peer coaching

The nine (9) self-organised peer-to-peer coaching sessions will last approx. 30-60 minutes, with participants undertaking two activities throughout the program:

- **Appreciative inquiry**, to support participants with self-identifying their strengths and sharing positive professional experiences with their peers; and
- **GROW model for problem solving**, to support participants' ability to negotiate obstacles.

About the EEC

The **Energy Efficiency Council (EEC)** is the peak body for Australia's energy management sector. A not-for-profit membership association, the EEC works to:

- Drive world-leading policy on efficiency, electrification and demand flexibility;
- Ensure we have the skilled workforce to deliver Australia's energy transition; and
- Support businesses and households to rapidly decarbonise.

Learn more at eec.org.au.

Appendix

Further details about EEC Emerging Leaders

Inclusions and exclusions

The \$35,000 ex. GST investment covers the costs of:

- The EEC's development, management and administration costs for the program;
- The development of a one-year leadership program by a professional leadership coach who will lead the four facilitated leadership upskilling activities;
- Participation of one (1) employee and one (1) scholarship recipient in all activities – see [Program inclusions](#) – including tickets to the EEC National Conference;
- The transportation and accommodation costs for one (1) scholarship recipient;
- Development of an impact report; and
- Sponsor branding on all program materials.

The investment does not cover:

- Transport and accommodation costs for:
 - The one (1) employee taking part in the program; and
 - The senior leader also attending the in-person sessions;
- Incidental expenses like cab charges to and from airports; and
- Food, other than that included in the [Program inclusions](#).

Scholarship application process

Applications for the scholarships will be open in September and October 2023, with applicants asked to submit:

- Their resume;
- A cover letter noting their motivation to join the program, and how it will support their professional development; and
- A letter of recommendation from a suitable reference.

The EEC and the Program Steering Group (PSG) will review the applications and determine the scholarship recipients, taking into consideration the following:

- Diversity, equity and inclusion; and
- Supporting the EEC's Education Partner members.

The cohort will be announced in December 2023, and commence in February 2024.

Pre-requisite criteria

The program is open to applicants who, in February 2024, will have:

- A completed or near completed (in the final year) apprenticeship or undergraduate degree; and
- Less than three years of practical experience in the energy management sector.

Additional considerations

Program Steering Group

Sponsoring EEC members will be given the opportunity to participate in a Program Steering Group (PSG). The PSG will be made up of representatives from the sponsors, the EEC's Education Partner members, and any other individuals, as requested by the EEC Board.

The PSG will meet in September and November 2023 to:

- Approve the program details for the purposes of advertising the scholarship positions; and
- Select the scholarship recipients.

The PSG will also meet quarterly throughout 2024, and will also support the selection of members of the Emerging Leaders Advisory Group (ELAG).

Emerging Leaders Advisory Group and other alumni opportunities

In December 2024 the program participants and Program Steering Group (PSG) will elect an Emerging Leaders Advisory Group (ELAG). The individuals will be appointed for a term of one year, with the ELAG providing advice to the EEC Strategy and Planning Committee and/or Board the following year.

Beyond participating in the ELAG, alumni opportunities will include:

- Ongoing networking opportunities at EEC events, including in the Emerging Leaders program events in later years;
- EEC member rates for events and training, even if not employed by an EEC member; and
- Speaking opportunities at EEC events like the EEC National Conference.

Supporting the EEC's Education Partners

The EEC has several Education Partner members. Acknowledging these organisations' commitments to the EEC and Australia's energy management sector, the EEC will reserve one scholarship position for students from each of these universities. However, these students will still need to go through the normal application process.

The EEC's Education Partner members will also be invited to appoint a senior leader to the Program Steering Group (PSG), and have a senior leader attend the industry leadership panel and networking portions of all five in-person sessions.

Collaborating with government

Whilst EEC Emerging Leaders is designed for and in collaboration with the EEC's members, the EEC is considering ways to incorporate government involvement in the EEC Emerging Leaders program, such as having one of the four (4) industry leadership panel discussions being focused on policy, and inviting government representatives to be involved.

The topics of the industry leadership panel discussions will be agreed by the Program Steering Group (PSG), but as effective policy and advocacy enable Australia's energy management sector to grow, the EEC will strongly encourage this as one of the four focus areas of the panel discussions.

Program development timeline

The EEC is working to the following timeline:

- **July and August 2023:**
 - Secure the sponsoring EEC members
- **September 2023:**
 - Secure a professional leadership coach
 - Convene the Program Steering Group (PSG) and work with the PSG and the professional leadership coach to finalise the program
- **October 2023:**
 - Open applications for the scholarships
- **November 2023:**
 - Convene the PSG to determine scholarship recipients
- **December 2023:**
 - Announce the scholarship recipients
- **February 2024:**
 - Commence the program