



**MONTH
& THEME**

TOUCHPOINT TYPE



LEARNING
(Wed 10am-1pm
EAT)



MENTORING
(90 minutes)



COACHING
(1 hour)



JOURNEYPLUS
(OPTIONAL)

Plus

**LEADERSHIP
PROJECT**

ONBOARDING



**March 2025
Orientations**

11 March: Journey
Orientation Part 1
(10am-12pm EAT)

20 March: Tech
Platform Orientation
(10am-11:30am EAT)

25 March: Journey
Orientation Part 2
(10am-11:30am EAT)

27 March: Journey
Operations &
Communications
Orientation
(10am-11am EAT)

Refine Leadership
Project title &
description



**April 2025
Leadership Assessments**

Week of
14 April 2024

End of April 2024
(60 mins)

24 April: Storytelling
for Authentic
Leadership (11am-1pm
EAT)



**May 2025
Leadership Assessments**

6 -30 May 2024
(90 mins)

15 May: Leadership
Projects Overview

AUTHENTIC & INCLUSIVE LEADERSHIP



June 2025: Immersion:
• Your Leadership Lens
• Strengthen Your Voice
• Lead With Purpose

10-13 June:
4-Day Immersion

June 2024
(60 mins)

Develop & Submit
Theory of Change.
Stakeholder Analysis
Implementation
Plan

INCLUSIVE LEADERSHIP



**July 2025
Enrich Your Mindset**

17 July

Week of
7 July 2024



**August 2025
Ally & Amplify**

21 August

13 August:
Building Male Allies
(11am-1pm EAT)

Leadership Project
Reviewed
Feedback on
Reviewed
Leadership Project &
Begin
Implementation

STRATEGIC LEADERSHIP



**September 2025
Inspire Action**

18 September

September 2024
(60 mins)

23 September:
Peer Coaching #1
(11am-12:30pm EAT)



**October 2025
Leverage Your Power**

16 October

October 2024
(60 mins)

8 October:
Collaborative
Visioning
(10am-12pm EAT)



**November 2025
Lead Change**

20 November

Week of
17 November
2024

13 November:
Feedback with Peer
Coaching
(11am-12:30pm EAT)



**December 2025
Project Implementation**

Continue Project
Implementation
Submit Project
Progress Report
Receive Lift-off
presentation
template
Submit Lift-off
Presentation
Presentation
reviewed
Submit final Lift-off
presentation &
recording

IMPACTFUL LEADERSHIP



**January 2026
Develop Others**

22 January

Week of
26 January 2025



**February 2026
Lift-Off**

- Presentations
- Reflections
- Goal-Setting

12 February:
Virtual Lift-Off
Presentations

18-19 February:
2-Day Lift-Off

February 2025
(60 mins)

**Presentations
before Lift-Off
Event**



**March 2026
Post-Journey**

Continue Project
Implementation

Plus



Optional informal virtual
get-togethers



Optional focused sessions with
guest speakers or Leadership
Project experts



Denotes Joint In-
Person Venue

Denotes Quarterly
Checkpoint Survey

Denotes joint sessions
with Thematic cohort

PROGRAM DATES

Before applying, please check the dates and timing of the sessions to ensure you would be able to attend all touchpoints and in-person residencies. They are all mandatory to attend aside from the JourneyPLUS events, which are optional.

IN-PERSON RESIDENCIES

The in-person residences include:

- **4-day Immersion** (10-13 June 2025) in Kenya
- **2-day Lift-Off** (18-19 February 2026) in Tanzania

These dates exclude travel days

Elements of the Journey



Hybrid Learning

Learning Touchpoints are facilitated, virtual and in-person group sessions. Cohort members explore leadership frameworks, research & tools in highly interactive learning touchpoints and workshop-style sessions focused on dynamic practice. The touchpoints focus on personal & professional growth, relevant topics and priorities for health leadership, as well as their Leadership Projects. These sessions allow the cohort to share with and learn from each other.



Virtual Mentorship

Effective women leaders are championed by a network of strong supports, including that of mentors. We identify senior-level leaders from different backgrounds, health sectors, and disciplines to serve as mentors to the cohort. Mentoring groups, comprised of several cohort members and one mentor, are grouped based on complementary backgrounds and professional trajectory. Cohort members will be able to rely on their mentor as a technical and career resource during the Journey.



Virtual Coaching

Having a personal leadership coach is critical in helping navigate change and adapting to new challenges on the path towards leadership roles.

Cohort members are paired with an executive coach who works one-on-one with them to build on their strengths and address areas for growth. Leadership style assessments, including a "360-rater evaluation", will inform these conversations and enhance each participant's understanding of their own leadership skills. With this gift of feedback and support from their coach, participants can decide which leadership competencies to focus on, paving the road for them to be a more powerful and effective leader.

The combination of mentors and coaches is powerful as women prepare for the next level of their career, providing both professional connections and transformational leadership



In-Person Sessions

The 'Leadership Immersion' is a 3-day experiential convening that takes place a few months into the Journey. Through dynamic discussions and hands-on exercises, cohort members enhance their skills, apply them to real-world examples, and reflect on lessons learned. A series of powerful conversations will complement the instruction, featuring eminent figures in global health who have led transformational change.

The 2-day 'Leadership Lift-Off' event at the end of the Journey celebrates the cohort's growth as they 'lift off' to a new phase of their leadership. Cohort members will reflect on their leadership evolution through the course of the year and present their Leadership Projects to their peers as well as other global health audiences.

**Covid Caveats: Please note that due to uncertainties caused by Covid-19, the programming and calendar, including the in-person*



Leadership Project

[Read more about the leadership project](#)



[Click here for more videos →](#)

The Leadership Project is an opportunity for each member to design and lead an effort that taps into their expertise, network, passion, and creativity.

Participants enter the Journey with a project idea and develop a Theory of Change, stakeholder analysis, and implementation plan with the guidance of their mentor, coach, and African health experts. The implementation phase of the project begins in the latter half of the Journey. Finally, at the Leadership Lift-Off event, each cohort member presents a summary of their project's development and early outcomes.

Implementation of the project does not have to be fully complete by the end of the Journey and will likely continue beyond it.

There are only 4 rules for the Leadership Project:

- It should focus on improving outcomes at the intersection of health and gender equality, or take a gendered lens on a global health issue
- It should leverage your leadership skills
- It should be within your scope of control or influence, but also stretch you beyond your day-to-day work requirements
- You should be passionate about it

Leadership Projects fit into one of four themes:

- Centering women and girls in health
- Catalyzing institutional change
- Optimizing pathways to leadership
- Building integrated & resilient health systems

Your Leadership Project could accomplish one or more of the following, but is not limited to:

- Answering a research question
- Promoting health or gender education in a particular group
- Developing a new or better technology
- Innovating a better way to collect/analyze/use health/gender data
- Improving a gender or health-related process/system in your organization
- Empowering or enabling women in your community or organization to be successful
- Incorporating a gendered lens into a policy, practice or research project where it was absent



JourneyPLUS Sessions

JourneyPLUS sessions are optional events that offer informal, but focused spaces for the cohort members to build community with one another and explore special topics. The sessions often feature guest speakers such as senior global experts and Leadership Journey alumnae.