



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)



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)

Refine Leadership Project title & description

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

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)



March 2026 Post-Journey

Continue Project Implementation

Presentations before Lift-Off Event

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.