

JOURNEY ELEMENTS



**LEARNING TOUCHPOINT**  
FRIDAYS,  
13:00-16:00 CAT



**MENTORING TOUCHPOINT**  
(90 minutes)



**COACHING TOUCHPOINT**  
(30-90 minutes)



**JOURNEYPLUS (OPTIONAL)**  
WEDNESDAYS

**LEADERSHIP PROJECT**

ONBOARDING



FEBRUARY 2025  
Orientation

26 February:  
Welcome Orientation  
13:00-16:00 CAT

27 February:  
Tech Platform Orientation  
13:00-14:30 CAT



MARCH 2025  
Leadership Assessments

Intro Call:  
Month of March (30 min)



APRIL 2025  
Immersion • Identity  
• Resilience • Voice • Purpose

23-25 April  
3-Day Immersion  
(Mandatory)

Month of April

Month of April  
(90 min)

9 April: 13:00 - 15:30  
CAT  
Authentic Leadership

AUTHENTIC LEADERSHIP



MAY 2025  
Enrich Your Mindset

May 23

INCLUSIVE LEADERSHIP



JUNE 2025

Leadership Project Deliverables



JULY 2025  
Ally & Amplify

25 July

Month of July

Month of July  
(60 min)

23 July, 13:00 - 15:00  
CAT: Building Male  
Allies



AUGUST 2025  
Inspire Action

15 August

20 August, 13:00-  
14:30 CAT: Peer  
Coaching Model

STRATEGIC LEADERSHIP



SEPTEMBER 2025  
Leverage Your Power

19 September

Month of  
September

Month of  
September (60 min)



OCTOBER 2025  
Lead Change

24 October



NOVEMBER 2025  
Reimagine Possibilities

Month of  
November

Month of  
November (60 min)

26 November, 13:00-  
14:30 CAT: Peer  
Collaborative Visioning



DECEMBER 2025  
Develop others

5 December

3 December, 13:00-  
15:00 CAT:  
Effective Feedback

IMPACTFUL LEADERSHIP



JANUARY 2026  
Prep for LiftOff

Month of  
January (60 min)



Lift-Off ! Reflections !  
Presentations ! Goal-Setting

23 January:  
Lift-Off Public Event

28-29 January:  
Lift-Off Private Event  
(Mandatory)

Leadership  
Projects Overview  
--  
Develop &  
Finalize  
Leadership  
Project Idea

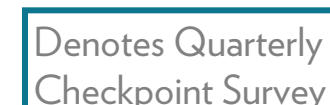
Deliverables  
Overview  
--  
Develop & Submit  
Theory of Change,  
Stakeholder Analysis  
Implementation Plan

Leadership  
Projects Reviewed

Begin  
Implementation

Implementation

Presentations at  
Lift-Off Public  
Event



# PROGRAM DATES

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.

The in-person residencies involving travel include the **3-day Immersion** (23-25 April, 2025) in **Namibia** and the **2-day Lift-Off** (28-29 January, 2026) in **Zambia**.

**Immersion and Lift-Off** are crucial and important parts of the Leadership Journey. These events are **mandatory** and therefore cohort members are expected to avail themselves for these events.

## Elements of the Journey



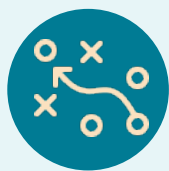
### Virtual Learning

Learning Touchpoints are facilitated virtual 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-degree 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 guidance.

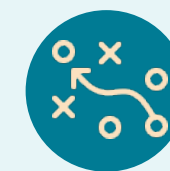


### In-Person Sessions

The Leadership Immersion is a three-day experience that takes place a few months into the Leadership Journey. Through dynamic discussions and hands-on exercises, you and your cohort will enhance your 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 two-day Leadership Lift-Off event at the end of the journey celebrates the cohort's growth as you lift off to a new phase of your leadership. Cohort members will reflect on their leadership evolution through the year and present their Leadership Projects to their peers and other global health leaders.



### Leadership Project



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 Southern African health experts. The implementation phase of the project begins in the latter half of the Leadership 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 completed by the end of the Leadership Journey and will likely continue beyond it.**

#### There are only four rules for the Leadership Project:

- It should focus on improving outcomes at the intersection of health and gender equality or examine a global health issue with a gender lens
- 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 and 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 or gender data
- Improving a gender- or health-related process/system in your organization
- Empowering women in your community or organization to be successful
- Incorporating a gendered approach into a policy, practice, or research project where it was absent



### JourneyPLUS Sessions

**JourneyPLUS** sessions are optional programmatic offerings that provide cohort members with a focused space to learn more, build community with one another, and explore special topics. The sessions sometimes feature guest speakers such as senior global health experts and Leadership Journey alumnae.