



U.S. Leadership Journey 2021 Application & Program FAQ

Application Questions:

- **How do I apply?**

Please review all components of the application [here](#) and apply by November 13, 2020. In addition to basic personal information, you will be asked to submit your Leadership Project idea and responses to a set of Leadership Snapshot questions. You will also be asked to submit your resume and a letter of recommendation that speaks to your abilities and experience.

- **When will I find out if I've been accepted?**

After a period of application review, we will notify applicants about their acceptance, waitlist, or rejection status in late January 2021.

- **Why am I being asked to submit a letter of recommendation from my supervisor?**

The purpose of the letter from your supervisor is to garner internal support and space for you to take on this journey and to "sow a seed" with organizational leaders so they begin noticing the environment in which their women leaders work and potentially, begin thinking about ways to make it more gender-equal.

However, if you are unable to obtain a letter of recommendation from your direct supervisor, you may submit a letter written by a senior leader at your current organization or a leader in the global health community who has experience working with you.

- **Can I apply if I previously applied and didn't get accepted?**

Yes, but we recommend that you apply again only if you believe you have significantly added to and enriched your professional experience since your last application.

- **Is there a cost if I'm selected?**

The Leadership Journey is fully funded. All the leadership resources provided during the year as well as travel, lodging and food expenses for the in-person engagements are covered by WomenLift Health. However, the initiative does not pay for your time. You will be expected to have access to a computer and internet to attend the virtual touchpoints.

Program Questions:

- **What are the program expectations and what does the time commitment look like?**

You are required to attend each virtual touchpoint and the in-person learning experiences* as detailed in the calendar, and to complete the deliverables associated with the Leadership Project. The time commitment for the required Leadership Journey activities (all virtual touchpoints and video assignments) will not exceed 2 hours any given week. This estimate **does** not include the time required for the design, planning, and implementation phases of your Leadership Project, so please consider that as well.

You will also be asked to complete a “360-evaluation” and Personality Assessments, which will enrich your conversations with your mentor and coach. The 360-evaluation will involve soliciting feedback from your superior, boss, peers, direct reports, and others.

As our approach involves human-centered design, we will ask you to evaluate the experience and contribute ideas for how to enhance the Leadership Journey for the cohorts that follow.

- **What are Learning, Application, Mentoring, and Coaching Touchpoints?**

Learning & Application Touchpoints: Learning & Application Touchpoints are facilitated, online group conversations using virtual conference platforms, namely Zoom. Cohort members will be presented core frameworks and theories, including workshop-style sessions focused on dynamic practice. The touchpoints will focus on personal/professional development as well as refinement, advancement, and execution of your Leadership Project.

Mentoring Touchpoints: As part of the Leadership Journey, WomenLift Health will identify senior-level mentors, both women and men, from different health sectors and disciplines. Based on their backgrounds and professional trajectory, we will form mentoring groups comprised of four cohort members and one mentor. Cohort members will be able to rely on their mentor to serve as a technical and career resource.

Coaching Touchpoints: Cohort members will be paired with a Coach who will work one-on-one with them to identify and build their leadership skills. The cohort’s work with the coaches and understanding of their own leadership skills will be informed by a “360- evaluation” and personality assessments.

- **What are the Leadership Immersion and Leadership Launch events?**

At the core of the journey are also two in-residence experiences*: the *Leadership Immersion* (mid-Journey) and the *Leadership Launch* (end of Journey), where through dynamic discussions, presentations, and hands-on exercises, cohort members will learn new skills (for example, in areas of communication and leadership styles), 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 effected transformational change, and who are able to impart practical knowledge that can be immediately applied to varied career and life situations.

- **What does a Leadership Project entail?**

The Leadership Project, required of every cohort member, is an opportunity for each member to design and lead an effort that taps into each woman’s expertise, network, passion, and creativity. The cohort will be asked to refine their project idea and develop a theory of change in the first 3 months of the Journey, devise an implementation plan and stakeholder map in the following 3-4 months, and start implementing their plan in the last 5-6 months. At the *Leadership Launch*, the cohort will present a summary of their project’s development and implementation, as well as any early outcomes.

The implementation of your Leadership Project does not have to be complete by the Launch event and will likely continue beyond the 12-month Journey.

- **What kinds of ideas would be appropriate for a Leadership Project?**

There are only 4 rules for your Leadership project:

- It should focus on improving health and/or gender equality;
- It should leverage your leadership skills;
- It should be in your scope of control or influence;
- You should be passionate about it.

Your Leadership Project could accomplish one or more of the following:

- answer a research question;
- promote health or gender education in a particular group;
- develop a new or better technology;
- innovate a better way to collect/analyze/use health/gender data;
- improve a gender or health-related process/system in your organization;
- empower or enable women in your community or organization to be successful;
- incorporate a gender lens into a policy, practice or research project where it was absent.

Examples of Leadership Project topics:

- Using best practices, lessons and tools from other organizations to develop and implement a leadership program for women at my organization
- Creating a Story Bank of Women Leaders in Global Health to catalyze a viral movement of change in Global Health & Development
- Creating and presenting to key stakeholders a policy integrating oral cholera vaccine (OCV) with safe water, sanitation and hygiene (WASH) interventions for cholera prevention and control
- Taking a multi-sectoral approach to identify and address gender-based barriers that undermine health outcomes in [county], [country]

This is *your* year to use your leadership skills and the professional support proffered to bring to life a special idea that improves health or gender equality.

- **How will this help me to connect with other women leaders in global health?**

Throughout the Journey, we'll build a community where fellow cohort members collaborate and learn from each other, one that will continue after the Journey concludes. We intend to keep alumni engaged and wish to continue learning with and from you long after the completion of your Leadership Journey.

Our goal is to create a robust network of alumni at the global, regional, and local levels who continue to support each other and new cohort members, for example as mentors, and to also advocate for women's leadership locally and at large. To facilitate networking among the alumni community and amplify your voice, we will heavily leverage our digital platform (website, social media platforms, etc.). You will become part of the WomenLift Health family. Our resources will be yours and we will always value and nurture this relationship.

- **How can I balance this leadership opportunity with my already busy professional and personal life?**

This 12-month journey is designed for the working woman leader. We realize that work-life harmony is a key challenge holding many women back from climbing up the ladder of success, and we do not want to add further burden to your personal and professional life. We promise to work with you and take an integrative approach towards incorporating your personal needs into this journey.

***Covid Caveats:** Due to uncertainties caused by Covid-19, the programming and calendar are subject to change in order to be compliant with public health recommendations. At this point in time, we plan to deliver all touchpoints and residencies virtually as travel is not recommended. This means spreading out the programming originally intended for the week-long residencies as additional, in-depth virtual touchpoints through the year. If travel opens up, we will pivot towards re-incorporating the in-person elements.