### EAST AFRICA LEADERSHIP JOURNEY 2023-2024 Calendar

#### LEADERSHIP PROJECT

**By 31 May:** Refine Leadership Project Idea

**6 June:** Leadership Projects Overview

**By 18 August:** Develop & Submit Theory of Change, Stakeholder Analysis Implementation Plan

By 23 Feb: Submit Final Progress Summary Report

By 25 March: Submit Lift-off Leadership Project Presentations

By 29 Nov: Submit Progress Summary Report

Denotes In-Person

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#### LEARNING

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<tr>
<th>Month</th>
<th>Touchpoint</th>
<th>Time</th>
<th>Description</th>
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<tr>
<td>May 2023</td>
<td>Journey Orientation Part 1</td>
<td>3 May</td>
<td>10am-11am EAT</td>
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<tr>
<td>May 2023</td>
<td>Tech Platform Orientation</td>
<td>4 May</td>
<td>10am-11:30am EAT</td>
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<tr>
<td>June 2023</td>
<td>Journey Orientation Part 2</td>
<td>9 May</td>
<td>10am-11am EAT</td>
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<tr>
<td>June 2023</td>
<td>Leadership Assessments</td>
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<td>Week of 19 June</td>
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<td>July 2023</td>
<td>Leadership Assessments</td>
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<td>Week of 17 July (2 hrs)</td>
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<td>August 2023</td>
<td>Immersion * Explore Identity * Fuel Your Resilience * Strengthen Your Voice * Lead With Purpose</td>
<td>9-11 August</td>
<td>3-Day Immersion</td>
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<td>September 2023</td>
<td>Enrich Your Mindset</td>
<td>6 September</td>
<td>Week of 18 September</td>
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<td>October 2023</td>
<td>Ally &amp; Amplify</td>
<td>4 October</td>
<td>Week of 16 October</td>
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<td>November 2023</td>
<td>Inspire Action</td>
<td>1 November</td>
<td>Week of 15 November</td>
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<td>December 2023</td>
<td>Project Implementation</td>
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<td>Week of 4 December</td>
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<td>January 2024</td>
<td>Inspire Action</td>
<td>10 January</td>
<td>Week of 15 January</td>
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<td>February 2024</td>
<td>Lead Change</td>
<td>7 February</td>
<td>15 February, 10am-12pm EAT: Collaborative Visioning</td>
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<td>March 2024</td>
<td>Develop Others</td>
<td>6 March</td>
<td>Week of 18 March</td>
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<td>April 2024</td>
<td>Lift-Off + Reflections • Presentations • Goal-Setting</td>
<td>24 &amp; 25 April</td>
<td>2-Day Lift-off</td>
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<td>May 2024</td>
<td>Post-Journey</td>
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<td>Week of 6 May 2024</td>
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#### AUTHENTIC & INCLUSIVE LEADERSHIP

**9-11 August:** 3-Day Immersion

#### INCLUSIVE LEADERSHIP

- **September 2023:** Enrich Your Mindset
- **October 2023:** Ally & Amplify
- **November 2023:** Inspire Action
- **December 2023:** Project Implementation
- **January 2024:** Inspire Action
- **February 2024:** Lead Change

#### STRATEGIC LEADERSHIP

- **November 2023:** Inspire Action
- **December 2023:** Project Implementation
- **January 2024:** Inspire Action
- **February 2024:** Lead Change

#### IMPACTFUL LEADERSHIP

- **March 2024:** Develop Others
- **April 2024:** Lift-Off + Reflections • Presentations • Goal-Setting
- **May 2024:** Post-Journey

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**NOTE:** Calendar is subject to change.
### 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.

The in-person residencies involving travel include the **3-day Immersion** (9–11 August, 2023) in Nairobi and the **2-day Lift-Off** (24 & 25 April, 2024), location TBD.

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### 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 trajectories. 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 guidance.

#### 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 **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 events, may need to be converted to an all-virtual format.

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### 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 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.

#### Leadership Project Objectives:  
- 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

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### 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