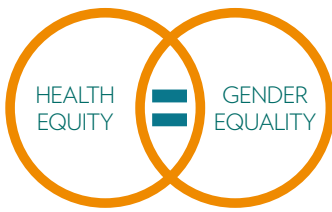


WHAT IS A LEADERSHIP PROJECT?

An opportunity for you to **design and lead** an effort that taps into your expertise, network, passion, and creativity. It also helps you:

- **APPLY NEW SKILLS**, approaches, and mindsets
- **COLLABORATE WITH PEERS** in your cohort and global public health at large
- **BUILD** upon the Leadership Projects of WomenLift Alumnae
- **GROW PROFESSIONALLY** but also **ADVANCE ISSUES** at the intersection of gender equality and health, as proposed in [WomenLift Health's Theory of Change](#)





Projects should lie at the intersection of health equity and gender equality. They should fall into four themes:



Centering women and girls in health



Catalyzing institutional change



Optimizing pathways to leadership



Building integrated & resilient health systems

YOUR LEADERSHIP PROJECT COULD:

- Answer a research question or develop a tool or technology
- Take a gender lens to health data, policy, practice, research, or a process/system in your organization
- Expand the power and influence of women in your organization or community
- Add to public discourse or advocacy on gender equality and/or health equity

LEADERSHIP PROJECT IMPACT



DEVELOP YOURSELF: SCOPE, SKILLS, LENS

The scope of the Leadership Project could leverage your day-to-day work to make it more sustainable, but it should also include an opportunity to stretch you beyond the usual.

- Develop or enhance a leadership **skill**
- Add another **lens** to your thinking

Influence, Trust, and Collaboration - Strive to engage others, believe in, them and get things done through partnership and collaboration

Presence - Set goals for communicating your ideas more effectively

Vision - Cultivate your idea into a broader and more inclusive vision

Diversity - The presence of and respect for difference

Equity - The recognition that resources and opportunities are not allocated equally to all

Inclusion - Being intentional about welcoming and including a diversity of people and perspectives



DEVELOP OTHERS: INDIVIDUALS, INSTITUTIONS, SOCIETY

- **Individuals** — Could your project mentor or sponsor others?
- **Institutions** — Are there learnings or experiences you could take back to your team or institutional leaders?
- **Society** — How can your project contribute to public discourse, advocacy, or thought leadership?

Explore the presentations of the previous cohorts' Leadership Projects on their Lift-Off pages:

[2020 U.S. Cohort](#)

[2021 U.S. Cohort](#)

[2022 East Africa Cohort](#)

[2022 India Cohort](#)

[2022 U.S. Cohort](#)

SUPPORT AVAILABLE THROUGHOUT THE LEADERSHIP JOURNEY

Although WomenLift does not provide funding for your project, we provide support in the form of:



Leadership Project Office Hours

- With WomenLift staff
- With experienced Leadership Project Reviewers

Mentor Check-ins



- Each mentoring session, we encourage you to let us and your mentors know how you're progressing on your Leadership Project.
- Mentors can help with your Leadership Project in multiple ways:
 - » Bring sector-specific knowledge
 - » Help to focus your project idea
 - » Determine strategy to navigate barriers and challenges
 - » Act as a sounding board and provide accountability for Leadership Projects
 - » Enhance self-belief to enable risk-taking and provide strategies for risk mitigation
- During Mentoring Touchpoints with your peers and mentors:
 - » Clarify your idea
 - » Ask questions or get informal feedback on project deliverables
 - » Discuss implementation-related challenges
 - » Prepare for your Lift-Off presentation



Cohort Peers and Journey Buddies

- Help to hold each other accountable, provide support, and inspire each other's creativity for the Leadership Project to stay motivated together

LEADERSHIP PROJECT ROADMAP

PHASE 1

PROJECT IDEA CREATION

In your Leadership Journey application, **craft an idea** for your Leadership Project that:

- Is something you are passionate and care about
- Focuses on improving outcomes at the intersection of health and gender equality, or takes a gendered lens on a global health issue
- Aligns with your workstream or something that you will otherwise be able to sustain
- Stretches you beyond your comfort zone / challenges you to grow
- Leverages your leadership skills
- Helps you to better showcase yourself not only as a health technical expert, but also as a current and future leader



Share a title and a short description that includes:

- Brief background (no more than 1-2 short paragraphs)
- How you plan to accomplish & implement your project. We do not need an implementation plan at this stage, but would like to get a sense of how you would approach your goal.
- Intended impact: Think about impact with a manageable “i”, an approach that allows you to grow and to include others in this journey.

Remember, the most successful Leadership Projects:

- Are targeted, specific, relevant, achievable, measurable
- Are fueled by your passion, deep interests
- Can realistically start being implemented within the duration of the Leadership Journey
- Can continue beyond the Journey and do not have to be fully wrapped up by the end of the year

PHASE 2

PROJECT DEVELOPMENT & REFINEMENT



From Month 1 to Month 3 of the Journey:

- Lean on the WomenLift Health team, your mentor, your Leadership Project reviewer, and your peers to refine your project idea
- Do I want/need to change my originally proposed project?
 - » Is it going to advance my own growth and/or develop and impact others?
 - » Is it still well aligned with my passions, goals, workload, areas where I need to stretch, etc.? Examples of stretch may include:
- Office hours



Incorporating design justice into the project, enabling target communities to have strong influence in the process of the project, etc.



Approaching something using a **new leadership skill**



Adding a gender equity or health **equity lens** to an existing project

- » Do I need to update the title and description of my project?
- » Is there potential to collaborate with a fellow cohort member or alumnae?
Are there projects that have synergies and could be an opportunity for cross-sharing & learning?



Month 4 – 5:

- Submit your Leadership Project proposal
 - » Theory of Change
 - » Stakeholder Analysis
 - » Implementation Plan





Month 5 – 6:

- Receive your Leadership Project review feedback
 - » Review, edit, adapt, and/or collaborate
 - » Optional Leadership Project office hours / check-in meetings



- Connections with Learning Touchpoints:
 - » In the Strengthen Your Voice & Leadership Presence month - work on your Leadership Project pitch
 - » In the Expand & Enrich Your Mindset month - discuss the challenges you are facing and receive peer coaching

PHASE 3

PROJECT IMPLEMENTATION



Month 6 – 7:

- Begin Leadership Project implementation



Month 9 – 10:

- Submit Progress Summary Report
 - » How is the project progressing? What successes have you seen, what challenges are you facing, how can WomenLift be of support at this phase?



Month 10 – 11:

- Begin preparing your Lift-Off presentation. Leverage the support of your mentors, peers and the WomenLift team

PHASE 4

PROJECT PRESENTATION & NEXT STEPS



Month 12:

- Month 12: Lift-Off Presentation
 - » Present on the background, methodology, learnings, challenges, and early progress of your Leadership Project to your cohort, mentors, invited colleagues, WomenLift staff, and special guests
 - » Reflect on how the Leadership Project and Journey has challenged you to grow throughout the year



Post-Journey:

- » Continue amplifying your Leadership Project presentations, to be hosted on WomenLift Health's website
- » Continue work on your Leadership Project, and connect and collaborate with WomenLift Alumnae and new cohort members with overlapping projects



Leadership Styles



Authentic

Leader Identity

Resilience



Inclusive



Strategic



Impactful

WomenLift Health

WHO WE ARE WHAT WE DO EVENTS VOICES & SOURCES

Expanding the Power and Influence of Talented Women in Global Health

SEE HOW →

The Leadership Journey

WomenLift Health believes that global health challenges will not be solved unless talented women have a seat at the table. The Leadership Journey is designed to give talented women leaders the tools - confidence, networks, understanding of barriers - along with peer, mentor and coach support, to successfully use their voice, expertise and leadership skills for health impact. To us, women is not exclusively defined by a title or a salary increment, but by expanding the power and influence of talented women in global health.

The Leadership Journey is a fully-funded and year-long experience for mid-career women leaders.

Please visit www.womenlifthealth.org to learn more about the Leadership Journey