

EAST AFRICA
SIGNATURE LEADERSHIP
JOURNEY

2024-2025 Calendar



MONTH
& THEME

TOUCHPOINT TYPE



LEARNING
(Wed 10am-1pm
EAT/ 9am-12pm
CAT)



MENTORING
(90 minutes)



COACHING
(1 hour)



JOURNEYPLUS
(OPTIONAL)

**LEADERSHIP
PROJECT**

ONBOARDING



March 2024
Orientations

5 March: Journey
Orientation Part 1
(10am-12pm EAT)

7 March: Tech Platform
Orientation (10am-
11:30am EAT)

12 March: Journey
Orientation Part 2
(10am-11am EAT)

19 March: Journey
Operations &
Communications
Orientation
(10am-11am EAT)

Refine Leadership
Project title &
description



April 2024
Leadership Assessments

Week of
15 April (1.5hrs)

Week of
8 April (30 mins)

4 April: Storytelling for
Authentic Leadership
(11am-1pm EAT)

Leadership Projects
Overview



May 2024
Leadership Assessments

Week of
13 May (1.5hrs)

Develop & Submit
Theory of Change.
Stakeholder Analysis
Implementation Plan



AUTHENTIC & INCLUSIVE LEADERSHIP



June 2024 Immersion:
• Explore Identity
• Fuel Your Resilience
• Lead With Purpose
• Strengthen Your Voice

4-6 June:
3-Day Immersion

Week of
10 June (1hr)

Leadership Project
Reviewed

INCLUSIVE LEADERSHIP



July 2024
Enrich Your Mindset

16 July

Week of
8 July (1.5hrs)

25 July:
Building Male Allies
(11am-12:30pm EAT)

Feedback on
Reviewed Leadership
Project & Begin
Implementation



August 2024
Ally & Amplify

20 August

Week of
12 August (1hr)

Continue Leadership
Project
Implementation

STRATEGIC LEADERSHIP



September 2024
Inspire Action

17 September

26 September:
Peer Coaching #1
(11am-12:30pm EAT)

Submit Project
Progress Summary
Report & Continue
Implementation



October 2024
Leverage Your Power

15 October

Week of
14 October (1.5hrs)

31 October:
Peer Coaching #2
(11am-12:30pm EAT)

Prepare & Submit
Lift-off Leadership
Project Presentation



November 2024
Lead Change

19 November

Week of
11 November (1hr)

Lift-off Leadership
Project Presentation
Reviewed



December 2024
Project Implementation

IMPACTFUL LEADERSHIP



January 2025
Develop Others

21 January

Week of
27 January (1.5hrs)

30 January:
Collaborative Visioning
(10am-12pm EAT)

Prepare & Submit
Lift-off Leadership
Project Presentation
Recording



February 2025
Lift-Off • Reflections
• Presentations • Goal-Setting

25-26 February:
3-Day Lift-Off

Week of
2 February (1hr)

Presentations before
Lift-Off Event



March 2025
Post-Journey

Continue
Implementation

Plus



Optional informal virtual
get-togethers



Optional focused sessions with guest
speakers or Leadership Project
experts



Denotes In-Person

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** (4-6 June 2024) in Kenya and the **2-day Lift-Off** (25-26 February 2025) in Tanzania.

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



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.

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