**EAST AFRICA SIGNATURE LEADERSHIP JOURNEY**
2024-2025 Calendar

<table>
<thead>
<tr>
<th>MONTH &amp; THEME</th>
<th>TOUCHPOINT TYPE</th>
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<tbody>
<tr>
<td><strong>LEARNING</strong></td>
<td><strong>MENTORING</strong></td>
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<tr>
<td>(Wed 10am-1pm EAT / 9am-12pm CAT)</td>
<td>(90 minutes)</td>
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### 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)

**April 2024 Leadership Assessments**

**May 2024 Leadership Assessments**

### AUTHENTIC & INCLUSIVE LEADERSHIP

**June 2024 Immersion:**
- 4-6 June: 3-Day Immersion
- Week of 15 April (1.5hrs)
- Week of 8 April (30 mins)
- Week of 13 May (1.5hrs)

**July 2024 Enrich Your Mindset**
- Week of 16 July (1.5hrs)
- Week of 8 July (1.5hrs)
- Week of 13 May (1hr)

**August 2024 Ally & Amplify**
- Week of 20 August (1hr)

### INCLUSIVE LEADERSHIP

**September 2024 Inspire Action**
- Week of 17 September (1hr)
- Week of 14 October (1.5hrs)
- Week of 11 November (1hr)

**October 2024 Leverage Your Power**
- Week of 15 October (1.5hrs)
- Week of 14 October (1.5hrs)
- Week of 11 November (1hr)

**November 2024 Lead Change**
- Week of 19 November (1hr)

**December 2024 Project Implementation**

### STRATEGIC LEADERSHIP

**January 2025 Develop Others**
- Week of 21 January (1.5hrs)
- Week of 27 January (1.5hrs)

**February 2025 Lift-Off • Reflections**
- Week of 25-26 February: 3-Day Lift-Off
- Week of 2 February (1hr)

**March 2025 Post-Journey**

### IMPACTFUL LEADERSHIP

**April 2024 Storytelling for Authentic Leadership**
- Week of 15 April (1.5hrs)

**May 2024 Leadership Project**

**June 2024 Building Male Allies**
- Week of 25 July (1.5hrs)

**July 2024 Peer Coaching #2**
- Week of 31 October (1.5hrs)

**August 2024 Peer Coaching #3**
- Week of 30 January (1.5hrs)

**September 2024 Peer Coaching #1**
- Week of 26 September (1.5hrs)

**October 2024 Peer Coaching #2**
- Week of 31 October (1.5hrs)

**November 2024 Collaborative Visioning**
- Week of 30 January (1hr)

**December 2024 Lift-off Leadership Project Presentation:**
- Week of 27 January (1.5hrs)

**January 2025 Lift-off Leadership Project Presentation Recorded**
- Week of 2 February (1hr)

**February 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 27 January (1.5hrs)

**March 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 2 February (1hr)

**April 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 27 January (1.5hrs)

**May 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 2 February (1hr)

**June 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 27 January (1.5hrs)

**July 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 2 February (1hr)

**August 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 27 January (1.5hrs)

**September 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 2 February (1hr)

**October 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 27 January (1.5hrs)

**November 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 2 February (1hr)

**December 2025 Lift-off Leadership Project Presentation Reviewed**
- Week of 27 January (1.5hrs)

### LEADERSHIP PROJECT

- Refine Leadership Project title & description
- Leadership Projects Overview
- Develop & Submit Theory of Change Stakeholder Analysis Implementation Plan
- Leadership Project Reviewed
- Feedback on Reviewed Leadership Project & Begin Implementation
- Continue Leadership Project Implementation
- Submit Project Progress Summary Report & Continue Implementation
- Prepare & Submit Lift-off Leadership Project Presentation
- Prepare & Submit Lift-off Leadership Project Presentation Recording
- Presentations before Lift-Off Event
- Continue Implementation

**NOTE:** Calendar is subject to change.
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 supporters, 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 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 throughout 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 online 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 in 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.

**Your Leadership Project could accomplish one or more of the following, but is not limited to:**
- Answering a research question
- Promoting health and gender equity in a particular group
- Developing a new or better technology
- Innovation a better way to collect/analyze/health gender data
- Improving a gender and 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...