



### APPLICATION QUESTIONS:

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#### How do I apply?

Please review all components of the application [here](#) and submit your application by Sunday, September 13, 2023 at 11:59pm in your local time. 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.

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#### How many applicants will be selected?

Last year, we expanded the program to include both U.S.- and Canada-based mid-career women leaders. This year, we are excited to launch two simultaneous Leadership Journeys, allowing us to support more women leaders. As a result, we will be selecting 30 women leaders for each of two cohorts (60 total), who will participate in both separate and joint events. Please view the 2024-2025 calendars for [cohort A](#) and [cohort B](#).

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#### When will I find out if I've been accepted?

After a careful review from our Selection Committee, we will notify all applicants of their status (acceptance, waitlist, or rejection) by late November 2023.

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#### Why am I being asked to submit a letter of recommendation?

The purpose of this letter is to garner support and space for you to take on this Journey from your direct supervisor. Our hope is that this letter will help to engage leaders within your organization, drawing their attention to the environment in which their women leaders work and potentially encouraging them to think about ways to make it more gender equal.

If you aren't able to obtain a letter of recommendation from your direct supervisor, you can submit a letter written by a former supervisor, or a senior leader in the global health community who has recent experience working with you.

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#### Will I be able to apply again if I previously applied and didn't get accepted?

Yes, you may apply again. However, we recommend that you apply only if you believe you have significantly added to and enriched your professional experience from your last submission.

### **If I'm selected, what costs should I expect?**

All the leadership resources, as well as travel, lodging, and food expenses for the two mandatory in-person learning residencies are fully funded by WomenLift Health. The in-person residencies involving travel include the three-day Immersion (May 6-10, 2024, including travel days on May 6 and May 10) in Greensboro, North Carolina, and the two-day Lift-Off (February 11-13, 2025, including travel days on February 11 and February 13), location to be determined.

You will be expected to have access to a computer and reliable internet in order to attend all virtual touchpoints. We also do not provide funding for your Leadership Project.

Please note that we do not pay for your time. The time commitment for the required Leadership Journey activities (all virtual touchpoints, intersession activities) ranges from between four to eight hours each month, with the exception of the two in-person learning residencies. This estimate does not include the time required for the design, planning, and implementation phases of your Leadership Project, so please consider this in your decision to participate in the program.

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### **Should I apply if I fall just outside the eligibility in terms of global health experience?**

The content of our program has been tailored for individuals with 10-25 years of global health experience. If your total global health experience falls just outside of that range, there may be a possibility that your application passes the screening and onto the review stage. However, given our candidate pool over the past few years, we have seen these candidates face steep competition during the scoring stage. You may choose to wait until you have accrued more experience for a stronger application, to increase your chances of being selected.

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### **Should I apply if English is not my first language?**

Many of our current cohort members and alumnae do not speak English as their first language. However, proficiency in English is expected in order to participate in the Leadership Journey. All sessions will be conducted in the English language.

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### **I have accessibility needs or a learning disability. Will special accommodations be provided?**

Yes, our team will work with you to understand your needs and how we can best create a supportive learning environment. If you have specific questions or concerns, please email [northamericajourney@womenlifthealth.org](mailto:northamericajourney@womenlifthealth.org)



## PROGRAM QUESTIONS:

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

If accepted, you will be required to:

- Attend monthly virtual learning touchpoints
- Attend regular group mentoring and one-on-one coaching sessions
- Attend two in-person learning residencies\*
- Complete any intersession activities and the deliverables associated with the Leadership Project

The time commitment for the Leadership Journey activities (minus the in-person learning residencies) typically ranges between 4 to 8 hours each month. This estimate includes the required activities mentioned above in addition to optional virtual sessions that provide supplemental content, professional development, and group bonding opportunities for our cohort members. Therefore, please consider this time commitment in your decision to participate in the program.

You will also be asked to complete a “360-evaluation” and leadership style assessments, which will help inform your understanding of your leadership strengths and areas for growth. The 360-evaluation will involve soliciting feedback from your supervisor, 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 future cohorts.

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### What are Learning, Mentoring, and Coaching Touchpoints?

**Virtual Learning Touchpoints:** Learning Touchpoints are facilitated group sessions. You’ll use this time to explore leadership frameworks, research, and tools in highly interactive workshop-style sessions. Learning Touchpoints focus on personal and professional growth, current events in the global health sector, as well as on Leadership Projects.

**Virtual Mentoring Touchpoints:** WomenLift Health identifies senior-level mentors from different backgrounds, health sectors, and disciplines to serve as mentors for you and the other members of your cohort. Mentoring groups, comprised of five cohort members and one mentor, will meet throughout the Leadership Journey, and are grouped based on complementary backgrounds and professional trajectory. You’ll rely on your mentor to serve as a technical and career resource throughout the Journey.

**Virtual Coaching Touchpoints:** Having a leadership coach is critical to navigating change and adapting to new challenges. We will pair you with a certified coach who will meet with you one-on-one throughout the Leadership Journey to build on your strengths and address areas for growth. Leadership style assessments, including and beyond a customized 360-evaluation, will inform these conversations and enhance your understanding of your leadership skills.

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### What are the Immersion and Lift-Off events?

At the core of the Journey are two in-residence learning experiences\*, Immersion (May 2024) and Lift-Off (February 2025).

Immersion is a three-day experiential convening that takes place a few months into the Leadership Journey. Through dynamic discussions, presentations, and hands-on exercises, you'll enhance your skills, apply them to real-world examples, and reflect on lessons learned.

At the end of the year-long Journey, the two-day Lift-Off event celebrates the cohort's growth as you 'lift-off' to a new phase of your leadership. This experience provides time for the cohort to reflect on their leadership evolution through the course of the year and to present their Leadership Projects to their peers, as well as global health audiences.

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### What does a Leadership Project entail?

The Leadership Project, required of every cohort member, is an opportunity to design and lead an effort that taps into their expertise, network, passion, and creativity. The cohort will be asked to refine their project idea and develop a theory of change in the first three months of the Journey, then devise an implementation plan and stakeholder map in the following three to four months, and finally implement their plan in the last five to six months. At the Lift-Off event, 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 Lift-Off event and will likely continue beyond the 12-month Journey. Please find more information [here](#).

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

Your Leadership Project should:

- Focus on improving outcomes at the intersection of health and gender equality, or examine a global health issue with a gender lens
- Leverage your leadership skills
- Be within your scope of control or influence, but also stretch you beyond your day-to-day work requirements
- Be something you are passionate about

Your Leadership Project could accomplish one or more of the following, but is not limited to:

- 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, or utilize health or gender data
- Improve a gender or health-related process or system within your organization
- Empower or enable women in your community or organization to be successful
- Incorporate a gendered approach into a policy, practice, or research project where it was absent

Please find more information [here](#), as well as explore the 2022 Leadership Projects [here](#).

This is your opportunity to leverage your leadership skills, as well as the WomenLift Health peer, mentoring, and coaching support available to you, to bring to life a special idea that improves health and gender equality.

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## Does WomenLift Health provide funding for Leadership Projects?

Unfortunately, we do not have the resources to fund the implementation of the Leadership Projects. However, we provide support by connecting you with highly experienced mentors, coaches, and experts within the WomenLift team and network. Your fellow cohort members can also be an excellent resource for enhancing your project.

We encourage you to align your Leadership Project with your current work and gain additional buy-in from institutional leaders. We have found that successful projects stretch beyond your day-to-day responsibilities.

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## Why do I need to be based in the U.S. or Canada for at least 75% of the program?

We require cohort members to attend all virtual Learning Touchpoints (which are scheduled during typical U.S. and Canada business hours) and we have found that this becomes very challenging if you are located outside of these time zones. In addition, the mandatory in-person learning residencies will be held in the United States. We want the cohort to be able to fully engage and build community throughout the Leadership Journey, which we have found is complicated with a geographic spread.

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

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

You will become part of the WomenLift Health family. Our goal is to create a robust network of alumnae at the global, regional, and local levels who continue to support each other and new cohort members. We hope to engage our alumnae as mentors, Board members, and as passionate advocates for women's leadership in global health. To facilitate networking among the cohort community and amplify your voice, we leverage our digital platforms (website, social media platforms, etc.).

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

This 12-month Leadership Journey is designed for professional women leaders. We recognize the importance of work-life harmony and know that this is often a challenge holding many women back from leadership roles. We do not want to add further burden to your personal and professional life but require our cohort members to be fully present and engaged. We will work with you and take an integrative approach towards incorporating your personal needs into this Journey.

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**\*COVID Caveats:** At this time, the program includes two in-person residencies as well as monthly virtual touchpoints. However, due to the uncertainties caused by COVID-19, please note that the program may need to be converted to an all-virtual format.