

NORTH AMERICA LEADERSHIP JOURNEY
2024-2025 Calendar

JOURNEY ELEMENTS

MONTH & THEME

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| LEARNING TOUCHPOINT (Thursdays, 1-4pm Eastern Time) | MENTORING TOUCHPOINT (90 minutes) | COACHING TOUCHPOINT (30-90 minutes) | JOURNEYPLUS (Optional) |
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LEADERSHIP PROJECT

ONBOARDING

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| MARCH 2024 Orientation | <div style="border: 1px dashed black; padding: 5px;">March 5: Tech Platform Orientation (1-2:30pm ET)</div> <p>March 7: Welcome Orientation (12-2:30pm ET)</p> | | Intro Call: Month of March (30 min) | |
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| APRIL 2024 Leadership Assessments | | Month of April | WorkPlace Big Five: Month of April (90 min) | April 11, 1-3pm ET: Storytelling for Authentic Leadership |
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AUTHENTIC LEADERSHIP

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| MAY 2024 Immersion • Identity • Resilience • Voice • Purpose | <div style="border: 1px dashed black; padding: 5px;"> May 6-10: 3-Day Immersion</div> | | | |
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INCLUSIVE LEADERSHIP

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| JUNE 2024 Expand Your Mindset | June 13 | | Month of June (60 min) | |
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| JULY 2024 Prep for Project Implementation | | Month of July | | July 11, 1-3pm ET: Building Male Allies |
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| AUGUST 2024 Ally & Amplify | August 15 | | | |
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STRATEGIC LEADERSHIP

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| SEPTEMBER 2024 Inspire Action | September 12 | | Month of September (60 min) | <div style="border: 1px dashed black; padding: 5px;">Sep 25, 1-2:30pm ET: Peer Coaching 1</div> |
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| OCTOBER 2024 Leverage Your Power | October 24 | Month of October | Month of October (60 min) | |
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| NOVEMBER 2024 Lead Change | November 14 | | | <div style="border: 1px dashed black; padding: 5px;">Nov 20, 1-2:30pm ET: Collaborative Visioning</div> |
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| DECEMBER 2024 Reimagine Possibilities | | | | <div style="border: 1px dashed black; padding: 5px;">Dec 11, 1-3pm ET: Peer Coaching 2</div> |
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IMPACTFUL LEADERSHIP

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| JANUARY 2025 Develop Others | January 16 | Month of January | Month of January (60 min) | |
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| FEBRUARY 2025 Lift-Off • Reflections • Presentations • Goal-Setting | Feb 6: Lift-Off Public Event | | | |
| | <div style="border: 1px dashed black; padding: 5px;"> Feb 11-13: Lift-Off Private Event</div> | | | |

Leadership Projects Overview — Develop & Finalize Leadership Project Idea

Deliverables Overview — Develop & Submit Theory of Change, Stakeholder Analysis Implementation Plan

Leadership Projects Reviewed

Begin Implementation

Implementation

Presentations at Lift-Off Part 1 Event

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** (May 6-10, 2024; travel days included) in Greensboro, North Carolina and the **2-day Lift-Off** (February 11-13, 2025; travel days included), location TBD.

Elements of the Journey



Virtual Learning

Learning Touchpoints are facilitated, virtual 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-degree 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 Residencies*

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 global 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 alumnae.