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
- Develop or enhance a leadership skill
- Add another lens to your thinking
- 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
- Diversity - The presence of and respect for difference
- Presence - Set goals for communicating your ideas more effectively
- Equity - The recognition that resources and opportunities are not allocated equally to all
- Vision - Cultivate your idea into a broader and more inclusive vision
- Inclusion - Being intentional about welcoming and including a diversity of people and perspectives

WomenLift Health
LEADERSHIP JOURNEY
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 U.S. Cohort
- 2023 North America 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

**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

**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
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
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

Month 6 — 9:
- 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

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
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

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