

NIGERIA SIGNATURE LEADERSHIP JOURNEY 2025-2026 Calendar

JOURNEY ELEMENTS

MONTH & THEME

LEARNING TOUCHPOINT  
FRIDAYS, TIME WAT

MENTORING TOUCHPOINT  
(90 minutes)

COACHING TOUCHPOINT  
(30-90 minutes)

JOURNEYPLUS (OPTIONAL)  
WEDNESDAYS

LEADERSHIP PROJECT

ONBOARDING

<p>JUNE 2025 Orientation</p>	3 June: Tech Platform Orientation		Group Intro Call (60 min)	
	4 June: Welcome Orientation			
<p>JULY 2025 Leadership Assessments</p>		Mentoring Touchpoint #1	Foundation (60 min)	2 July, 13:00 - 15:30 WAT: Authentic Leadership

Leadership Projects Overview  
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Develop & Finalize Leadership Project Idea

AUTHENTIC LEADERSHIP

<p>AUGUST 2025 Leadership Assessments + Immersion Identity • Resilience • Voice • Purpose</p>	<p>25-27 August 3-Day Immersion</p>		WPB5 Debrief (60 min)	
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Deliverables Overview  
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Develop & Submit Theory of Change, Stakeholder Analysis Implementation Plan

INCLUSIVE LEADERSHIP

<p>SEPTEMBER 2025 Enrich Your Mindset</p>	24 September		360 Debrief (60 min)	10 September, 13:00-14:30 WAT: Peer Coaching Model
<p>OCTOBER 2025 Ally &amp; Amplify</p>	22 October	Mentoring Touchpoint #2	Group Meeting #2 (60 min)	22 October, 13:00 - 15:00 WAT: Building Male Allies
<p>NOVEMBER 2025 Inspire Action</p>	19 November		ISI Debrief (60 min)	

Leadership Projects Reviewed

STRATEGIC LEADERSHIP

<p>DECEMBER 2025 Prep for Implementation</p>			CDP Debrief (60 min)	3 December, 13:00 - 15:00 WAT: Effective Feedback
<p>JANUARY 2026 Leverage Your Power</p>	14 January	Mentoring Touchpoint #3		
<p>FEBRUARY 2026 Lead Change</p>	11 February			18 February, 13:00-14:30 WAT: Peer Collaborative Visioning

Begin Implementation  
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Implementation

IMPACTFUL LEADERSHIP

<p>MARCH 2026 Develop Others</p>	4 March	Mentoring Touchpoint #4	Lift-Off Prep (60 min)	
<p>APRIL 2026 Lift-Off Reflections • Presentations • Goal-Setting</p>	3 April: Lift-Off Public Event			
	<p>9-10 April: Lift-Off Private Event</p>			

Presentations at Lift-Off Public Event

Denotes In Person Event

Denotes Quarterly Checkpoint Survey

## PROGRAM DATES

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 residences involving travel include the 3-day Immersion (25-27 August 2025; travel days excluded) in *Lagos, Nigeria* and the 2-day Lift-Off (9-10 April 2026; travel days excluded) in *Lagos, Nigeria*.

*The location is subject to change.*

Immersion and Lift-Off are crucial and important parts of the Leadership Journey. These events are mandatory and therefore cohort members are expected to avail themselves for these events.

## Elements of the Journey



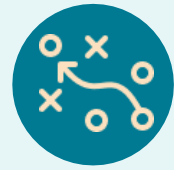
### Virtual Learning

Learning Touchpoints are facilitated virtual group sessions. Together with your cohort, you'll explore leadership frameworks, research, and tools in highly interactive workshop-style sessions focused on dynamic practice. The touchpoints focus on personal and professional growth, relevant topics and priorities for global health leadership, and your Leadership Projects. These sessions will allow you to share with and learn from each other.



### Virtual Mentorship

Effective women leaders are championed by a network of strong supports, including mentors. We identify senior-level leaders from different backgrounds, health sectors, and disciplines to serve as mentors for you and other members of your cohort. Mentoring groups, made up of several cohort members and one mentor, are formed based on complementary backgrounds and professional trajectories. You'll be able to rely on your mentor as a technical and career resource during the Leadership Journey.



### Virtual Coaching

Having a personal leadership coach is critical in helping navigate change and adapting to new challenges. We'll pair you with an executive coach who will work with you one on one to build on your strengths and address areas for growth. Leadership style assessments, including a customized "360-degree evaluation," will inform these conversations and enhance your understanding of your own leadership skills. With the gift of feedback and support from your coach, you can decide which leadership competencies to focus on, paving the road for you to be a more powerful and effective leader.

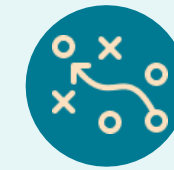
The combination of peers, mentors, and coaches is a unique and powerful support structure to prepare you for the next level in your career, providing both professional connections and transformational leadership guidance.



### In-Person Residencies\*

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

The two-day Leadership Lift-Off event at the end of the journey celebrates the cohort's growth as you lift off to a new phase of your leadership. Cohort members will reflect on their leadership evolution through the year and present their Leadership Projects to their peers and other global health leaders.



### Leadership Project



The Leadership Project is an opportunity for you to design and lead an effort that taps into your expertise, network, passion, and creativity.

Participants enter the Leadership 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 of the project begins in the latter half of the Leadership Journey. Finally, at the Leadership Lift-Off event, you'll present a summary of your project's development and early outcomes.

Implementation of the project does not have to be complete by the end of the Leadership Journey and will likely continue beyond it.

There are only four rules for the Leadership Project:

- It should focus on improving outcomes at the intersection of health and gender equality or examine a global health issue with a gender lens
- 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 and 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 or gender data
- Improving a gender- or health-related process/system in your organization
- Empowering women in your community or organization to be successful
- Incorporating a gendered approach into a policy, practice, or research project where it was absent



### JourneyPLUS Sessions

JourneyPLUS sessions are optional programmatic offerings that provide cohort members with a focused space to learn more, build community with one another, and explore special topics. The sessions sometimes feature guest speakers such as senior global health experts and Leadership Journey alumnae.