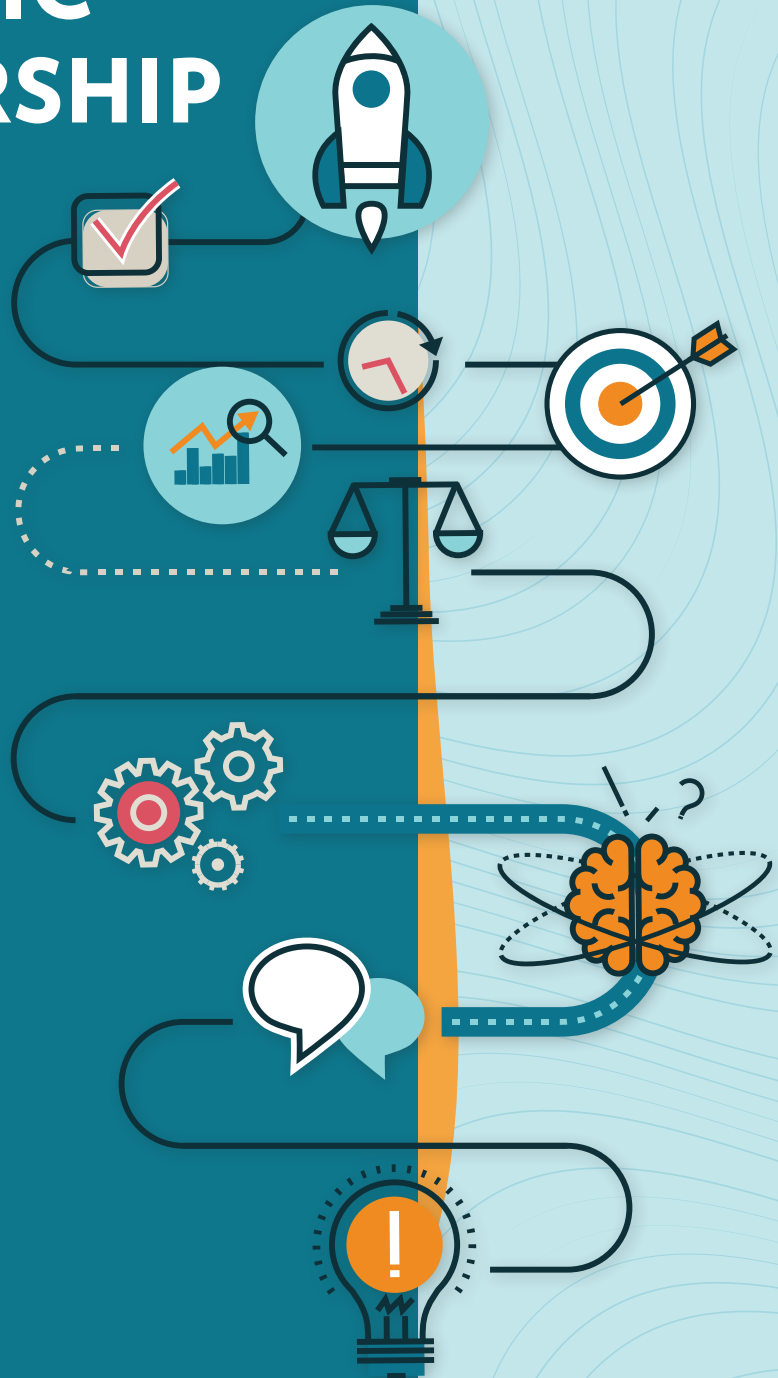


WOMEN'S LEADERSHIP IN STEM ENTREPRENEURSHIP

WHAT IS A STEM AND PUBLIC HEALTH LEADERSHIP PROJECT?

It's a core part of the programme that allows you to design and lead work that taps into your expertise, network, passion, and creativity. It also helps you:

- **APPLY** new leadership skills approaches, and visionary mindsets to enhance gender-informed STEM and Public Health projects.
- **COLLABORATE** with your cohort and your broader network
- **BUILD** on the health projects of other WomenLift Fellows
- **ACCELERATE** STEM and public health impact



THERE ARE ONLY THREE GUIDELINES FOR THE HEALTH LEADERSHIP PROJECT:

1. Focus on improving STEM and public health outcomes and integrate gender considerations into interventions, policies, and systems to address differences in burdens, risks, care, and outcomes.
2. Apply and enhance your leadership skills. Strike a balance between exercising your control and influence, while stretching yourself and leveraging resources to build sustainable impact.
3. Channel your passion into STEM and public health impact by addressing a STEM and/or public health issue through a systems lens, connecting to structures, policies, stakeholders, and root causes for sustainable, scalable change.

HEALTH LEADERSHIP PROJECTS FIT INTO ONE OF FIVE THEMES:



Centering Women and Girls in STEM Innovation, Policy, and Implementation

Design, implement, and evaluate STEM and public health initiatives that prioritize women and girls' unique needs, experiences, and leadership. This approach, which can be applied to new or existing programs to amplify voices, address systemic barriers, and ensure equitable access to quality healthcare, especially for the most marginalized.



Catalysing Institutional Transformation for Inclusive STEM and Public Health Systems

Lead purposeful and strategic shifts within STEM and public health institutions to improve outcomes such as performance, equity, and impact. Change happens at the intersection of people and processes, requiring leaders to align strategy with culture to create innovative and sustainable solutions for STEM and public health impact.



Optimizing Pathways to STEM and Public Health Leadership

Create clear, accessible, and supportive routes for women to attain and thrive in leadership roles across the STEM and public health sector. This involves dismantling structural barriers, providing mentorship and sponsorship, and ensuring inclusive decision-making to position women to lead transformative change in health.



Building Integrated, Resilient, and STEM-Enabled Health Systems

Create interconnected, human centered systems that deliver consistent, high-quality care across sectors and levels while adapting to and recovering from public health emergencies without compromising essential services to foster innovation, equity, responsiveness, and sustainable STEM and public health impact.

Driving Impact Through Science, Technology, and Entrepreneurship for Better livelihood outcomes



Advancing health through science, research, innovation, and technology means harnessing the power of evidence, discovery, and creativity to drive equitable health outcomes. By bridging scientific insight with practical solutions, we can strengthen health systems, improve access, and address emerging challenges through technology and innovation. Centering women's leadership in these efforts ensures that progress is inclusive, sustainable, and responsive to the diverse needs of communities.

YOUR STEM AND PUBLIC HEALTH LEADERSHIP PROJECT COULD ACCOMPLISH ONE OR MORE OF THE FOLLOWING, BUT IS NOT LIMITED TO:

- Developing new or improved technology solutions or services in STEM or public health
- Improving a system, process, or approach within one's organization or ecosystem to better support STEM-based women innovators and entrepreneurs.
- Promoting awareness of S&T, health, and/or gender issues in a particular group/community
- Expanding the power and influence of women to improve STEM and/or public health outcomes.

DESIGN FOR ACTION, COLLABORATION, AND SUSTAINABLE HEALTH IMPACT

- **Design:**
 - » Shape your project to meet real STEM and public health needs and create lasting impact. The design should reflect your values, passions, and experience, grow your leadership competencies, and give you visibility.
- **Collaborate and Build Bridges:**
 - » Partner with Global Fellows, allies, mentors, and organizations to turn your project into a living leadership network. Connect across disciplines, sectors, geographies, and institutions to influence the broader STEM and public health ecosystem and create bold futures.
- **Leverage Learning Loops:**
 - » Use reflection, adaptation, and candid dialogue about challenges to strengthen both your leadership and your project's lasting impact.



STEM AND PUBLIC HEALTH LEADERSHIP PROJECT IMPACT



DEVELOP YOUR LEADERSHIP: SCOPE, SKILLS, LENS

The **scope** of the STEM and Public Health 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**

Build Influence, Trust, and Collaboration

Strive to engage others, believe in them, and get things done through trusting partnerships and collaboration.

Develop Leadership Presence

Set goals for communicating your ideas more effectively.

Engage with Complexity

Consider real-world challenges that are messy and multifaceted. This will stretch your ability to navigate ambiguity and think beyond simple solutions.

Practice Co-Creation and Collaborative Visioning

Learn to let go of control, invite in new ideas, and trust others — expanding from an individual contributor mindset to a collective leadership mindset.

Take Risks and Learn from Failure

This is an opportunity to try new approaches, reflect on what works, and build resilience. Experiencing setbacks can be humbling and can prompt reflection, adaptation, and personal growth.

ADD ANOTHER LENS TO YOUR THINKING

- 1. Listen Beyond Your Usual Circles** - Seek out voices you might not usually hear from to help you challenge assumptions and understand issues from new angles.
- 2. Think in Systems** - Notice how problems are part of larger systems shaped by history, policy, and structures, not just individual actions. This broader view can deepen your strategic thinking.
- 3. Put Your Values into Action** - This is a chance to live your values, not just talk about them. You'll be challenged to make decisions that align with what matters most to you and your community.
- 4. Expand Time Horizons** - Think beyond the programme. Think about sustainability and long-term impact. This can shift your mindset from immediate wins to lasting change.



HEALTH AND STEM IMPACT THROUGH DEVELOPING OTHERS



● Individuals:

- » **Support Agency** - Encourage voice and choice, especially among those who may not typically have influence.
- » **Spark Mindset Shifts** - Influence others to think differently, challenge their assumptions, and adopt new perspectives.
- » **Enhance the Leadership Pipeline** - Mentor, sponsor, or elevate others.
- » **Facilitate Skill Development** - Provide opportunities for others to grow new competencies, confidence, and leadership capacity.



● Institutions:

- » **Inspire Innovation** - Introduce new or needed approaches or systems that improve STEM and public health outcomes are impacted.
- » **Strengthen Capacity** - Build the abilities of staff across all levels to take on public health and STEM challenges more effectively.
- » **Change Culture** - Set new norms for collaboration, equity, transparency, learning from mistakes, and/or psychological safety.
- » **Prioritize Sustainability** - Embed practices or processes that can have long-term STEM and public health benefit beyond the project.
- » **Develop Strategy** - Align stakeholders, consider STEM and public health systems-level influences, anticipate risks, design for sustainability and scalable impact.



● Society:

- » **Shape the Conversation** - Contribute to thought leadership by informing or reframing public understanding of key STEM and public health issues, fostering dialogue and engagement.
- » **Build Community** - Connect people and groups to amplify collective power and STEM and public health impact.
- » **Influence Policy** - Contribute to influencing or informing health policy or advocacy efforts.
- » **Impact Systems** - Add your voice and strategy to shift STEM and public health systems toward more just, equitable, and effective outcomes.

A NOTE ON USING AI TO SUPPORT YOUR HEALTH LEADERSHIP PROJECT

We've noticed an increase in the use of AI tools to draft STEM and public health leadership projects in past applications. While AI can be helpful for refining your writing style or organizing your ideas, your project must ultimately reflect your own thinking, experience, and goals.

STEM and Public Health leadership projects should be specific, contextualized, rooted in your work or interests, and include clear, realistic goals. They should demonstrate your understanding of your contexts, communities, and your unique skills, things AI simply won't know. If your submission includes vague ideas and reads the same as multiple other submissions, our reviewers will not get a true sense of your skills and abilities. This might result in a poor rating and lower the probability of your selection in a highly competitive process.

We live in a world shaped by AI, and we welcome thoughtful, transparent use of these tools. But your STEM and public health leadership project should showcase you, not just what a chatbot can generate.

SUPPORT AVAILABLE THROUGHOUT THE LEADERSHIP JOURNEY

WomenLift does not provide funding for your project, but we do provide the following support:



Leadership Project Office Hours

- With Hub staff
- With Health Leadership Project Reviewers



Cohort Peers and Journey Buddies

- Help to hold each other accountable, provide support, and inspire each other's creativity for the STEM and Public Health Leadership Project to stay motivated together



Mentor Check-ins

- Each mentoring session, we encourage you to let the Hub team and your mentors know how you're progressing on your STEM and Public Health Leadership Project.
- Mentors can help with your STEM and Public Health Leadership Project in multiple ways:
 - » Bring technical, institutional, and sectoral knowledge
 - » Help to expand vision and plan for long-term STEM and public health impact
 - » Determine strategy to navigate barriers and challenges
 - » Act as a sounding board and provide accountability for STEM and Public Health Leadership Projects

- » Enhance self-belief to enable risk-taking and provide strategies for risk mitigation
- » Expand the network of people and opportunities
- 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

STEM AND PUBLIC HEALTH LEADERSHIP PROJECT ROADMAP

You enter the programme with a project idea which you can adapt based on current developments and as you consider joint STEM and public health leadership projects with cohort members. After the initial outline of the project, you develop a theory of change, stakeholder analysis, and implementation plan with the guidance of your mentor, coach, and STEM, Innovation and health experts. The implementation of the project begins in the latter half of the programme. Finally, at the Leadership Lift-Off event, you'll present a summary of your project's development and early outcomes.

STEM and Public Health Leadership project implementation does not need to be completed by the end of the programme, and the implementation should be beyond the programme.



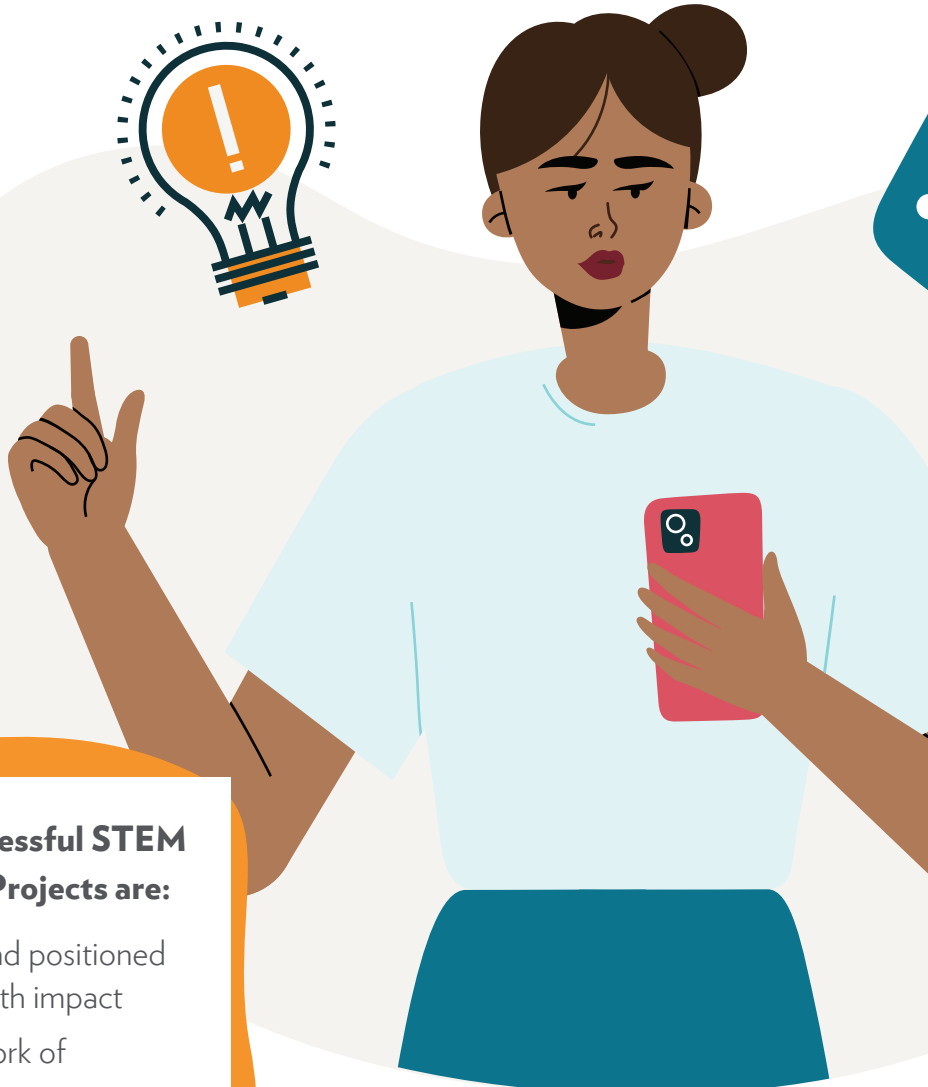
PHASE 1

PROJECT IDEA CREATION

In your programme application craft an idea for your STEM and Public using the guidance shared above.

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 a full implementation plan at this stage, but would like to get a sense of milestones and timeline during the programme and beyond.
- Intended impact: Think about sustainable STEM and public health impact which leverages collective action



Remember the most successful STEM and Health Leadership Projects are:

- Fueled by your passion and positioned for STEM and public health impact
- Leverage a broader network of resources, skills and people
- Begun during the programme with a clear plan to sustain progress beyond the year

PHASE 2

PROJECT DEVELOPMENT & REFINEMENT



From Month 1 to Month 3 of the Journey:

- Lean on the WomenLift Health team, your mentor, your STEM and Public Health Leadership Project Reviewer, and your peers to refine your project idea
 - » Update the title and description of your project as you learn and grow
 - Do I want/need to change my originally proposed project?
 - » Is it designed to achieve STEM and health impact?
 - » Is it going to advance my own growth and/or develop or impact others?
 - » Is there potential to collaborate with a cohort member or Global Fellow?
 - Are there projects that have synergies and could be an opportunity for cross-sharing & learning?
 - » Is it still well aligned with my passions, goals, work and workload, areas where I need to stretch, etc.?
- Take advantage of office hours



Month 4:

- Submit your STEM and Public Health Leadership Project proposal
 - » Theory of Change
 - » Stakeholder Analysis
 - » Implementation Plan



Month 5:

- Receive your STEM and Public Health Leadership Project review feedback
 - » Review, edit, adapt, and/or collaborate
- Optional STEM and Public Health Leadership Project office hours/ check-in meetings
- In the Expand Your Mindset month - discuss the challenges you are facing and receive peer coaching

PHASE 3

PROJECT IMPLEMENTATION



Month 6 – 7:

- Begin STEM and Health Leadership Project implementation work on your STEM and Public Health Leadership Project pitch, discuss the challenges you are facing and receive peer coaching.
 - » Work on your STEM and Public Health Leadership Project pitch, discuss the challenges you are facing and receive peer coaching.



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.

PHASE 4

PROJECT IMPLEMENTATION



Month 12:

- Lift-Off Presentation
 - » Present on the background, methodology, learnings, successes, challenges, and early progress of your STEM and Public Health Leadership Project to your cohort, mentors, invited colleagues, WomenLift staff, and special guests.
 - » Reflect on how the STEM and Public Health Leadership Project and Journey has challenged you to grow throughout the year.



PROJECT CONTINUATION



Post-Programme:

- Advance Your STEM and Public Health Leadership Project
- Your project is more than a one-year exercise. It is a long-term contribution to gender-informed STEM and public health impact. Your leadership is needed, and the changes you are driving take persistence, partnership, and continued commitment.
- **Adapt and Integrate**
 - » Refine your project as contexts shift, track progress, share learning, and embed it into your institutional or system-level work.
- **Collaborate and Sustain**
 - » Engage Global Fellows, new cohort members with overlapping projects, and other allies to strengthen networks, secure support or funding, and ensure long-term sustainability.
- **Mentor and Amplify**
 - » Use your project as a model to mentor others. Share your story and learnings through WomenLift Health's platforms [website, social media, blogs, newsletter, WhatsApp, etc.], and through other publications, talks, and conferences.
- **Influence and Lead**
 - » Leverage your project to drive institutional change or policy impact. Continue leading boldly knowing your project is part of a broader movement.



Please visit www.womenlifthealth.org to learn more about the Women's Leadership in STEM Entrepreneurship Program

