




















SOUTHERN AFRICA LEADERSHIP JOURNEY

\*Dates Subject to Change

Theme & Month 	Learning Touchpoints (LT) 	Group Mentoring Touchpoints (MT) 	Individual Coaching Touchpoints (CT) 	Health Leadership Projects (HLP) 
 <b>ORIENTATION</b> MARCH 2026	<b>Orientations:</b> <ul style="list-style-type: none"> <li>• <b>Welcome Orientation</b> (04 MARCH / 13:00-16:00) <i>Baseline Evaluation Survey</i></li> <li>• <b>Assessments + Coaching</b> (05 MARCH / 13:00-16:00)</li> <li>• <b>Ops and Comms Orientation</b> (11 MARCH / 13:00-14:00)</li> </ul>		<b>CT 1 “Foundation Call”</b> (30 min) <i>Happens after orientation</i>	<b>HLP overview</b> (deliverables, timeline, etc.)
 <b>AUTHENTICITY</b> APRIL 2026	<b>LT 1 “Values and Purpose”</b> (17 April/ 13:00-16:00)	<b>MT 1</b> (90 min)	<b>CT2 “WPB5 Debrief”</b> (60 min)	<b>Develop &amp; Finalize HLP Idea</b>
 <b>IMMERSION</b> MAY 2026	<b>Immersion (26-28 MAY):</b> <ul style="list-style-type: none"> <li>• <b>LT 2 “Health Impact Leadership”</b> </li> <li>• <b>LT 3 “My Leadership Identity”</b></li> <li>• <b>LT 4 “Our Collective Leadership”</b></li> </ul>			
 <b>PERSPECTIVE</b> JUNE 2026	<b>LT 5 “Enrich Your Mindset “</b> (19 JUNE/ 13:00-16:00)	<b>MT 2</b> (90 min)	<b>CT 3 “Post Immersion Reflections”</b> (90 min)	<b>Develop and submit deliverables (Theory of Change, Constellation Analysis, Implementation Plan)</b>
 <b>PRESENCE</b> JULY 2026	<b>LT 6 “Leadership Presence”</b> (24 JULY/ 13:00-16:00)			<b>HLP Reviewers review deliverables</b>
 <b>ALLYSHIP</b> AUGUST 2026	<b>LT 7 “Male Allyship”</b> (21 AUGUST/ 13:00-16:00)		<b>CT 4 “Leadership Goal”</b> (60 min)	<b>Reviewers provide feedback</b>  <b>Begin Implementation</b>
 <b>STRATEGY</b> SEPTEMBER 2026	<b>LT 8 “Lead Strategically”</b> (4 SEPTEMBER / 13:00-16:00)	<b>MT 3</b> (90 min)		<b>Implementation</b>
 <b>CHANGE</b> OCTOBER 2026	<b>LT 9 “Lead Change”</b> (23 OCTOBER/ 13:00-16:00)			<b>Implementation</b>
<h2>Virtual Networking Session</h2>				
<h2>6 November / 12:00-14:30</h2>				
 <b>CONFLICT</b> NOVEMBER 2026	<b>LT 10 “Embrace Conflict”</b> (20 NOVEMBER/ 13:00-16:00)	<b>MT 4</b> (90 min)	<b>CT 5 “CDP Review”</b> (60 min) <i>After LT 10</i>	<b>Finalize and submit Lift-Off videos</b>
 <b>IMPACT</b> DECEMBER 2026				
 <b>ELEVATE</b> JANUARY 2027	<b>LT 11 “Develop Others”</b> (29 January/ 13:00-16:00)		<b>CT 6 “Post Journey Planning”</b> (60 min)	
 <b>LIFT</b> FEBRUARY & MARCH 2027	<b>Lift-Off :</b> <ul style="list-style-type: none"> <li>• <b>Public (18 FEBRUARY/ 13:00-16:00)</b></li> <li>• <b>Private Lift-Off (10-11 March)</b> <ul style="list-style-type: none"> <li>• <i>Endline Evaluation Survey</i></li> <li>• <i>Celebration</i></li> <li>• <i>LT12 : Then, Now.</i></li> </ul> </li> </ul> 			<b>Present video at Lift-Off Public Event</b>

## 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.

The in-person residencies requiring travel include a 3-day Immersion (26–28 May 2026) and a 2-day Lift-Off (17–18 February 2027), both of which will take place in locations across Southern Africa. While the exact venues are still to be confirmed, these events are key components of the Leadership Journey. Attendance is mandatory, and cohort members are expected to make themselves available for both.

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



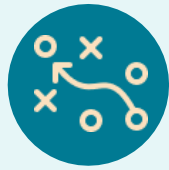
### Virtual Learning

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.

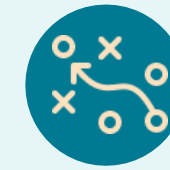
The combination of peers, mentors, and coaches is a unique and powerful support structure to prepare you for the next level in your career, providing both professional connections and transformational leadership guidance.



### 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.



### Health Leadership Project

The Health 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.

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

- Answer a health-related research question
- Promote health education in a particular group
- Develop a new or better technology for improved health
- Develop innovative methodologies for collection, analysis, or use of gender-disaggregated health data
- Improve a health-related process/system in your organization
- Expand the power and influence of women to improve health outcomes
- Incorporate or strengthen a gendered informed approach to health policy, practice, or research
- Contribute to public discourse or advocacy on health equity

There are only three guidelines for the Health Leadership Project:

- Focus on improving health outcomes and integrate gender considerations into interventions, policies, and systems to address differences in burdens, risks, care, and outcomes.
- 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.
- Channel your passion into health impact by addressing a public health issue through a systems lens, connecting to structures, policies, stakeholders, and root causes for sustainable, scalable change.

Leadership Projects fit into one of four themes:

- Centering women and girls in health
- Catalyzing institutional change for health impact
- Optimizing pathways to health leadership
- Building integrated and resilient health systems