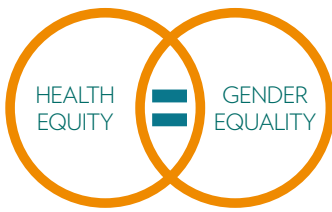


# WHAT IS A LEADERSHIP PROJECT?

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
- 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**

**Influence, Trust, and Collaboration** - Strive to engage others, believe in, them and get things done through partnership and collaboration

**Presence** - Set goals for communicating your ideas more effectively

**Vision** - Cultivate your idea into a broader and more inclusive vision

- Add another **lens** to your thinking

**Diversity** - The presence of and respect for difference

**Equity** - The recognition that resources and opportunities are not allocated equally to all

**Inclusion** - Being intentional about welcoming and including a diversity of people and perspectives



## 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
- 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



### 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

# LEADERSHIP PROJECT ROADMAP

## PHASE 1

### 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

## PHASE 2

# 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



- 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

## PHASE 3

# PROJECT IMPLEMENTATION



## 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

# PHASE 4

## PROJECT PRESENTATION & NEXT STEPS



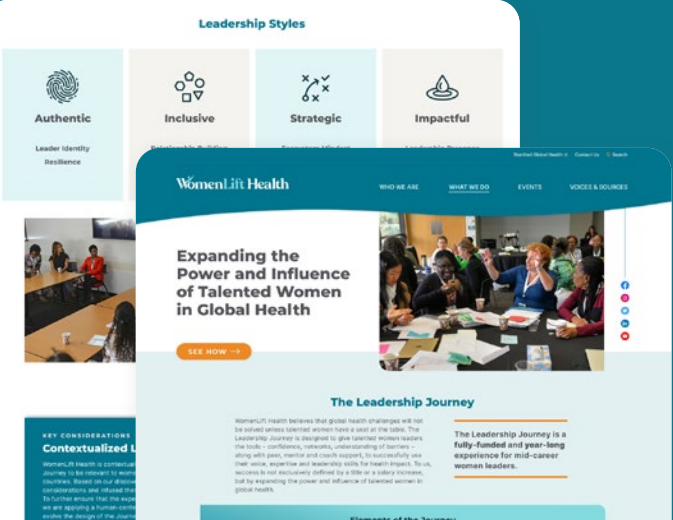
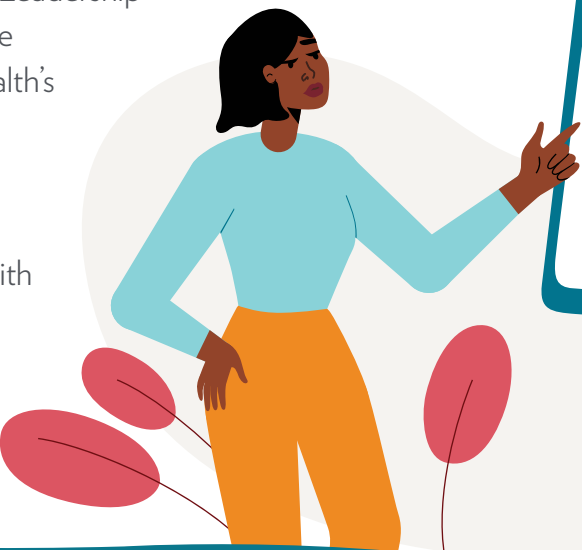
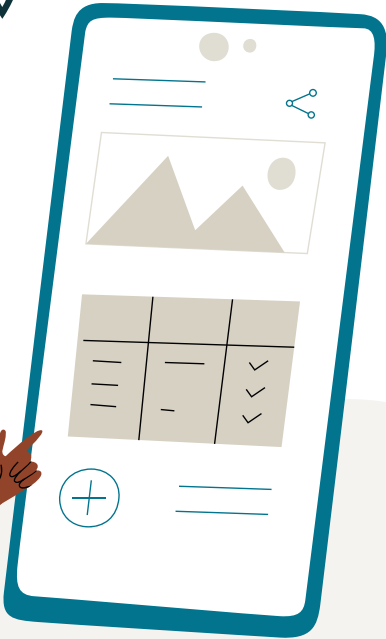
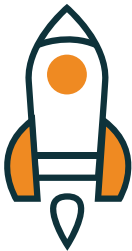
### Month 12:

- 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](http://www.womenlifthealth.org) to learn more about the Leadership Journey