

WOMEN'S WORLD BANKING'S

# Leadership and Diversity for Innovation Program

## Overview

Build executive leadership capabilities, develop the pipeline of female talent and use best practices in behavioral design to close the gender gap in financial inclusion.

### WHAT IT IS

Serving the one billion unbanked women across the globe will require leaders that are inclusive, innovative and able to understand what drives customer behavior to design solutions that truly meet her needs. The Leadership and Diversity for Innovation Program is a one-year leadership development experience that equips senior executives in emerging markets with the skills to successfully serve low-income women and advance women leaders within their institutions.

### WHAT HAPPENS

The one-year program includes ongoing virtual learning and a week-long in-person workshop in New York taught by Women's World Banking and the Wharton School of the University of Pennsylvania. Participants are required to identify a real-time business challenge related to serving the women's market or advancing internal gender diversity and are given the tools to apply Women's World Banking's women-centered design

methodology to develop solutions that successfully close the gender gap. Each executive also selects a high-potential woman leader to join in the program and invests in her professional growth through mentorship and sponsorship.

### WHY IT'S UNIQUE

This is the only program at the intersection of leadership development, innovation and women's financial inclusion. It equips participants with technical and strategic know-how to create a women-centered solution and leadership skills to affect change. In addition, senior executives gain tools to sponsor the high-potential woman leader, modelling an approach for building a pipeline of gender diverse talent within in their institution.

*For more information and to apply, please visit: [www.womensworldbanking.org/leadership](http://www.womensworldbanking.org/leadership)*

## Eligibility

### SENIOR EXECUTIVE

- Member of the executive/senior management team at a financial institution, FinTech or MNO in emerging markets
- Leads a significant line of business and has a high level of influence
- Commitment to serving low-income women with financial services

### HIGH-POTENTIAL WOMAN LEADER

- Mid-level professional (5-10 years of experience)
- Demonstrates the ability to lead people and achieve critical results
- Capable of being promoted to the next level of leadership or broadening her role significantly

### BOTH PARTICIPANTS

- Commitment to advance critical business initiative and report back on progress
- Ability to travel to attend in-person workshop in New York and complete all virtual touchpoints
- Proficiency in written and spoken English

## WHAT YOU'LL GAIN

With expertise from Women's World Banking and Wharton's world-class faculty, you will build:

- **Leadership Competencies:** Learn core skills such as strategic decision making, emotional intelligence, influence, and creating an innovation culture.
- **Financial Inclusion Knowledge:** Understand global challenges and best practices in serving the women's market and explore how to use women-centered design to better serve women customers.
- **A Global Network:** Engage with peers, learn from case studies and consult with Women's World Banking's global team to understand best practices for serving women.
- **Tangible Business Outcomes:** Past participants have advanced business initiatives including re-activating dormant savings accounts, launching a mobile platform for women, implementing an internal women's leadership program and more.

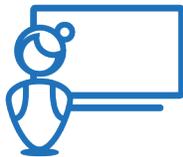
## COST

USD 6,000

USD 5,000 - Women's World Banking Network Members

The program fee includes tuition and course materials for two participants per institution. Women's World Banking will cover accommodations and lunch during the week in New York. Participants must cover all travel and incidental expenses such as flights to the US, ground transportation, visas, insurance, and additional meals. Limited tuition assistance may be available.

## Timeline



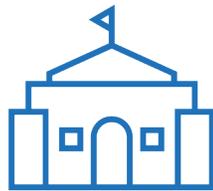
### March to September

*Virtual learning*

Webinars

Identify and work on business initiative

Apply best practices in behavioral design



### September

*In person training*

**Executives:**

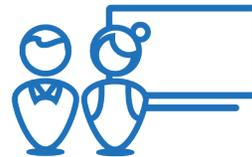
Executive Forum

**High-potential Women:**

Women in Leadership Program

**Both participants:**

Workshop on best practices in behavioral design



### October to January

*Virtual learning*

**Executives:**

Professional coaching

**High-potential Women:**

Online learning course

**Both participants:**

Peer consultations on business initiative



### February

*Virtual learning*

Capstone submission

## WOMEN'S WORLD BANKING

Women's World Banking designs and invests in the financial solutions, institutions and policy environments in emerging markets to create greater economic stability and prosperity for women, their families, and their communities. Women's World Banking has been training leaders in financial inclusion since 2006, building capacity and strengthening gender diversity within their institutions to better serve the low-income women's market. Women's World Banking has trained more than 1,000 financial inclusion leaders from 82 countries, over 70 percent of whom are women.

In Partnership with Credit Suisse