

2021 Leadership and Diversity Program for Regulators

"I have been equipped with the tools necessary to approach the formulation of effective policy, particularly policy to drive diversity and inclusiveness of women."

- CLEOPATRA DAVIS,
CENTRAL BANK
OF THE BAHAMAS

Overview

Supporting financial regulators to develop policies that close the gender gap in financial inclusion; Building the women's leadership pipeline in regulatory organizations.

WHAT IT IS

Policymakers can be game changers for women's financial inclusion yet regulatory bodies face a significant gender gap in representation at senior decision-making levels. Women's World Banking and Alliance for Financial Inclusion's Leadership and Diversity Program for Regulators is a 16-week leadership development program that equips senior officials from central banks and other regulatory agencies in emerging markets with the skills to create an enabling environment for women's financial inclusion and advance women leaders within their institutions.

WHAT HAPPENS

The program involves a series of interactive live online sessions, individual and group assignments, peer action learning and expert consultation opportunities. Each senior official identifies a policy initiative to advance women's financial inclusion. They also

select a high-potential woman leader from within the institution with whom to partner in designing and implementing this initiative. Senior officials invest in the woman leader's professional growth through career mentorship and sponsorship.

WHY IT'S UNIQUE

As Covid-19 disrupts global economies, with disproportionate negative effects felt by women, leaders of regulatory bodies face an unprecedented set of challenges to build greater financial stability. This is the only program for financial regulators at the intersection of leadership development and women's financial inclusion. It equips participants with technical and strategic know-how to create policy and leadership skills to affect change. In addition, senior officials gain the tools to sponsor women leaders, modelling an approach for building a pipeline of gender diverse talent within the institution.

Eligibility

SENIOR OFFICIAL

- Senior officials from central banks and other regulatory agencies in emerging markets
- Part of executive/senior management team or leads a regulatory division

HIGH-POTENTIAL WOMAN LEADER

- Mid-level professional, 5-10 years of experience
- Capable of being promoted to the next level of leadership or broadening their role significantly
- Has demonstrated the ability to lead people in the organization
- Motivated to take on new leadership challenges and opportunities
- People managers preferred but not required

BOTH PARTICIPANTS

- Commitment to:
 - Advance an inclusive policy initiative
 - Cultivate and foster an active sponsorship relationship
 - Active participation in online and peer learning sessions
- Proficiency in written and spoken English

WHAT YOU'LL LEARN

With expertise from Women's World Banking, Alliance for Financial Inclusion and Oxford Said Business School's world-class faculty participants will gain:

- **Leadership Skills:** Learn core skills such as change management, strategic communication, influencing stakeholders, and addressing unconscious bias. Senior officials receive 1:1 executive coaching.
- **Inclusive Policy Knowledge:** Understand global challenges and best practices in gender-inclusive policy design with 1:1 policy advisory support.
- **A Global Network:** Engage in an action learning methodology that leverages peer-to-peer learning and support. Access the Oxford Business Alumni (OBA) Network with over 20,000 members.

COSTS

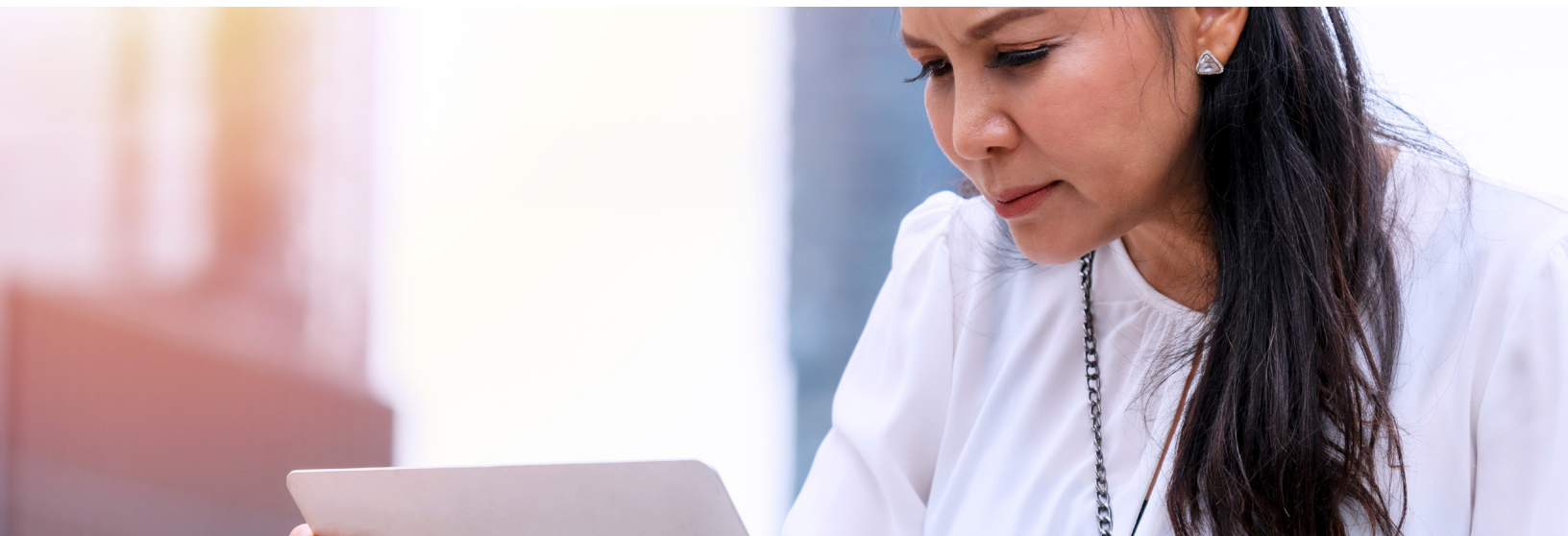
Non-AFI members:
USD 6,000

AFI members:
USD 5,000

This fee includes tuition and 1:1 advisory support for two participants per institution. Tuition assistance is available.



The virtual program begins in April 2021. [Apply here.](#)



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. To date, Women's World Banking has trained nearly 1,000 leaders in financial inclusion industry from 70 countries, 70 percent of whom are women.

ALLIANCE FOR FINANCIAL INCLUSION (AFI)

AFI is the world leader on financial inclusion policy and regulation. AFI is a member-owned network of over 100 financial inclusion policy-making and regulatory institutions from 90 developing and emerging countries around the world, covering up to 85 percent of the world's unbanked. AFI promotes and develops evidence-based policy solutions that help improve the lives of an estimated 1.7 billion unbanked, out of which almost 1 billion are women, who do not have access to formal financial services. AFI member institutions endorsed Denerau Action Plan in 2016 and committed to narrowing down the financial inclusion gender gap and promoting female leadership in their own jurisdictions.

Academic Partner



Program Funder



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We are grateful for the ongoing support of the core funder of our Leadership & Diversity Programs, the Credit Suisse Foundation

