

Women in Leadership

Building the Pipeline of Women Leaders in Regulatory Bodies in Sub-Saharan Africa

August 10 – September 9, 2021
Live Online

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Invest in high-potential women talent and build internal champions for a more inclusive and high-performing organizations.

What it is

A 5-week virtual leadership program for regulatory and policymaking bodies to support senior officials to build a more inclusive culture and to strengthen the leadership competencies of identified high-potential women leaders.

What happens

Each week, the high-potential women leaders come together for live online sessions that are a mix of self-reflection, peer learning, and action-oriented learning. During the course, senior officials complete sessions focused on being an active sponsor, engaging and motivating your team, and driving inclusive behaviors.

Why it is unique

For more than 15 years, Women's World Banking has trained more than 1000 leaders from around the world. Our courses are not lectures – they are designed to be highly interactive, reflective and positioned so that participants can take what they have learned and begin to apply it in practice immediately. In addition, Women's World Banking's approach to bringing in both senior-level sponsors and high-potential women leaders produces a powerful impact: creating a culture of sponsorship in an institution and raising the caliber of women leaders.



Who should apply?

The Women in Leadership Program brings together a pair of leaders (senior official and high-potential woman leader) to attend a multi-modular live online learning experience and commit to a 6-month sponsorship relationship to accelerate the high-potential woman leader's career development.

Senior official: Executive, Deputy Governor or other Senior Official from central bank or other financial regulatory agency (e.g. banking, insurance, microfinance, pensions, etc.) in Sub-Saharan Africa. Part of executive/senior management team or leads a regulatory division with a high level of influence in the institution and commitment to development of gender-diverse talent.

High-potential woman leader: Mid-level professional with approximately 10 years of experience. Capable of being promoted to the next level of leadership or broadening role significantly. Has demonstrated the ability to lead people in the organization and is motivated to take on new leadership challenges and opportunities. People manager preferred but not required.

Both: Committed to attending full 5-week long program and attend multiple virtual live-online touchpoints, and to continue a sponsorship relationship for minimum of 6 months. Proficiency in written and spoken English.

Tip: Senior officials (male/female/non-binary) along with their HR department will choose the high-potential women leaders from their organization and submit **one** application per pair that wishes to attend.

[**Apply Here**](#)



How do I apply?

Senior officials (male/female/non-binary) along with their HR department will choose the high-potential women leaders from their organization.

The senior officials will apply with their identified high-potential women leaders.
It is recommended that each senior official sponsor no more than 2 high-potential women leaders.

Step 1: After identifying the high potential women leaders, senior officials or their HR department fill out application. Applications due on **July 11**.

***Tip: How do I identify high-potential women?** High-potential women should have approximately 10 years of experience and demonstrate the capabilities needed to step into a progressively responsible role*

Step 2: Acceptance notification from Women's World Banking with instructions on onboarding process.

Step 3: Program begins on August 10.

Pricing: \$2000/pair

If an institution wishes to submit multiple sponsors and high-potential women leaders, please contact faculty director Sarah Buitoni at skb@womensworldbanking.org for more information and special pricing.

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What's Expected of Me?

High-potential women leaders will be joining 2 sessions per week and spending approximately 5 hours per week between pre-work, attending the live sessions, and post-session work along with ongoing engagement with the senior sponsor.

Senior sponsors will participate in 4 sessions during the 5 weeks and are expected to engage actively with their identified high-potential women leaders.

Senior level officials will enhance advanced leadership skills to motivate teams and become an active sponsor of women leaders in their organizations. **High-potential women leaders** will gain the leadership skills to advance in their professional development journey.

[**Apply Here**](#)

What will I learn?

High-potential women leaders will join sessions on topics including:

- What is great leadership?
 - Who am I as a leader?
 - Listening and questioning skills
 - Communicating with confidence
 - Building supportive relationships
 - Creating your personal leadership vision and professional development plan
-

Senior sponsors will join modules on topics including:

- Business case for building gender diverse and inclusive regulatory organizations
- Applying a “coaching approach” to your leadership
- Engaging and motivating your team
- How to start and maintain an effective sponsorship relationship

[Apply Here](#)

About Women's World Banking

Women's World Banking has trained more than 1000 leaders of regulatory bodies and financial service providers for more than 15 years from around the globe. More than 80 percent of women leaders have increased their scope of responsibility after joining a leadership program from Women's World Banking. Women's World Banking has trained leaders from more than 25 Sub-Saharan countries with institutions including Bank of Ghana, Central Bank of Nigeria, National Bank of Rwanda, Bank of Uganda, and Bank of Zambia.



1128 Participants



237 Institutions



82 Countries

[Apply Here](#)



Frequently Asked Questions

#1: What is the time commitment?

High-potential women leaders complete ten modules over the course of 5 weeks. They will spend approximately 20 hours of classroom time plus homework over the course of the program. Executive sponsors will attend 4 live online sessions, completing approximately 6 hours of content. Each pair also commits to maintain a sponsorship relationship for a minimum of 6 months, approximately 1 hour time commitment per month required.

#2: What is sponsorship and how is it different from mentoring?

Mentors provide feedback, access to information and help mentees understand what are often referred to as the “unwritten rules for success”. Sponsors do all of that and actively advocate for the person they are sponsoring (called the “protégé”). This can include facilitating introductions to high-level contacts, stretch assignments that can help advance the protégé’s career, or actively advocating for opportunities for the protégé in their institution.

#3: Will I receive a certificate?

Upon successful completion of the program, each participating leader will receive a certificate of completion from Women’s World Banking.

[Apply Here](#)





Thank you

Questions? Email leadershipadmissions@womensworldbanking.org



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