



Women's World
Banking Finance Work



Women's World Banking

2027 Leadership Development Program for Regulators

April – August 2027

Live online and in-person

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What is LDR?

The Leadership Development Program for Regulators (LDR), delivered by Women's World Banking, combines virtual learning with an intensive week at Oxford University and access to world-class international faculty.

Participants engage with distinguished academics and practitioners from leading universities and central banks. Drawing on expertise in leadership, economic governance, public policy and women's financial inclusion, faculty bring a global perspective and practical insights to the challenges facing today's regulators.



Learn the importance of gender inclusive policy for sustainable economic growth and build a pipeline of women leaders.

💡 What it is

This **multi-week, blended learning program** equips senior officials and high-potential leaders from a range of government institutions, agencies, regulators, and ministries in emerging markets with the skills to **create an enabling environment for women's financial inclusion and advance gender diverse leaders within their institutions.**

We give priority to applicants whose scope includes the **financial sector, telecommunications sector, digital development, entrepreneurship activity, or women's issues.**

👤 What it involves

Each senior official selects a high-potential woman leader¹ from their institution to join them on the program. **Each institutional pair will work together to identify, design and implement a policy to advance women's financial inclusion².** The senior official will also receive guidance on how to invest in the high potential woman leader's professional growth through career mentorship and sponsorship. Senior officials will receive four executive coaching sessions.



1. Consistent with our values, the LDR program is inclusive. Senior officials and high-potential leaders of all genders are eligible to apply.
2. A gender-inclusive policy could be a new or updated legislation or regulation, an initiative, a program, a strategy, or a policy note.

Why it is unique



This is the only program for officials at the intersection of leadership development, women's financial inclusion and policy design.

With a unique dual-track design, senior officials gain the tools to sponsor emerging women leaders, modelling an approach for building a pipeline of gender diverse talent within their institutions.

AN ACTION LEARNING METHODOLOGY:

- ✓ A series of interactive live online sessions
- ✓ Individual and group assignments
- ✓ Peer consultations
- ✓ Expert advisory opportunities
- ✓ Inclusive in-person sessions at Oxford, in the Blavatnik School of Government.
- ✓ 4 executive coaching sessions for senior officials



Inclusive in-person learning week in Oxford, UK

Delivered in Oxford, a globally renowned centre of academic excellence and leadership development.

This is a **blended learning program** with online sessions before and after this in person week. The in-person intensive week gives participants a powerful opportunity **to network and connect with peers from across the globe**, as well as participate in **interactive classroom sessions, talks and events**.

Date: 26-30 July 2027

Location: Blavatnik School of Government, University of Oxford, UK

Costs: Accommodation and most meals are included. Participants must cover all travel and incidental expenses such as flights to the UK, ground transportation, visas, insurance, additional meals and accommodation prior or after Oxford.



LDR External Validation

The Women's World Banking and our Leadership Development Program for Regulators (LDR) is recognised by the Chartered Management Institute (CMI), an internationally respected professional body for leadership and management.

Participants will receive a CMI Recognized Certificate and Foundation Chartered Manager (fCMgr) status, together with 12 months of CMI membership. This provides access to a wide range of leadership and management resources, including career development tools, management diagnostics, webinars, mentoring opportunities, research, and a global professional network.



Access to CMI membership for the duration of the programme, includes:

- **ManagementDirect:** CMI's digital library containing leadership and management resources, videos, e-books, practical guides, checklists, research, and insights.
- **Career Development Centre:** Career planning and development tools designed to support long-term professional growth.
- **Management Diagnostics Toolkit:** A self-assessment tool that benchmarks individuals against management competencies and generates personalised development recommendations.
- **Webinars and Events:** Access to a large catalogue of recorded and live leadership and management webinars.
- **Mentoring Programme:** Opportunities to connect with experienced managers and leaders through CMI's mentoring network.
- **CPD Tracking Tools:** Resources to support continuing professional development and the journey towards Chartered Manager status.
- **Leadership Insights and Research:** Regular access to management research, thought leadership, and best-practice guidance.
- **Professional Network:** Access to a community of more than 220,000 management professionals.
- A clear pathway towards future **Chartered Manager (CMgr)** status for those wishing to continue to work towards CMgr status after the LDR program.



Who is eligible?

SENIOR OFFICIAL

- ✓ Senior officials from a range of government institutions, agencies, regulators, and ministries in emerging markets
- ✓ Part of executive/senior management team or leads a division



HIGH-POTENTIAL WOMAN LEADER*

- ✓ Mid-level professional, 5-10 years of experience
- ✓ Exhibits skills and capability to be promoted to the next level of leadership or broaden their role significantly
- ✓ Motivated to take on new leadership challenges and opportunities
- ✓ People managers preferred but not required



BOTH PARTICIPANTS

A commitment to:

- ✓ Advancing an inclusive policy
- ✓ Ability to work on policies that expand opportunities for women-owned and women-led micro, small, and medium-sized enterprises (WMSMEs).
- ✓ Cultivating and fostering an active sponsorship relationship
- ✓ Actively participating in learning sessions, minimum attendance is 80%
- ✓ Exhibiting proficiency in written and spoken English
- ✓ **Travel to Oxford, UK, 25-30 July 2027**

Program Fee (per pair) USD 10,000

Limited scholarships are available but only offered to participants whose institutions are unable to cover their tuition cost.

Contact the Leadership Programs team for more information.

Leadershipprograms@womensworldbanking.org

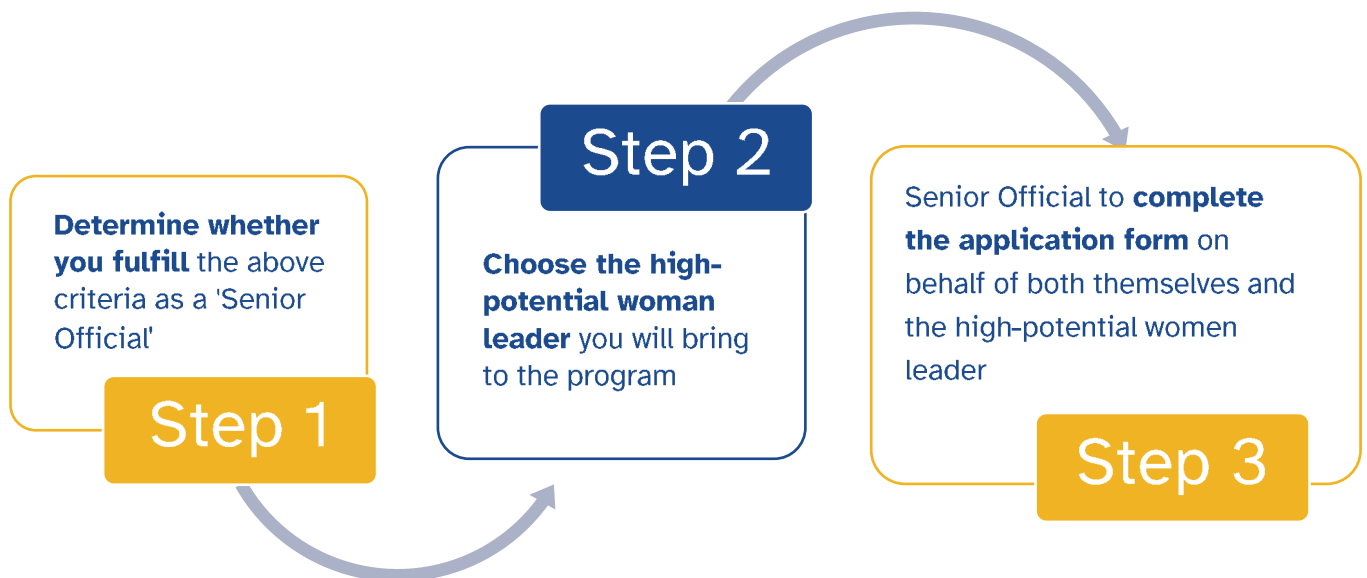


How do we apply?



Senior officials are eligible to apply on behalf of both themselves and a high-potential woman leader of their choosing.

Senior official must be a Governor, Deputy Governor or other Senior Official from a central bank or other financial regulatory agency (for example, banking, insurance, microfinance, pensions, telecommunications) in an emerging market.



Please use the link to the right and complete the application form by **27th November 2026**.

[Click here to apply](#)



LDR Timeline 2027

November 27 2026

Application Deadline

January 10 2027

Acceptance Letters Distributed

March 2027

Pre-course preparations

April 2027

Start Online Live Sessions

July 26-30 2027

In-person week

August 2027

Online capstone presentations and graduation

September 2027

AFI Global Policy Forum





Leadership is not defined by gender.

Past participant: Pujan Dhungel Adhikari, Director, Nepal Insurance Authority





Our impact

By the end of 2024, our participants—representing 47 countries—were governing markets that include two-thirds of the world's unbanked women and men.



47

Participating
Countries

410

LDR Participants

71

Institutions

63% of our high-potential woman leaders increased their scope of responsibility after joining our LDR program and 84% took real world action toward implementing a policy they developed.'



Hear from past participants

“The entire experience helped me become a better leader and I could recognise my strengths.”

LDR 2026 participant

“Best program that combines theory and real experience from leader.”

LDR 2026 participant

“Participating in the LDR program has been a transformative experience for our work at the Central Bank of Armenia.”

Anzhela Avetisyan,
Central Bank of Armenia

“The LDR programme is insightful, engaging and rewarding. I highly recommend it to all policymakers in this field.”

LDR 2026 participant

“My LDR experience is one of my greatest assets in recent times. It has given me an entirely new perspective of women in leadership. Thank you LDR for this opportunity to be seen and heard.”

Jessie Jacintho, Head of Legal,
General Counsel, Bank of Ghana

“I am so inspired and left a total changed Woman having met humble yet great Women.”

LDR 2026 participant

“This training taught me that the real measure of leadership is not what we achieve on paper, but what changes are brought about in people’s lives.”

Ana Khattak, State Bank
of Pakistan



Frequently Asked Questions



Can men participate?

Absolutely. This course is open to everyone and includes the active participation of senior leaders, of any gender, who are committed to promoting gender-inclusive policy environments and workplaces.

Will I receive a certificate?

Upon successful completion of the program, each participant will receive a certificate of completion from Women's World Banking and Chartered Management Institute.



What is expected of me?

You will join, on average, one to two live virtual sessions per week (in addition to the week in person), dedicate 2-3 hours per month for pre and post session work, and peer group coaching sessions. Over the course of the program, please also allow time for the below:

- Optional coaching sessions (senior officials): 4 sessions of 1 hour each (4 hours)
- Advisory and peer-to-peer consultations: approximately 4 hours in total
- Capstone presentations: 2 hours

In addition, all participants are expected to travel to Oxford, UK for the in-person week in July 2027.

When is the program?

The program will run from April 2027 to August 2027. It is a blended learning program consisting of online instructor led sessions, some individual work and an in-person week at Oxford in the Blavatnik School of Government.

Is there an Alumni program?

Yes, all participants who complete the whole course* will receive a CMI Recognized Certificate and Foundation Chartered Manager (fCMgr) status, together with 12 months of CMI membership. This provides access to a wide range of leadership and management resources, including career development tools, management diagnostics, webinars, mentoring opportunities, research, and a global professional network.

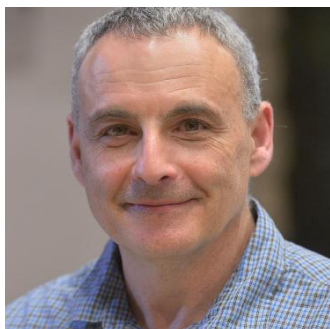


Meet the Guest Faculty



**Baroness
Catherine Ashton**

Former EU High
Representative



**Dr. Nathan
Sussman**

Professor of
International
Economics, Geneva
Graduate Institute



Dr. Martin Ihrig

Associate Dean &
Clinical Professor,
New York University



Meet the WWB Faculty



Smita Jacob

Policy Advocacy
Director, South
Asia



**Dr. Stephen
Ambore**

Policy Director,
Africa



Laura Cox

Director,
Leadership
Training Programs



Dr. Sonja Kelly

Global Head,
Women's World
Banking Institute



Francesca Brown

Director, Policy and
Advocacy



Desi Vicianna

Title / Organization



Pallavi Madhok

VP, Advisory
Services, South
Asia



Aries Setiadi

Senior Principal,
FSP & Policy
Advocacy



Apply Now!

[Click here to apply](#)

Questions, contact us!

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