

**Pilot Program design**

**November 2019**

**Duration:** 2 years

**Location:** Ghana

**Objectives:**

1. Recruit, train, support a cohort of 10 emerging women educational leaders and their mentors
2. Co-design program methodologies, curriculum, and assessment with collaborators, mentors, and fellows themselves
3. Assess program outcomes and impact for global replication & adaptation

**Programmatic Components:**

1. **Recruitment & Selection** **of Fellows** through a local & national collaborating organization nomination process
2. **Mentors:** recruitment, support, peer-to-peer collaboration & co-creation of program
3. **Leadership & Skills Training:** local and online training (in areas described below)
4. **Experiential, Project-based Learning & Support:** strategic growth of Fellow projects guided by mentors and linked to Leadership & Skills training curriculum
5. **Cohort Bonding & Peer Support:** bonding and peer-support activities among fellow cohort and their mentors
6. **Professional Networking:** fellows participate in national or international conferences related to their career objectives
7. **Reciprocity & Accountability:** culture of long-term “giving back”; peer accountability partners

**Skills & Knowledge:**

1. **Leadership:** Self-Agency, Negotiation, Networking, Strategic Thinking
2. **Communications:** Advocacy & Outreach,Public Speaking, Pitching, Social Media
3. **Networking:** Professional networking strategies
4. **Sustainability:** Fundraising, Business Planning, Revenue Models
5. **Project:** Human-Centered Design, Assessment
6. **General:** Gender, Innovation, Policy-making, Power & Ethical Leadership

**Assessment:**

1. Leadership Trajectory Advancement & Future Positioning
2. Learning Outcomes
3. Fellow & Mentor Participation Levels
4. Fellow & Mentor Bonding and Collaboration Levels
5. Networking Outcomes (actionable connections, collaboration, professional and program support)

**Two-Year Program Flow**

*Structured around bi-annual face-to-face (F2F) retreats and monthly group and one-on-one (1:1) mentor-fellow calls. Skills training is tied to experiences implementing fellow projects (experiential learning).*

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| Q | Objectives | Components |
| Q1 | * Launch * Peer & mentor bonding * Creating shared understanding of fellow projects and their goals * Onboarding of projects * Benchmark Assessment | * F2F Mtg 1: Team-building & Orientation * Monthly 1:1 mentor calls * Mentor Support calls * Entrance interviews and initial leadership journaling * Selection of peer accountability partners |
| Q2 | * Refined project implementation plans * Project & Personal Goal updates | * Monthly 1:1 mentor & accountability partner check-ins * Peer group calls * Mentor Support calls |
| Q3 | * Skills & Knowledge Stage 1 * Group Feedback Loop 1 | * F2F Mtg 2: Project Feedback & Context-based Skills Training * Monthly 1:1 mentor & accountability partner check-ins * Peer group calls |
| Q4 | * Evaluate & Iterate project implementation | * Monthly 1:1 mentor & accountability partner check-ins * Peer group calls * Active Networking by Fellows * Mentor Support calls * Active Networking by Fellows |
| Q5 | * Skills & Knowledge Stage 2 * Group Feedback Loop 2 | * F2F Mtg 3: Project Feedback & Context-based Skills Training * Monthly 1:1 mentor & accountability partner check-ins * Peer group calls * Active Networking by Fellows |
| Q6 | * Evaluate & Iterate project implementation | * Monthly 1:1 mentor & accountability partner check-ins * Peer group calls * Mentor Support calls * Active Networking by Fellows |
| Q7 | * Evaluate & Iterate project implementation | * Monthly 1:1 mentor check-ins * Peer group calls * Mentor Support calls * Active Networking by Fellows |
| Q8 | * Skills & Knowledge Stage 3 * Group Assessment * Defining Next Steps * Initiation of Alumnae Network * Project Sustainability goals | * F2F Mtg 4: Project Assessment * Context-based Skills Training * Monthly 1:1 mentor check-in * Peer group calls |