



## 2025 WRAPPED

### Our year in numbers

502



REGISTRATIONS FOR ITL

14



CONVENINGS ATTENDED, SHARING  
WEDU'S MISSION FAR AND WIDE

59



MENTORSHIP PAIRS CONNECTING,  
LEARNING, THRIVING

71



WEDU AWARDS NOMINATIONS  
CELEBRATED

US \$592k

TOTAL CUMULATIVE  
ISA CONTRACTS BY END 2025

1

new climate-focused  
programme: **Women Rising  
for Climate Resilience**, co-  
created with 19 women  
leaders & 7 climate orgs





## **STORIES OF IMPACT**

### **Introduction to Leadership (ITL)**

Poe Eain Chal, *Cohort 34*

Grishma Rajkarnikar, *Cohort 35*

### **Income Sharing Agreements (ISA)**

Ol Chin, *Cambodia*

Fe Esperanza, *Trampe, Philippines*

### **Mentorship**

Women as Humanitarian Leaders

Global Mentorship Programme



## IMPACT OF WEDU'S CAPABILITY PILLAR: ITL



**Poe Eain Chal**  
Myanmar, Cohort 34

**Poe Eain Chal** from Myanmar joined the Introduction to Leadership (ITL) course with a clear motivation shaped by what she has witnessed as a woman: traditional expectations can push women down. She carried a strong desire to challenge boundaries, lead with intention, and contribute to her community and the next generation. However, in pursuing that vision, she became so focused on perfection that she overlooked the importance of everyday leadership.

Before ITL, Poe often equated success with academic excellence, a stable job, and a high income. She didn't fully recognise the impact of "small things," such as everyday acts of leadership (aka 'lollipop moments', and would push herself toward big goals without breaking them into manageable steps or celebrating progress.

Through ITL's exercises, Poe learned to redefine success and leadership in a healthier and more meaningful way. She now connects success with significance: making meaningful impact, staying true to herself, and growing through purpose-driven work. ITL also helped her pair her ability to give feedback with a more structured approach and build habits of self-reflection, including writing to herself with kindness.

Poe completed the programme with a clearer internal compass and more sustainable practices: setting goals in smaller steps, following through with structure, and acknowledging her wins. Her story shows how ITL helps women lead beyond perfection and titles through everyday actions grounded in values.



## IMPACT OF WEDU'S CAPABILITY PILLAR: ITL



**Grishma Rajkarnikar** from Nepal is building her leadership from the ground up. Before joining Wedu's Introduction to Leadership (ITL) course, she often associated leadership with formal roles, visibility, or authority. Through ITL's reflective learning journey, she began to recognise leadership as something practiced in everyday actions: how she listens, supports others, takes initiative, and stays consistent even without a title. As she shared, her view of herself as a leader has become more grounded, confident, and self-aware as she learned to value her long-term grassroots and volunteer experience as real leadership.

ITL also helped Grishma turn insight into a repeatable practice. The habit she will carry forward is intentional reflection

combined with consistent action, regularly pausing to learn from her experiences and then consciously applying those lessons in real life. For her, the course's writing and quizzes were especially powerful because they pushed her to slow down and put her values into words. She wrote that answering the prompts helped her clarify her leadership style, purpose, and long-term goals, and made her feel more connected to her journey.

With stronger self-belief and a clearer sense of direction, Grishma is now better equipped to keep showing up consistently in her community and work, leading not because of a title, but because her actions create change.



## IMPACT OF WEDU'S CAPITAL PILLAR: INCOME SHARING AGREEMENTS (ISAs)



**Ol Chin** is at the forefront of Cambodia's green transition, bridging the gap between high-level engineering and the practical needs of rural smallholder farmers. During her tenure at EcoSun Cambodia, Ol pioneered the development of mobile solar water pumps, a climate-friendly alternative to diesel irrigation, which reduced costs for farmers while lowering their carbon footprints. Her approach is rooted in field-based empathy; she has refined these technologies through direct feedback from the communities using them, ensuring long-term local adoption.

Continuing her trajectory at Solar Green Energy Cambodia (SOGE), Ol managed the market introduction of advanced

hybrid solar systems designed to withstand harsh rural conditions. Today, she works as a Renewable Energy Specialist at the Cambodia Australia Partnership for Resilient Economic Development (CAPRED). As part of her role, she provides critical engineering and strategic expertise to support the Royal Government of Cambodia's transition to a sustainable energy future. Through her ISA-supported journey, Ol has transformed from an engineering student into a strategic leader, ensuring that the renewable energy revolution leaves no one behind.



## IMPACT OF WEDU'S CAPITAL PILLAR: INCOME SHARING AGREEMENTS (ISAs)



**Fe Esperanza Trampe**  
Philippines, ISA member

Based in the "Green Frontier" of Palawan, Fe Esperanza Trampe serves as a Legal Officer for the Environmental Legal Assistance Center (ELAC). Fe's work is a masterclass in multifaceted leadership; she navigates the complexities of environmental and international law to empower grassroots communities. Her days are split between courtroom litigation and community classrooms, where she translates legal jargon into tools for environmental defense.

For Fe, the fight for the planet is inseparable from the fight for gender equity. "Justice systems do not need more iron fists," she reflects. "We need the empathy and sensibility of women leaders to raise the next generation."



Wedu paved the path for me to become the lawyer I am today, allowing me to focus on my goal of putting those on the sidelines front and centre.

Fe utilised an Income Sharing Agreement (ISA) to bridge the financial gap during her legal studies. Free from the burden of traditional high-interest debt, she was able to commit her career to public interest law immediately upon graduation. Supported by her Wedu mentor during her transition into professional life, Fe credits the program with strengthening the convictions that drive her work today.



## IMPACT OF WEDU'S COMMUNITY PILLAR: MENTORSHIP PROGRAMMES



### Women as Humanitarian Leaders IFRC x Wedu Partnership for Mentorship

Mary joined the mentorship programme at a crossroads, finding it difficult to navigate professional discussions in which cultural norms made her hesitate to “jump in”. This challenge, combined with workplace demands, was beginning to weigh heavily on her personal well-being. Recognising that these areas were deeply intertwined, Mary and her mentor made a strategic pivot to focus on practical workplace boundaries and structure. By viewing her cultural background as a valuable asset rather than a hurdle, they developed tailored communication strategies, such as sharing key points via email in advance, that allowed Mary to engage effectively on her own terms.

The transformation was both professional and personal. As Mary implemented new structures to manage her workload, the stress in her personal life began to lift, replaced by a newfound leadership confidence. “It wasn’t just about receiving advice, but about being truly heard and supported,” Mary shared, noting that she now treats cultural differences as “valuable and interesting” rather than challenges. The lessons and confidence Mary gained continue to guide her career, proving that a mentor’s genuine effort to understand a mentee’s situation is the true catalyst for success in mentorship.



## IMPACT OF WEDU'S COMMUNITY PILLAR: MENTORSHIP PROGRAMMES



Rola's journey from a liberal arts graduate to a Community Engagement Coordinator at a major U.S. university is a testament to the power of mindset-driven mentorship. Entering a professional space where her colleagues held far more experience, Rola initially struggled with perfectionism and the "wishful thinking" of big dreams without a clear roadmap. Through her partnership with Gabriela, a seasoned tech manager from Venezuela, the mentorship moved beyond logistical, job-seeking tips to focus on strategic resilience. Together, they transformed Rola's "nerve-wracking" transition into a creative adventure, mapping a path that turned high-stakes uncertainty into a series of manageable, SMART goals.

For Gabriela, the experience was a "two-way street" of co-creation that sharpened her own empathetic leadership and coaching skills. By reflecting Rola's strengths back to her, Gabriela helped her mentee shatter the invisible barriers that often hold young women back, enabling her to lead with confidence even as the youngest person in the room. Today, Rola carries a toolkit of perspective and self-trust that extends far beyond her current role. As she prepares for a future in impactful community programming and Master's-level study, she embodies the Chinese proverb at the heart of their bond: she hasn't just been given a fish, she has been taught how to fish for a lifetime.