



2020-2021 FELLOWS PROGRAM
APPLICATIONS DUE: JUNE 1, 2020

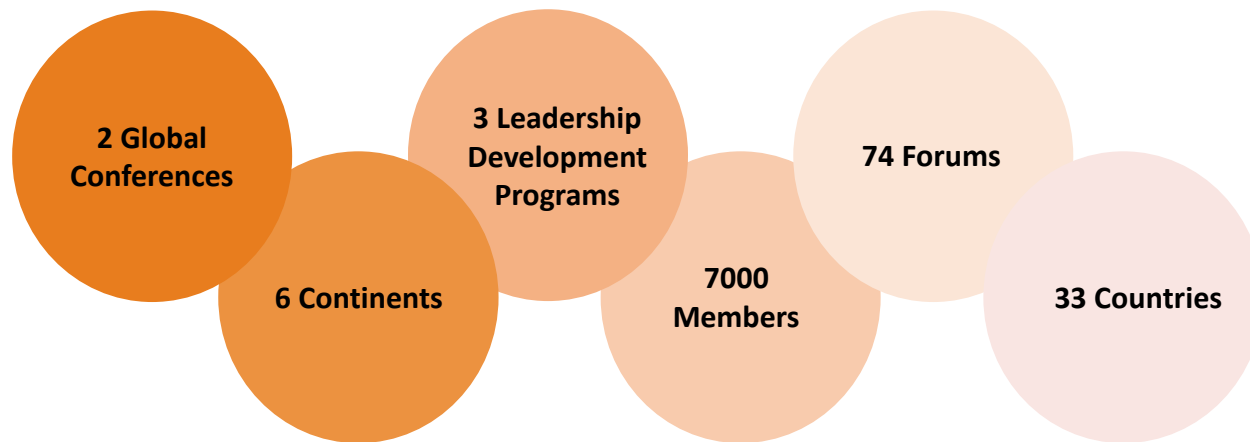
Celebrating 26 Years of Advancing Women Leaders

IWF – Who We Are & What We Do

The International Women’s Forum (IWF) is an invitation-only, membership organization comprised of more than 7,000 diverse and accomplished women from 33 nations on six continents. IWF is member- and mission-driven. Its members are trailblazers, innovators, and pioneers united to advance women’s leadership globally and locally. Members include Fortune 500 executives, government leaders from the local to sovereign level, international nonprofit leaders, and luminaries from the academy, arts, and sciences.

IWF’s Leadership Foundation (LF) supports high-performing women through leadership development programs – the Fellows Program and the EY Women Athletes Business Network (WABN) Mentoring Program.

IWF also provides intensive leadership training programs for women at every stage of professional development through its Executive Development Roundtables.



IWF – Who We Are

Membership Snapshot



Queen Rania Al-Abdullah,
Hashemite Kingdom of Jordan



Cheong Koon Hean,
Chief Executive Officer,
Housing & Development Board
Government of Hong Kong SAR



Phumzile Mlambo Ngcuka,
Executive Director,
UN Women, South Africa

Gloria Allred

Human Rights Attorney, USA

Rosalind Brewer

Chief Operating Officer, Starbucks, USA

Hillary Clinton

Former Secretary of State, USA

Connie Collingsworth

Chief Business Operations Officer,
The Bill and Melinda Gates Foundation, USA

Linda Dessau

Governor of Victoria, Australia

Ruth Bader Ginsburg

Associate Justice of the Supreme Court, USA

Doris Grimm

Head of International Monetary Affairs, Deutsche
Bundesbank, Germany

Noel Harwerth

Chairman, UK Export Finance (UKEF),
United Kingdom



IWF – Who We Are

Membership Snapshot

Gale Anne Hurd

Chairman & CEO, Valhalla Entertainment, USA

Ellen Moore

Regional Executive Officer, Chubb Companies, Canada

Michelle Nunn

CEO, CARE USA

Gabriela Ramos

OECD Chief of Staff and Sherpa, G20, Mexico

Ersilia Vaudo Scarpetta

Chief Diversity Officer, European Space Agency, France

Elizabeth Steiner

Judge, European Court of Human Rights, Austria

Alexandra Wilkis Wilson

Co-Founder and CEO, Glamsquad;
Advisor, Gilt Groups, USA



Ellen Ochoa, former Director, NASA
Johnson Space Center, USA



Maria Ramos,
Group Chief Executive, Barclays Africa
Group Limited, South Africa



Anne O'Leary
CEO, Vodafone,
Ireland



About the Program

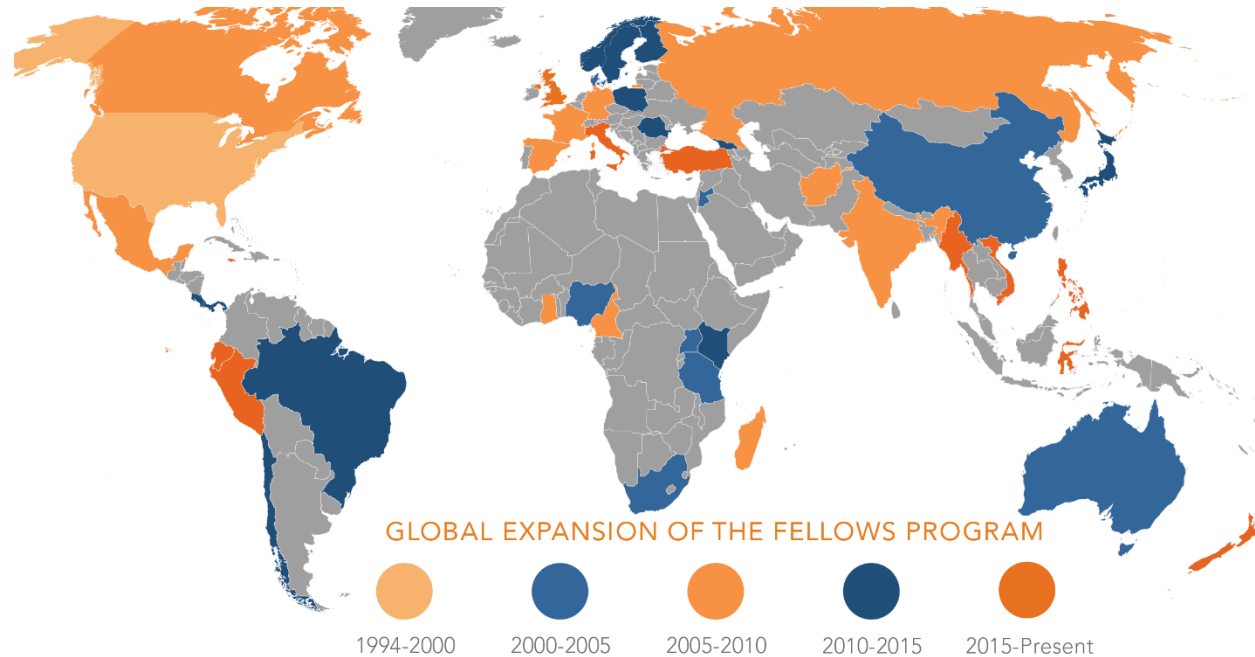
The **Fellows Program** is the Leadership Foundation's signature leadership development program. Now in its 26th year, the Fellows Program accelerates the careers of top-performing women through world-class leadership training and mentoring from executive women leaders. The approach is holistic and focused on the participant's personal and professional development, career path, and trajectory, while embracing the value of an outside perspective.

Launched in 1994 with seed-funding from the U.S. Labor Department as a direct result of the Glass Ceiling Commission, the program annually convenes approximately 35 Fellows from around the world for a total of 20 days. Executed in partnership with Harvard Business School and INSEAD, the Fellows Program offers customized leadership training for female senior executives on their path to the C-suite that is academic, behavioral, and technical.



About the Program

Over 500 Fellows Across 51 Countries



The Leadership Foundation has continually expanded its reach across the globe with Fellows from 51 nations. More than half of the 2019-2020 Fellows Class hail from outside the United States.

With a 'Excellent' Net Promoter Score of 92, the Fellows Program:

- **Delivers** phenomenal personal impact
- **Provides** world-class leadership training
- **Creates** an exceptionally close, supportive network
- **Inspires** participants to empower and help others
- **Leverages** diversity of sectors and geography to deliver greater impact for all



About the Program

What Makes the Fellows Program Special

STRUCTURE

The program convenes approximately 35 Fellows from around the world for a total of 20 days, comprised of three separate sessions. It is executed in partnership with INSEAD and Harvard Business School. The Fellows Program offers creative, multidisciplinary training aimed at developing leadership and strategic management capabilities.

MENTORING

In addition to leadership training, Fellows are matched with an IWF member who serves as a mentor and coach during the program year. Through the mentoring experience, participants gather personal insights and advice from women at the top of their field. Fellows also take part in IWF's annual World Leadership Conference, which brings together 850+ female executives from more than 40 nations

LEGACY PROJECTS

To amplify the impact of the program, Fellows are responsible for implementing a Legacy Project that applies the skills learned in a relevant way. Previous Legacy Projects include: a career conference series aimed at female university students in Mexico, a breakfast roundtable for women in the U.S. military in Washington, D.C., and mentoring circles to foster a pipeline of women leaders in the aviation industry.

"The most unique thing about the Fellows Program for me was the opportunity to get to interact with fantastic members of the IWF. IWF members are of such high caliber... seeing them and hearing their stories changed the way I think about my own potential."

2017-2018 Class Fellow

"I thought the combination of networking, personal development, and professional development was perfect. It was the best training experience I have ever had."

2018-2019 Class Fellow



About the Program

Recent Courses at INSEAD and HBS:

- Leadership, Power, and Influence
- Managing and Attracting Star Performers
- Influence Strategies and Negotiation
- Managing the Work-Life Interface
- Managing and Marketing Platforms Globally
- High Performance Teams
- Disruptive Innovation
- Leading and Managing Change



"I always look for opportunities to network and strongly believe in its value. What I realized during the training at INSEAD was how similar the people are that are in my network. Prof. Herminia Ibarra emphasized the importance and value of a diversified network."

Virginia Addicott, Chief Executive Officer
FedEx Custom Critical
2012-2013 Fellows Class



Held at INSEAD's global campus in France, the Fellows are pushed to adopt a deeper, global perspective. A core component of the training is the 360° Global Executive Leadership Inventory developed by INSEAD's Global Leadership Center to measure 12 dimensions of leadership. The Fellows assess what they learned from the inventory with professional coaches.



**HARVARD
BUSINESS SCHOOL**
Executive Education

A custom-tailored executive education program at Harvard Business School engages Fellows in a unique combination of classroom work, case-study discussion, and peer advice. Fellows hone their ability to think strategically in areas including negotiation, marketing, organizational learning, the management of innovation and services, and global affairs. Fellows also meet with their Board of Advisors groups in which they each work through a business challenge.



About the Program

Criteria

Each year, the Leadership Foundation selects a geographically, culturally, ethnically and professionally diverse group of women. **The Leadership Foundation seeks candidates that demonstrate the following:**

- Considered change agents within their organization and community
- Possess the ambition to push to the highest levels of their career and the desire to lift as they rise with regard to legacy and mentoring
- Substantive professional/work experience and significant direct accomplishments
- Strength of character, motivation and commitment to goals
- Superior intellectual ability, as evidenced by academic history and distinctions, and recommendations
- Have the capacity to both contribute to and gain from the Fellows Program
- Intention to participate fully in all activities and training components associated with the Fellows Program, as well as a commitment to the Legacy Project

2020-2021 Fellows Program Calendar

7 Aug 2020	Selected Fellows announced
Oct 2020	Virtual Fellows Program Launch (Oct 5) + Once Weekly Sessions throughout Oct.
March 8-11, 2021	Fellows convene for training at INSEAD Business School <i>Fontainebleau, France</i>
June 6-11, 2021	Fellows convene for training at the Harvard Business School <i>Boston, MA, USA</i>
Sept 29-Oct 1, 2021	Fellows attend IWF World Leadership Conference <i>Seattle, WA, USA</i>

PROGRAM TUITION

\$30,000 USD

Virtual Fellows Program launch and participation in the 2020 IWF World Leadership Conference content

Two weeks of customized training at INSEAD and Harvard Business School

Mentor visits

All meals and accommodations

All course materials

Registration for 2021 IWF World Leadership Conference in Seattle, Washington

Transportation not provided (ground & air travel)



About the Program

Professional Profiles of Recent Fellows



Dr. Nawal Nour, Founder,
African Women's Health Center & OB-
GYN, Brigham and Women's Hospital,
United States

Vice President, People, Strategies & Performance, Meridian
Credit Union, Canada

Chief Merchandising & Marketing Officer,
Walmart, Chile

Director, Corporate Communications,
Cisco Systems Inc., India

Senior Counsel, Indigenous Relations,
Canadian Red Cross, Canada

Vice President, Operations, State Farm Insurance, USA

Managing Director, Accenture, Japan

Head of Efficiency and Cost Management,
Citibank Latin America, Mexico

Global Managing Account Director, The
Nielsen Company, USA

Associate General Counsel, Habitat for Humanity
International, USA



Totsie Memela, Chief Strategy
Officer, Academic Partnerships, IWF
South Africa



Melanie Saunders, Deputy Associate
Administrator, NASA, United States



What Alumnae are saying about the Fellows Program?

Over 550 women leaders across multiple disciplines and sectors have participated in this program. Here is what they are saying about their overall perception of the program:

Major Strengths and Recommendations

Major Strengths:

- “Fantastic set of women, diverse and interesting and fun. It was a joy to get to know them.”
- “Bonding between the Fellows.”
- “The network that is established between the Fellows is incredible.”
- “I thought the combination of networking, personal development, and professional development was perfect. I have been through similar programs run by my company and I really feel this one is outstanding.

Recommendations:

- “[Provide] more coaching on the Legacy Project earlier in the program.”
- “The HBS week was exhausting. I loved it but a little more time to socialize with other Fellows would have been nice.”

Overall Comments

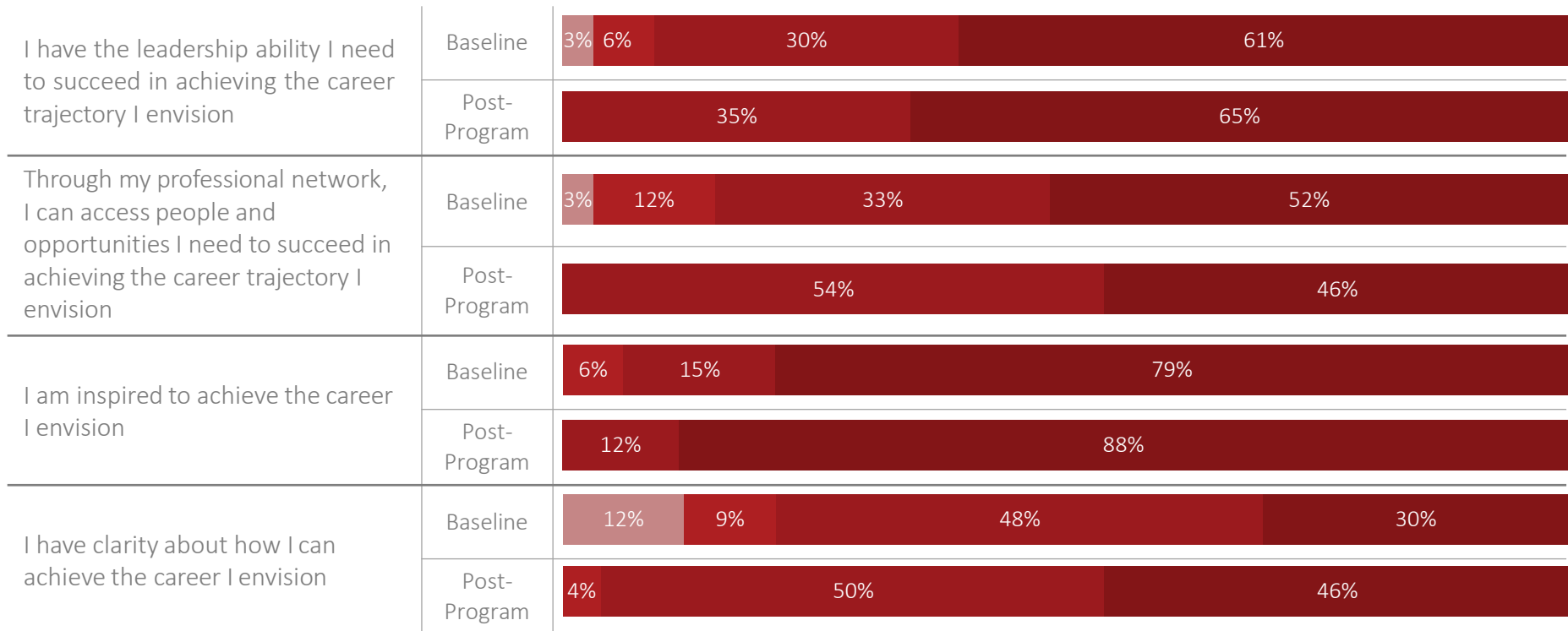
- “This program was life-changing and I have grown so much in the past year as a leader and as a human...I can’t thank you enough for the opportunity to participate!”
- “I came out of this program a much more present and confident person to contribute to those around me.”
- “...The fellowship changed my attitude towards my career and my beliefs about my capabilities tremendously.”
- “Completely outstanding and best training experience I have ever had in my life. I got so much out of it and am so impressed.”



Program Outcomes – Leadership Progression

As Fellows progressed through the program, they become more certain in their leadership abilities, more confident in their networks, more inspired about their career trajectories, and clearer about their career visions. On average, Fellows' perception of their leadership abilities improved 15% as they progressed through the program. Data below reflects feedback from 2018-2019 Fellows Class.

Strongly Disagree  Strongly Agree



What Participating Organizations have to say about the Fellows Program:



"The Leadership Foundation's Fellows Program is a unique development and retention tool for our most promising women leaders. Each year, women return from the program as better leaders, more engaged employees, and bringing broader perspective to our organization. As you look across Texas Instruments, many of the women in our most senior positions are graduates of the Fellows Program."

Samantha Dwinell
Vice President, Global Talent Management
Texas Instruments

"The Fellows Program is a transformative experience which allows senior women leaders the opportunity to reflect upon their strengths and career aspirations, while also sharpening many aspects of critical business acumen. It also provides an exceptionally valuable opportunity to collaborate and learn from some of the best and brightest professional women. I know this because I experienced it firsthand as a participant in the 2009-2010 Fellows Class."

Camille Mirshokrai
Managing Director – Growth Markets, Growth and Strategy
Accenture



More Information?

For additional information, please contact Jessa Cooke, Vice President, at jcooke@iwforum.org.

Create a profile and complete the application using this link: <https://iwforum.secure-platform.com/a>

For more information on IWF visit www.iwforum.org and follow @IWFGlobal on Twitter, Instagram, and Facebook.



Leadership Foundation
