



# INVESTING IN THE NEXT GENERATION OF TRANSFORMATIONAL WOMEN LEADERS

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## ABOUT IWF

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The International Women’s Forum was founded in New York City in 1974, when the first generation of women leaders was breaking the glass ceiling in professional sectors from finance to fine arts. Forum founders lacked access to “the old boys’ network,” so the new women’s network was born—to provide professional and personal support, to aid each member’s success and to inspire the women who follow.

Women supporting women is more important today than when IWF was founded 50 years ago. The International Women’s Forum now connects more than 8,200 preeminent women leaders in 77 Forums in 35 countries around the world. We are the only organization of this scale that builds significant relationships between C-level women across countries and careers.

# *Table of Contents*

MEETING A CRITICAL NEED..... 5

A RECORD OF SUCCESS..... 6

THE CURRICULUM ..... 8

LEGACY PROJECTS.....10

THE MENTORS..... 11

THE COMMUNITY ..... 12

THE ALUMNAE.....13

BUILD LEADERSHIP CAPACITY FROM WITHIN ..... 16

APPLICATION DETAILS ..... 18



# IWF MEETS A CRITICAL NEED

As IWF has evolved over the last 50 years, one thing has remained constant: An unwavering commitment to achieving our mission of advancing women's leadership today and in the future.

During our 20th anniversary in 1994, IWF recognized the need to respond to the US Labor Department's 1991 Glass Ceiling Report, which identified three key barriers that restrict the potential of women leaders:

- Inadequate leadership training
- Limited access to professional networks
- Lack of mentors

IWF pledged to create a program of sophisticated leadership development training opportunities to confront those barriers and cultivate women leaders. That commitment gave rise to the Leadership Fellows Program.

The glass ceiling is still with us, it is just higher. The value of the Leadership Fellows Program continues to be critical to prepare many women to lead, inspire, and change the world.

# A RECORD OF SUCCESS

For more than 30 years, IWF's flagship Leadership Fellows Program has accelerated the career path of high-performing women, catalyzing their potential, and elevating their impact within organizations worldwide.

The Program's scope, rigor, and results make it an unparalleled tool for career development and succession planning. Unique among leadership development programs globally, our Program combines powerful resources designed to strengthen the next generation of women leaders on their professional journey, including:

- **Customized world-class curriculum** designed for women leaders in collaboration with INSEAD and Harvard Business School
- **Mentorship** by IWF members chosen to meet Fellows' individual professional development goals
- **Access to valuable inspiration and encouragement** from the IWF global community
- **A supportive peer network** that endures for a lifetime
- **Real-time application of leadership lessons** that extends the program's benefits beyond the individual

# 820+

women's careers  
accelerated  
since inception



participants from **58** countries

mentors from **22** countries

## 530+

corporate leaders

from **40** countries



## 25+

entrepreneurs

from **6** nations



## 75+

nonprofit leaders

from **14** nations

## 115+



senior government  
officials

from **9** nations

## 60+

university leaders



from **16** nations

## ABOUT THE EXPERIENCE

“The experience feels so special in the moment, but one of the things that separates the IWF Leadership Fellows Program is that the transformation continues to happen well past the year mark. Today, I see many of the things we discussed happening in real time, and now have a stronger foundation to support myself and other women in business. I cherish the experience more and more each day.”

**Claire Powell,**  
Mars Program  
Communications  
Manager,  
NASA Jet Propulsion  
Laboratory, USA



# THE CURRICULUM

## WORLD-CLASS RESOURCES

The Leadership Fellows Program expands leadership presence, critical thinking skills, and the knowledge needed to lead in a complex environment. By integrating global perspectives with practical tools to address real-world problems, the unique curriculum equips Fellows to develop a personalized plan for success. The program includes the following:

**A 3-day leadership immersion** which sets the stage for Fellows as they embark on this exclusive leadership development experience. The sessions include cohort-building exercises, presentations from IWF members about their professional journeys, and bespoke content not found in any other leadership development program.







**A 4-day intensive program at INSEAD**, The Business School for the World, focused on leading across cultures and disciplines. Leadership styles are explored through INSEAD's GELI 360 review in small groups which help Fellows expand their perspective and incorporate new thinking into personalized action plans for their organizations.



**Harvard  
Business  
School**

**An exclusive week-long experience at Harvard Business School**, guided by world-class HBS faculty, focused on influencing and enacting change, identifying and confronting obstacles faced by women leaders, and crafting strategies to lead effectively. Fellows engage in in-depth examination and discussion of case studies chosen to help shape the experience for maximum results. Daily discussions with a coach and Board of Advisors about a current challenge prompt Fellows to apply lessons learned to their own professional context.

**Interactive virtual masterclasses** designed to reflect what success looks like as IWF members share lessons learned during a lifetime of leadership on topics ranging from the importance of failure, owning your confidence, and leading through complexity.

**Curated workshops** help Fellows strengthen their skills and further refine their leadership pathways.

# LEGACY PROJECTS

## PAYING IT FORWARD

A required Legacy Project prompts Fellows to apply newfound skills and knowledge and brings benefits back to the Fellow's organizations and communities. Legacy Projects leverage the fellowship experience for greater impact in an area of importance to each Fellow.

## INSPIRING EARLY CAREER PROFESSIONALS THROUGH MENTORSHIP

One Leadership Fellow created a mentorship program for the company's young professionals (YP) resource group. Through the program, all participants in the YP group are offered the opportunity to be paired with a mentor, and all females in the group who are interested will be paired with a female mentor. The expectation is to provide early career women and men with opportunities, experiences, and exposures to other successful leaders, thereby helping the YP participants reach their fullest potential. The Fellow defined the components and expectations for the mentoring relationships; prepared mentorship materials to keep participants on target; identified YP participants who are interested in being paired with mentors; and identified volunteer mentors. Following a kick-off session, activities include regular brown bag lunch-and-learn session for mentees and mentors; regular check-ins to gauge success of the pairings and program; and a closeout session once the mentoring period concludes.

# THE MENTORS

## WISE COUNSEL FROM GLOBAL LEADERS

Our world-class mentoring program features IWF members sharing their expertise with Fellows one-on-one to meet specific leadership development needs. Across the year, mentors devote their time and offer personal insights about operating at the highest leadership levels, providing Fellows with thoughtful, actionable guidance and a model for success as they move up the career ladder.



Global Affairs  
Canada

**Louise L. Léger,**  
Former Director  
General



International  
Sanctions and Export  
Control Society

**Kristiina Helenius,**  
CEO



Chevron  
Corporation

**Mary Francis,**  
Corporate  
Secretary and Chief  
Governance Officer



Futuro Health

**Van  
Ton-Quinlivan,**  
CEO



Global Fund  
for Women

**Musimbi Kanyoro,**  
Former President  
and CEO



Ministry of Health  
and Consumer Affairs,  
Government of Spain

**Dr. Paloma Alonso Cuesta,**  
CEO, Globesalud  
Consultores; Former  
Deputy Director of  
International Relations



# THE COMMUNITY

## A NETWORK OF THE WORLD'S MOST ACCOMPLISHED WOMEN

We believe in the power of global community. That is why the Leadership Fellows Experience doesn't stop when the fellowship ends. Fellows become part of a broader network across countries, cultures, and generations who lead organizations in every industry and sector.

Current Fellows attend our annual World Leadership Conference as a part of their program, allowing them the opportunity to engage with members, learn from cutting-edge content and world-class speakers, and connect with others through small group dinners for a bonding experience that is one-of-a-kind.

All Alumnae are invited to IWF's two annual conferences, our World Leadership Conferences and our Cornerstone Conferences. Beginning in 2025 Alumnae will be invited to Local Forum events and will have an official pathway to be considered for membership.

## A HIGH IMPACT EXPERIENCE

Program participants consistently praise the Leadership Fellows program, calling it "remarkable," "life changing," and "exceptional." The program helps Fellows realize their potential, and the international component allows them to learn from other women worldwide.

# THE ALUMNAE

## A POWERFUL, ENDURING COHORT OF HIGH ACHIEVERS

Fellows rely upon a supportive community of dynamic, diverse, high-performing peers and alumnae whose perspectives and insights enrich their personal and professional lives well beyond the program year.

Satisfaction with the Program is so high that 8 in 10 Fellows actively refer friends and colleagues to apply.

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*“The IWF Leadership Fellows Program has significantly impacted my personal choices and professional career. It has transformed my leadership abilities, boosted my self-confidence, and opened access to a global sisterhood who share one common goal: help each other strive.”*

**YASMINE NEGM**, Group Chief Business Officer,  
Beltone Financial, Egypt

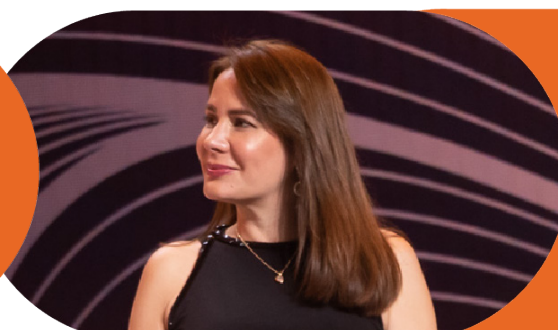


# ALUMNAE ARE CHANGING THE WORLD

With broadly diverse backgrounds, Leadership Fellows Program alumnae are transformative global leaders.



NASA, USA  
**Vanessa Wyche,**  
Director, Johnson  
Space Center



Government of  
Ecuador  
**Vianna Maino,**  
Former Minister of  
Telecommunications  
and Information



Royal Military  
College of Canada  
**Commodore  
Josee Kurtz,**  
Commandant



Supreme Court  
of Uganda  
**Lillian Tibatemwa-  
Ekirkubinza,**  
Justice



Walmart, USA  
**Andrea Albright,**  
Executive Vice  
President, Global  
Sourcing



Goodix  
Technology,  
China  
**Sandy Hu,**  
President



HSB Canada  
**Barbara  
Bellissimo,**  
President  
and CEO



Danone, Mexico  
**Silvia Dávila,**  
President Latin  
America, Comex  
Member and  
CEO Mexico



**Leena Nair,  
Global CEO, CHANEL**

Inaugural IWF Distinguished  
Alumna Award

2013 - 2014 Leadership Fellows Class

# BUILD LEADERSHIP CAPACITY FROM WITHIN

## AN IMPORTANT PART OF YOUR SUCCESSION PLAN

Our corporate partners have found the Leadership Fellows Program to provide their organizations with a strategic way to successfully build leadership capacity from within; motivate and retain high-performing senior women leaders for new and expanded responsibilities; and demonstrate a commitment to develop leadership. Fellows return to their organizations with enhanced skills, broader perspectives, and a formidable network of peers upon which to rely for support throughout their careers.

*“This is a program that shapes perspectives and they come back with a broader worldview.”*

Fortune 500 insurance company

*“Women who participate develop a strong leadership presence and a deeper empathy.”*

Fortune 500 food services company





**88%** of alumnae say the program has enabled them to have greater impact on their organization

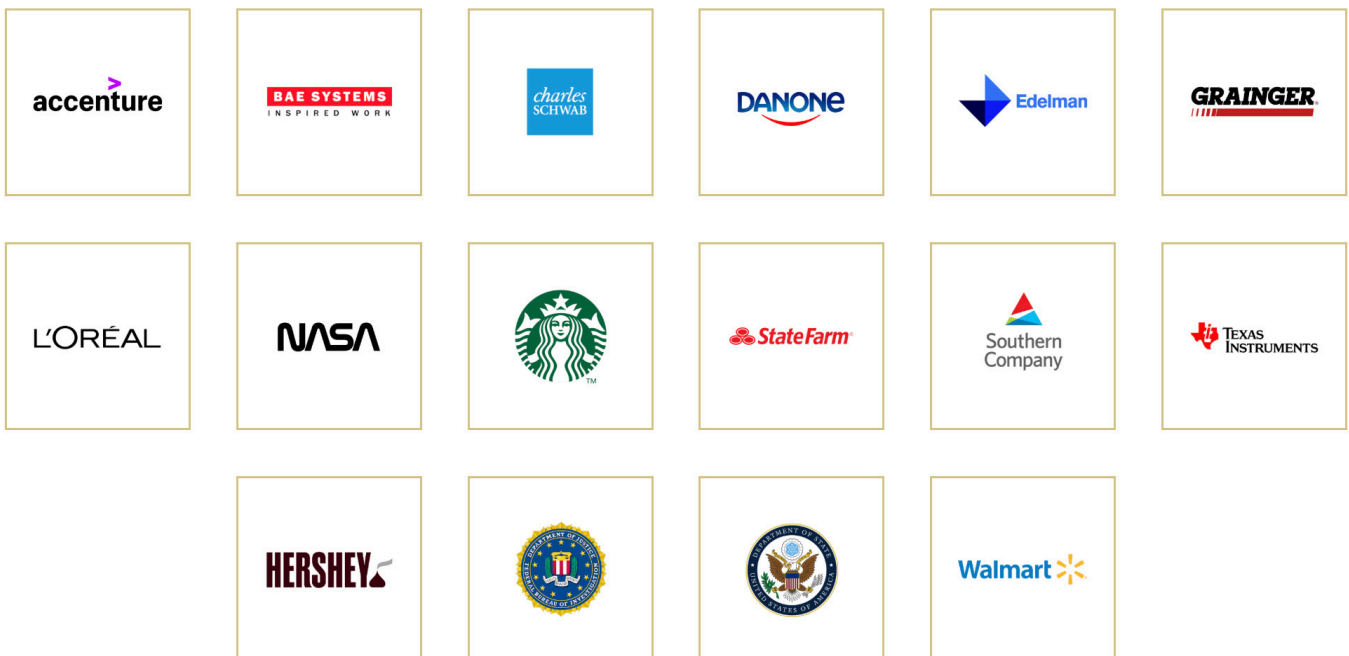
**93%** of alumnae report a lasting impact on their professional lives

**61%** of alumnae report moving into a C-level position after the program

**60%** of alumnae cite the program as heavily influencing achievement of new career positions

Fellows say the program is *“life changing”*, *“a transformative opportunity”*, and *“the best leadership training I’ve ever had.”*

## OUR PARTNERS IN ADVANCING WOMEN’S LEADERSHIP



# APPLICATION DETAILS

Each year, IWF selects a geographically, culturally, ethnically, and professionally diverse group of up to 50 leaders. In this competitive process, IWF seeks candidates with the following characteristics:

## ACHIEVEMENT

- Track records of significant direct accomplishments within their organizations
- Positions of substantial professional responsibility, scope, and decision-making authority
- Expanding influence in their companies, fields, or industries

## RECOGNITION

- Recognition within their organizations as valued leaders, as evidenced by awards, promotions, and inclusion in corporate succession plans
- External recognition of achievements by industry, community, or other relevant organizations

## LEADERSHIP

- Exemplary integrity, strength of character, and interpersonal skills
- Records of bringing about positive change and taking action for women in their organizations or communities
- Ambition and ability to lead at the highest professional levels and to support colleagues' growth and advancement

## COMMITMENT

- Capacity to both contribute to and gain from the Leadership Fellows Program
- Willingness to share knowledge and lessons from the program through completion of a Legacy Project during the fellowship
- Ability to participate fully in all program activities, including three 5-day in-person training sessions and approximately 50 hours of independent work with an IWF mentor, on a Legacy Project, preparing for in-person sessions, and participating in virtual meetings

While designed for women leaders, the program is open to all who fulfill the admissions criteria.

# PROGRAM COSTS

Tuition (\$35,000 USD) includes:

- Immersive 3-day orientation and training
- IWF World Leadership Conference and Gala
- Customized training at INSEAD in Fontainebleau, France
- Customized training at Harvard Business School in Cambridge, MA, USA
- Mentoring focused on individual needs
- Meals and accommodations
- All course materials

Transportation (ground and air travel) is not included.

## QUESTIONS?

Visit [iwforum.org/fellows-program/](http://iwforum.org/fellows-program/) for more information and [iwforum.secure-platform.com/a/](http://iwforum.secure-platform.com/a/) to access the online application.

To learn more, please contact Lynne Manrique, Vice President of Leadership and Educational Programs at [Imanrique@iwforum.org](mailto:Imanrique@iwforum.org).



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LEADERSHIP FELLOWS PROGRAM