



# **WILAN Strategic Plan 2023 - 2025**



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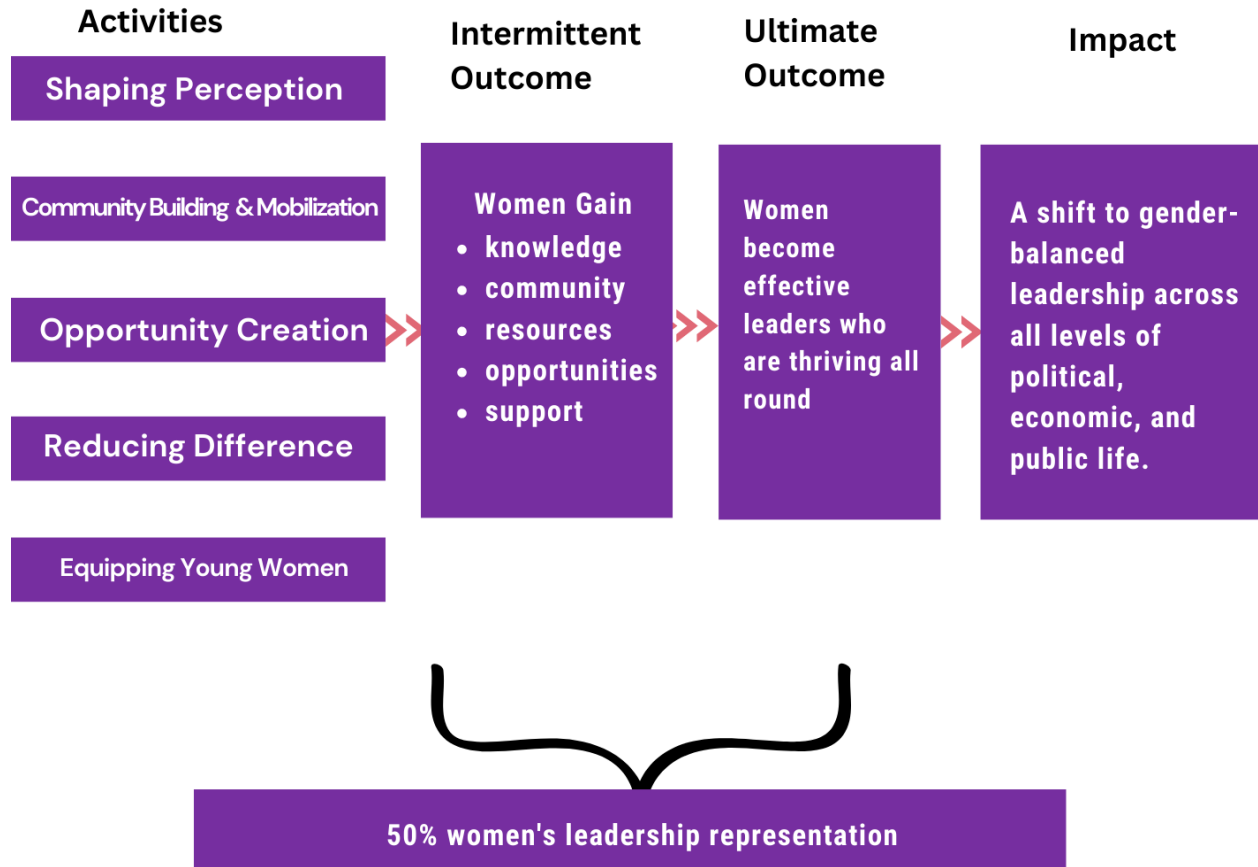
## INTRODUCTION

Just a year in, and WILAN 's pace has been extraordinary. In 2023, it has set an even more intentional tone - **to Inform, Inspire Action & Impact Change.**

With a stronger resolve than ever that 'women's leadership can change everything everywhere', the Founder restated WILAN's vision, "**to inspire a shift to gender-balanced leadership across all levels of political, economic, and public life globally**" and a mission "**to ease access to the community, knowledge, resources, opportunities, and support that women need on their journey to become effective and thriving leaders.**"

On the wings of a renewed vision and mission, the WILAN 3-year strategic plan for 2023 - 2025 is a robust mechanism for causing change, and therefore a roadmap in light of what success means to WILAN. It is a reference document that serves all internal and external stakeholders of WILAN.

## THEORY OF CHANGE



## OBJECTIVES

- To be the leading platform for a woman's leadership journey - facilitating support, resources, and opportunities for Nigerian Women.
- To formulate and implement a communications and advocacy strategy to shape public perception of women as leaders.
- To catalyze gender mainstreaming, reducing gender gaps across all levels of political, economic, and public life.
- To raise a pipeline of new generation female leaders equipped to lead across all levels in Nigeria.
- To connect women leaders via a network, while building a database of these women leaders across all levels of political, economic, and public life in Nigeria regardless of their sector, generation, or geography.

## 2023 - 2025 GOALS

- A. Grow a global women's network from a local base with a governance model for replication across the globe
- B. Become the leading platform for a woman's leadership journey - facilitating support, resources, and opportunities for Nigerian Women.
- C. Become the go-to database of women leaders across all levels in Nigeria
- D. Raise the standard of women's leadership representation beyond the status quo across the public and private sectors.
- E. Deploy adequate mechanisms to transition young women into leadership roles
- F. Formulate and implement a communications and advocacy strategy to shape public perception of women as leaders.

## 2023 - 2025 GOALS IN ACTION

### A. WILAN NETWORK

1. Create network categorization, and design suitable (membership) packages to suit customer journeys as follows; women aged 15 - 17, 18 - 34, 35 - 49, and 50 and above.
2. In addition to the divisional/product-based structure above, have a geographical structure. Hence, build a large community in the UK and in the US
3. Create a network governance framework
4. Create a stakeholder mapping and engagement strategy to build the network.
5. Embed the network into the Comms Plan to drive network growth

### B. FACILITATING SUPPORT, RESOURCES, AND OPPORTUNITIES FOR NIGERIAN WOMEN

1. Design and implement programs/interventions, as well as offerings for the WILAN network categories to reflect its objectives as stated below.
2. Engage the relevant stakeholders as seen in the stakeholder analysis to attain programmatic objectives.

#### Network Categories and Objectives

- Category 1 (age 15 - 17): Attain and Emerge into Leadership
- Category 2 (age 18 - 34): Attain, Emerge into, and Establish Leadership
- Category 3 (age 35 - 49): Establish, Retain and remain in Leadership through Convenings/support structures
- Category 4 (age 50 and above): Sustain Leadership and Build Legacy/Pay it Forward through Visibility, Showcase, and Spotlight

#### WILAN Women's Leadership Circle and Hub feed into category 3

- Fine-tune the program design
- Launch both the running and promotion circles aimed at women seeking elective or appointive leadership offices in public and/or private sectors.
- Beneficiaries of the program feed into our network per category 2 and 3
- Partner with organizations in the US that do women's work in Africa, WILAN should position itself as a local partner.
- For the UK - position the women leadership circle as a community for African women. (Plan an activation event).

## Programs Overview

- National Head Girl Competition
- A Nigerian Girl's Guide to Leadership Opportunities.
- WILAN Leadership Academy (e-courses, online/offline learning, micro-learning, collaborative learning, and delivery)
- WILAN Leadership Toolkit.
- WILAN Platforms (workshops, check-ins, and meet-ups)
- Women Leadership Circles (Women Running Circle and Women Promotion Circle).
- The Leading Woman Show
- Events
- Retreats
- WILAN Women in Leadership Awards

## 2023 Programmatic Goals

### National Head Girl Competition

- Program redesign
- Set up a governance structure called a council
- Secure funding for adequate publicity
- Create a final event and rewarding prizes
- Start the selection process early in sync with the school calendar and head girls' tenure.
- Tell young girls to nominate head girls in their school.
- Partner with the Ministry of Education

### The Leading Woman Show: *View from the Top Series*

- From lessons learned, identify broadcasting and preferably syndication partner
- Develop a more robust budget and secure sponsors for publicity,
- Improve the quality of the show overall and logistics.
- Continue to handle the management of guests during the show production and leave major activities to Parallax/production company.

### WILAN Leadership Academy

- Continue the Leadership Accelerator Programme
- Cocreate an e-course with ACT Foundation

- Identify and propose co-creation of Leadership courses with implementing partners including the Lagos Business School and GOTNI Leadership Institute.

#### WILAN Women in Leadership Awards 2023

- Kickstart with the 2023 edition, in hopes, to become the biggest annual convening for showcasing and celebrating women leaders across all levels of political, economic, and public life. It is also strategic for the WILAN brand positioning and resource mobilization.
- Appoint an advisory Board with very clear Terms Of Reference
- Create criteria to reflect that it is for accomplished women, who are leaders in character and their body of work. Women with 30 years plus experience, and go beyond common sectors in Nigeria including Military, Engineering, Maritime, Oil and Gas, and Real Estate
- Work with an event planner and handle project management.
- Create special categories for example under 40 women awards, rising star award category, etc

#### Women in Leadership (across all sectors) Initiatives

- the BMGF partnership - position ourselves as the go-to-partner
- a proposed post-election project: Uncovering the ecosystem of support for Women Running (informed by the work that WILAN Global Consulting (WGC) will be doing in 2023, focusing primarily on thought leadership through research and publishing reports/data).

### **C. BECOME THE GO-TO DATABASE OF WOMEN LEADERS ACROSS ALL LEVELS IN NIGERIA**

- Design a data-gathering framework to capture the data of women in leadership in Nigeria
- Design a Women in Leadership database integrated into relevant institutions for efficiency, transparency, institutionalization, and ethical data gathering.
- Collate essential data from community members for the women in leadership database



#### **D. RAISE THE STANDARD OF WOMEN'S LEADERSHIP REPRESENTATION BEYOND THE STATUS QUO ACROSS THE PUBLIC AND PRIVATE SECTORS**

- Become the go-to organization for Gender audit in Leadership in Nigeria - WGC
- Create a Collaboration plan - i.e a hybrid organizational framework, that will be leveraged for effective allocation of resources including human resources between WILAN and WILAN Global Consulting. Specifically, the structure to leverage the knowledge base of WILAN Global Consulting to design programs/solutions at WILAN Non-profit, and furthermore harness the experience, evidence, and report gathered from the WILAN field work in Gender Consulting.
- Standardize practical frameworks showing indicators for women's leadership implementation/mainstreaming across organizations, thereby promoting accountability across institutions
- Publish an annual State of the gender-balanced Leadership Report
- The Founder's thought leadership and representation at strategic forums including publications, panels, discourses, forums, networks, etc.

#### **E. DEPLOY ADEQUATE MECHANISMS TO TRANSITION YOUNG WOMEN INTO LEADERSHIP ROLES**

Effectively assimilate network members from 1 CATEGORY and 2 into the relevant leadership communities for continuous engagement including

- the National Head Girl Competition alumni
- Internships - external and internal
- Leadership Accelerator Programme alumni

#### **F. FORMULATE AND IMPLEMENT A COMMUNICATIONS AND ADVOCACY STRATEGY TO SHAPE PUBLIC PERCEPTION OF WOMEN AS LEADERS**

- The WILAN Comms Strategy
- Implement the MsRepresentd campaign and other behavioral change communication campaigns to shape people's perception of women as leaders.
- The WILAN Impact Reporting across all channels.

## INTERNAL ANALYSIS

### OUR CORE COMPETENCIES: CROWN JEWELS

Our **sustainable competitive advantage** shall rise from harnessing our core competencies - resources and capabilities, and strengths and opportunities.

Resources and capabilities analysis

- **Value:** Lead in the gender space by demonstrating expertise, thought leadership, and authority, through pooling knowledge - including data and people.
- **Rarity:** No other women's organization is dedicated to demonstrating expertise, thought leadership, and authority in the women's leadership space.
- **Imitability:** No other organization is dedicated to creating knowledge-driven products that are backed by research
- **Organization:** This is yet to be effected. Our organization has to become organized to capture value from this unique capability. Therefore, the **organizational structure** must be such that a research function is driving the knowledge management function. This uniqueness can be leveraged for maximal impact - the knowledge churned becomes ubiquitous through our community, and we deliver qualitative programming.

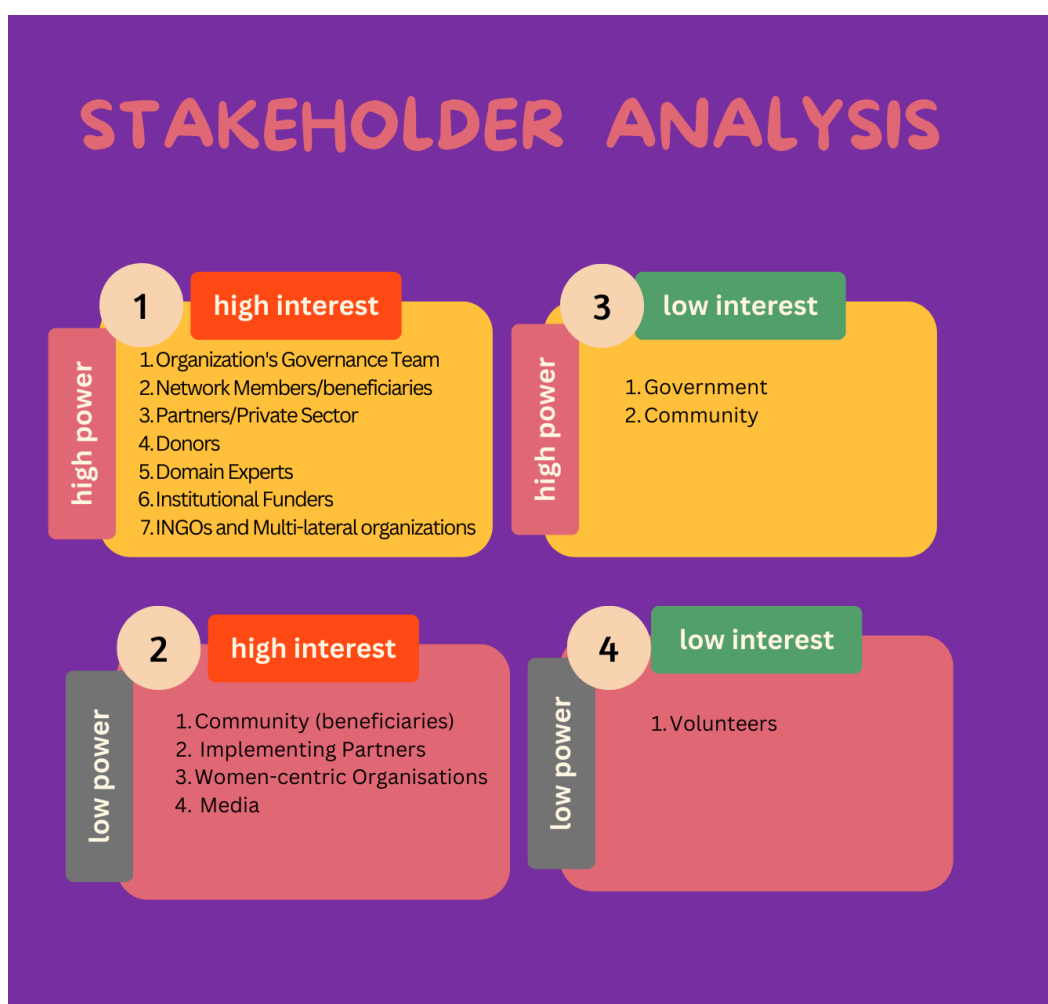
### SWOT

STRENGTH	WEAKNESSES
<ul style="list-style-type: none"> <li>⊙ Strong Foundation: knowledge of founder and team an asset</li> <li>⊙ Team</li> <li>⊙ Brand recognition</li> </ul>	<ul style="list-style-type: none"> <li>⊙ Under-Resourced: Human, Financial</li> <li>⊙ Limited Funding</li> <li>⊙ Limited Institutional capacity</li> </ul>
OPPORTUNITIES	THREATS

<ul style="list-style-type: none"> <li>⦿ More funding going towards women's issues</li> <li>⦿ Niche: Women's leadership across Political, economic and public life</li> <li>⦿ Collaboration with other women-focused organizations for scale and impact</li> <li>⦿ Build Thought Leadership on Women's Leadership</li> </ul>	<ul style="list-style-type: none"> <li>⦿ Many women-focused organizations</li> <li>⦿ Similar programs</li> </ul>
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## EXTERNAL ANALYSIS

### STAKEHOLDERS ANALYSIS I



## STAKEHOLDERS ANALYSIS II

STAKEHOLDER NAME & ROLE	WHAT WE WANT FROM STAKEHOLDER	WHAT IS IN IT FOR STAKEHOLDER	HOW STAKEHOLDER CAN BLOCK SUPPORT	STRATEGY TO GAIN STAKEHOLDER
WOMEN AGED 15+	PARTICIPATION	<ul style="list-style-type: none"> <li>INTERVENTIONS</li> <li>COMMUNITY</li> </ul>	NO NETWORK	<ul style="list-style-type: none"> <li>MEMBERSHIP STRATEGY</li> <li>DATABASE COLLATION</li> </ul>
WOMEN AGED 18+				
WOMEN AGED 35+				
WOMEN AGED 50+				
VOLUNTEER	<ul style="list-style-type: none"> <li>TIME</li> <li>MANPOWER</li> </ul>	<ul style="list-style-type: none"> <li>VOLUNTEER EXPERIENCE</li> </ul>	NO MANPOWER	<ul style="list-style-type: none"> <li>INCENTIVIZATION</li> <li>PARTICIPATION</li> <li>APPRECIATION</li> </ul>
PARTNER/PRIVATE SECTOR	<ul style="list-style-type: none"> <li>SERVICES</li> <li>FUNDING</li> </ul>	<ul style="list-style-type: none"> <li>BRAND AFFILIATION</li> <li>TAX HOLIDAYS</li> <li>CSR</li> </ul>	NO FUNDING	<ul style="list-style-type: none"> <li>BRAND VISIBILITY</li> <li>TRANSPARENCY</li> <li>IMPACT REPORTING</li> <li>PARTICIPATION</li> <li>APPRECIATION</li> </ul>
INDIVIDUAL DONORS	DONATION	IMPACT	NO FUNDING	<ul style="list-style-type: none"> <li>TRANSPARENCY</li> <li>IMPACT REPORTING</li> <li>PARTICIPATION</li> <li>APPRECIATION</li> </ul>
GOVERNMENT	<ul style="list-style-type: none"> <li>ENABLING ENVIRONMENT</li> <li>SHARED MISSION</li> <li>VISIBILITY</li> </ul>	<ul style="list-style-type: none"> <li>COMPLIANCE</li> <li>TRANSPARENCY</li> <li>PARTICIPATION</li> </ul>	<ul style="list-style-type: none"> <li>LACK OF ENABLING ENVIRONMENT</li> <li>NO ENDORSEMENT</li> </ul>	<ul style="list-style-type: none"> <li>REGISTRATION UNDER STATE &amp; FEDERAL MINISTRY OF WOMEN AFFAIRS</li> <li>TRANSPARENCY</li> <li>GOVT REPRESENTATION AT OUR EVENTS INCLUDING. WILAN AWARDS</li> <li>IMPACT REPORTING</li> </ul>
COMMUNITY	ENABLING ENVIRONMENT	PARTICIPATION	LACK OF ENABLING ENVIRONMENT	<ul style="list-style-type: none"> <li>GRASSROOT ENGAGEMENT</li> <li>IMPACT REPORTING</li> </ul>

## INDUSTRY ANALYSIS

STAKEHOLDER NAME & ROLE	WHAT WE WANT FROM STAKEHOLDER	WHAT IS IN IT FOR STAKEHOLDER	HOW STAKEHOLDER CAN BLOCK SUPPORT	STRATEGY TO GAIN STAKEHOLDER SUPPORT
IMPLEMENTING PARTNERS	COLLABORATION	<ul style="list-style-type: none"> <li>• SHARED LEARNINGS</li> <li>• SHARED RESOURCES</li> </ul>	<ul style="list-style-type: none"> <li>• LACK OF COLLABORATION</li> <li>• CONFLICTS</li> </ul>	<ul style="list-style-type: none"> <li>• JOIN COMMUNITIES OF PRACTICE</li> <li>• TRANSPARENCY</li> <li>• WELL MANAGED EXPECTATIONS</li> <li>• PARTICIPATION</li> <li>• COLLABORATIVE IMPACT REPORTING</li> </ul>
WOMEN-CENTRIC ORGANIZATIONS	COLLABORATION	<ul style="list-style-type: none"> <li>• SHARED LEARNINGS</li> <li>• SHARED RESOURCES</li> <li>• SHARED COMMUNITY</li> </ul>	<ul style="list-style-type: none"> <li>• LACK OF COLLABORATION</li> <li>• CONFLICTS</li> </ul>	<ul style="list-style-type: none"> <li>• WILAN JOIN COMMUNITIES OF PRACTICE</li> <li>• TRANSPARENCY</li> <li>• WELL MANAGED EXPECTATIONS</li> <li>• PARTICIPATION</li> <li>• COLLABORATIVE IMPACT REPORTING</li> </ul>
MULTILATERAL ORGANIZATIONS /INGOs & INSTITUTIONAL FUNDERS	<ul style="list-style-type: none"> <li>• FUNDING</li> <li>• TECHNICAL SUPPORT</li> <li>• ENDORSEMENT</li> </ul>	SHARED MISSION	<ul style="list-style-type: none"> <li>• NO FUNDING</li> <li>• NO ENDORSEMENT</li> <li>• NO COLLABORATION</li> </ul>	<ul style="list-style-type: none"> <li>• PARTICIPATION</li> <li>• PARTICIPATION IN MULTILATERAL FORUMS</li> <li>• IMPACT REPORTING &amp; TRANSPARENCY</li> <li>• CULTIVATE &amp; MAINTAIN DONOR-RELATIONSHIP</li> </ul>
MEDIA PARTNERS	VISIBILITY	<ul style="list-style-type: none"> <li>• REMUNERATION</li> <li>• CONTENTS</li> </ul>	NO VISIBILITY	<ul style="list-style-type: none"> <li>• PRESS CONFERENCE</li> <li>• RECOGNITION</li> </ul>
DOMAIN EXPERTS	KNOWLEDGE PRODUCTS	<ul style="list-style-type: none"> <li>• THOUGHT LEADERSHIP</li> <li>• RENUMERATION</li> </ul>	NO KNOWLEDGE PRODUCTS	<ul style="list-style-type: none"> <li>• ENGAGEMENT OF EXPERTISE e.g. speaking</li> <li>• RECOGNITION</li> <li>• NETWORKING</li> </ul>

**WHO WE SERVE/HOW WE SERVE AND THE IMPACT**

S/no	Leadership Streams Journey	Age Range	Leadership Aspiration	WILAN Global Program Offering	Impact
1	Stream 1	15 - 17 years old	Attain and Emerge into Leadership	<i>National Head Girl Competition</i> <i>A Nigerian Girl's Guide to Leadership Opportunities.</i>	Build a pipeline of young women leaders in Nigeria
2	Stream 2	18 - 34 years old	Attain, Emerge into & Establish Leadership	<b>WILAN Leadership Academy</b> (e-courses, online/offline learning, micro-learning, research, collaborative learning and delivery) <b>WILAN Leadership Toolkit</b>	A world class leadership academy for Women (providing Research, Strategic Solutions and Programmes)
3	Stream 3	35 - 49 years old	Establish, Retain and remain in Leadership	<b>WILAN Women's Leadership Circles and Hub</b> <b>Women Running Circle (Elective Office Track)</b> <b>Women Promotion Circle (Appointive Office Track)</b>	A community of industry circles and hubs that are tailored to the needs of women offering strategic, meaningful and holistic conversations, interactions and collaborations that aggregates value and facilitates leadership growth
4	Stream 4	50 years old and above	Sustain Leadership and Build Legacy/Pay it Forward	<b>The Leading Woman Show</b> <b>WILAN Women in Leadership Awards</b>	Established platforms for Women Leaders to be recognized, showcased and celebrated

All of the stages above will lead to community building and will be underpinned by our MsRepresentd Campaign which aims to shape the perception that people have of women as leaders- This is where TLWS also fits

## Programme Design

### 1. National HeadGirl Competition- Pipelined into the WILAN Women's Leadership Circle

**Description:** National HeadGirl Competition is a pipeline of young women leaders comprising of Head Girls in Nigeria who are equipped with leadership skills, toolkit, and access to a leadership community - to continue thriving as leaders.

Activity (Actual things/steps we will do)	Input (Resources/What we need)	Output (So what happens?)	Outcome (Measurable/Within Control)	Impact (Ambitious Goals)
<ul style="list-style-type: none"> <li>● Put out a call for applications.</li> <li>● Select top 20 applications.</li> <li>● Have 3 virtual training sessions using the curriculum.</li> <li>● Create a selection criteria</li> <li>● Set up a governing council</li> <li>● Reach out to sponsors.</li> <li>● Select and profile mentors</li> <li>● Give out prizes to the top 3 Head Girls.</li> <li>● Add girls who did not meet up with the selection criteria to the Head Girl Alumni community.</li> </ul>	<ul style="list-style-type: none"> <li>● Volunteer mentors</li> <li>● Curriculum designers/instructors</li> <li>● Program funding</li> </ul>	<ul style="list-style-type: none"> <li>● Design a robust curriculum.</li> <li>● A community of Head Girls.</li> <li>● A mentors pool</li> </ul>	<p>Head Girls in Nigeria are equipped with leadership skills, a leadership toolkit, and access to a community to continue thriving as leaders.</p>	<p>A pipeline of young women leaders</p>

## 2. WILAN Leadership Academy

**Description:** WILAN Leadership Academy is being positioned as a world-class leadership institution for women providing transformational training programs, research, and strategic solutions that equip women to be more effective leaders and contribute to achieving gender-balanced leadership.

Activity (Actual things/steps we will do)	Input (Resources/What we need)	Output (So what happens?)	Outcome (Measurable/Within Control)	Impact (Ambitious Goals)
<ul style="list-style-type: none"> <li>● Design a curriculum on women's leadership.</li> <li>● Create courses/e-courses based on the curriculum.</li> <li>● Select and profile experts who can deliver each course.</li> <li>● Production/filming courses.</li> <li>● Embed e-courses on WILAN website.</li> <li>● Marketing and publicity.</li> <li>● Partner with other academies like GOTNI etc</li> <li>● Research topics on women leadership and include it on the WILAN website.</li> </ul>	<ul style="list-style-type: none"> <li>● School</li> <li>● researchers</li> <li>● instructors</li> </ul>	<ul style="list-style-type: none"> <li>● women leadership programs</li> <li>● women leadership library</li> <li>● Research products i.e research center, publications, blog</li> <li>● feminist/feminine leadership courses and research</li> <li>● Knowledge products/service s proffering solutions</li> </ul>	<ul style="list-style-type: none"> <li>● women access leadership programs for capacity-building</li> <li>● women's leadership research becomes ubiquitous</li> <li>● knowledge of feminist/feminine leadership is deepened</li> <li>● strategic solutions for addressing the women's leadership context</li> </ul>	<p>A world-class leadership academy for Women</p>



### 3. WILAN Women's Leadership Circle (Membership Based Community) - Include sub-groups/Hubs/Spaces

**Description:** WILAN Women's Leadership Circle is a community of industry circles and hubs tailored to the needs of women offering strategic, meaningful, and holistic conversations, interactions, and collaborations that aggregates value and facilitate leadership growth.

Activity (Actual things/steps we will do)	Input (Resources/What we need)	Output (So what happens?)	Outcome (Measurable/Within Control)	Impact (Ambitious Goals)
<ul style="list-style-type: none"> <li>● Design hub and leadership circle activities e.g Mentor-Mentee relationship (Speed mentorship event), exclusive professional opportunities.</li> <li>● Embed strategic interactions and collaborative mechanisms into activities. e.g Women Leadership Award Annual retreat, Virtual meetings and networking activities, etc</li> <li>● Embed leadership growth into activities e.g WILAN Academy</li> </ul>	<ul style="list-style-type: none"> <li>● Materials - Handbook</li> <li>● Volunteer hub/circle leaders among members</li> </ul>	<ul style="list-style-type: none"> <li>● A minimum of 20 members each in the appointive and elective office circles.</li> <li>● Members join industry-specific hubs</li> <li>● 90% active membership in the leadership circles and hubs.</li> <li>● Direct impact of hub on 70% of members - per our outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>● Women join industry-specific hubs and leadership circles for appointive and elective office tracks</li> <li>● Women participate in strategic, meaningful, and holistic conversations, interactions, and collaborations</li> <li>● The circles and hubs aggregate value and facilitate leadership growth for women.</li> </ul>	<p>A community of industry circles and hubs that are tailored to the needs of women in leadership</p>

<ul style="list-style-type: none"> <li>Track value aggregation and leadership growth among members periodically.</li> </ul>				
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#### 4. The Leading Woman Show/The Leading Woman Show Daily

**Description: the foremost TV Show for changing people's perception of women's leadership and demonstrating women's leadership capabilities and competence.**


Activity (Actual things/steps we will do)	Input (Resources/What we need)	Output (So what happens?)	Outcome (Measurable/Within Control)	Impact (Ambitious Goals)
<ul style="list-style-type: none"> <li>Design the show i.e design thinking session</li> <li>Design a plan to engage stakeholders as audience members i.e university students vox pop reference Pulse TV)</li> <li>Target look-like audiences for a wider reach i.e partner with women's organizations to</li> </ul>	<ul style="list-style-type: none"> <li>Production funding</li> <li>Publicity funding</li> <li>Guests - Experts and Women in leadership</li> <li>Audience</li> </ul>	<ul style="list-style-type: none"> <li>Insightful and enlightening conversations</li> <li>A Participative audience - online/offline/live</li> <li>The highlights of women leaders' achievements and impact.</li> <li>Female guests with relevant experience</li> <li>Experts who speak to the</li> </ul>	<ul style="list-style-type: none"> <li>Showcase the competence and create visibility for the leadership performance of women.</li> <li>Awareness of women's leadership context - issues and barriers</li> </ul>	Be the foremost show for changing people's perception of women's leadership and demonstrating women's leadership capabilities and competence.

reach their audience. <ul style="list-style-type: none"> <li>• Guests selection and profiling.</li> <li>• Engage a production company</li> <li>• Create show topics and scripts</li> <li>• Select live audience</li> <li>• Produce the show</li> </ul>		women/leadership context		
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## 5. WILAN Women in Leadership Awards

**Description: The Annual WILAN Women in Leadership Awards will be the first of its kind Awards focused on recognizing, showcasing, and celebrating senior women leaders who have excelled in different fields of endeavor across Nigeria.**

Activity (Actual things/steps we will do)	Input (Resources/What we need)	Output (So what happens?)	Outcome (Measurable/Within Control)	Impact (Ambitious Goals)
<ul style="list-style-type: none"> <li>• Create a nomination process</li> <li>• Create selection criteria</li> <li>• Create a governing council</li> <li>• Create award categories</li> <li>• Create a system for</li> </ul>	<ul style="list-style-type: none"> <li>• Production funding</li> <li>• Publicity funding</li> <li>• Volunteer - governing council</li> </ul>	<ul style="list-style-type: none"> <li>• A Diverse Selection of women in leadership</li> <li>• Meritable awardees</li> <li>• A rigorous, undisputable transparent</li> </ul>	<ul style="list-style-type: none"> <li>• Visibility for outstanding women in leadership</li> <li>• Recognition and Celebration of leadership excellence</li> <li>• Female leadership Representation</li> </ul>	Establish an Award for Women Leaders who have demonstrated a leadership track record to be recognized, showcased, and celebrated



<p>younger women to be represented in the audience</p> <ul style="list-style-type: none"><li>• Create a stimulating award show</li></ul>		<p>selection process</p> <ul style="list-style-type: none"><li>• Award ceremony</li><li>• Young women's participation</li></ul>	<p>across sectors</p> <ul style="list-style-type: none"><li>• Awareness of women's impact</li><li>• The aspirational award for rising female leaders.</li></ul>	
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