



International Women's Forum

At IWF, we are committed to advancing women's leadership and championing equality worldwide.

We bring together the world's most exemplary and high-achieving women. We connect and promote more than 7,500 leaders across 33 countries around the world. IWF is the only organization of this scale that builds significant relationships between C-level women across countries and careers.

We have elevated more than 650 international fellows – society's rising stars – to accelerate the potential of the next generation, and to lead the world tomorrow.

IWF takes direct action to achieve our mission of advancing women's leadership and championing equality worldwide by fostering alliances, promoting mentorship, and supporting continual learning at the highest level.

- **We believe** leadership has no gender.
- **We believe** the potential for women is unlimited and opportunities should be, as well.
- **We believe** our diversity is our strength.
- **We revere** those whose shoulders we stand on and champion those that come after.
- **We celebrate** each other's success.

Who We Are

IWF Member Snapshot

Gloria Allred

Human Rights Attorney, USA

Rosalind Brewer

Chief Executive Officer, Walgreens Boots Alliance, USA

Connie Collingsworth

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

Olga Sanchez Cordero

Secretary of the Interior, Mexico

Linda Dessau

Governor of Victoria, Australia

Doris Grimm

Head of International Monetary Affairs, Deutsche
Bundesbank, Germany

Noel Harwerth

Chairman, UK Export Finance (UKEF),
United Kingdom



Queen Rania Al-Abdullah,
Hashemite Kingdom of Jordan



Musimbi Kanyoro, PhD,
President and CEO of The
Global Fund for Women, IWF
Northern California member



Cheong Koon Hean,
Chief Executive Officer,
Housing & Development Board
Government of Singapore

Who We Are

IWF Member Snapshot

Gale Anne Hurd

Chairman & CEO, Valhalla Entertainment, USA

Michelle Nunn

CEO, CARE USA

Lisa Osborne Ross

US Chief Executive Officer, Edelman, 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 Leadership Fellows Program

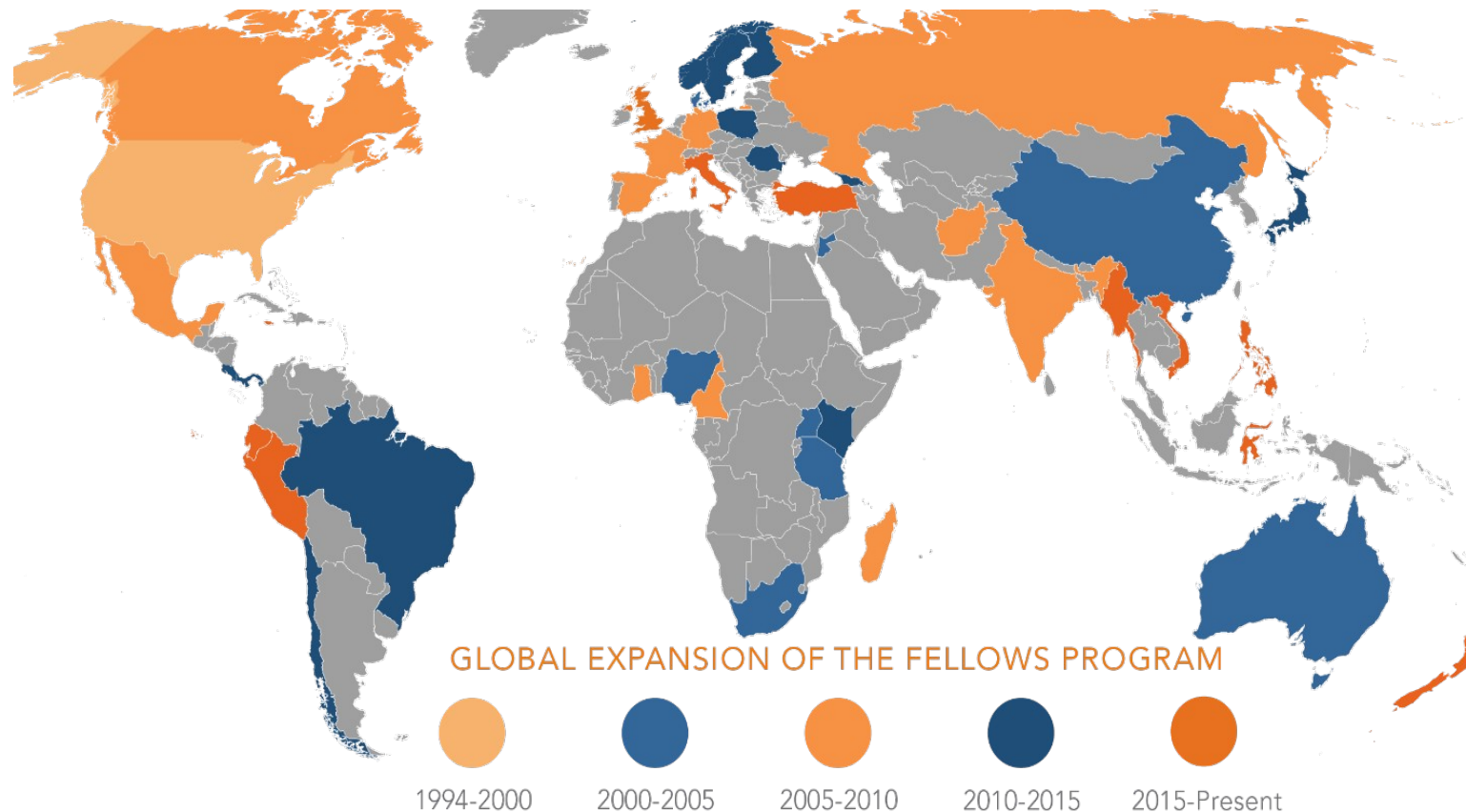
Worldwide research consistently confirms that three key barriers restrict the potential of women leaders: (1) limited access to business networks; (2) lack of mentors, and (3) inadequate leadership training.

Launched in 1994, the IWF Leadership Fellows Program directly tackles these barriers to help tomorrow's most talented women realize their full potential. The program provides high potential women with networking opportunities through IWF conferences, assigns mentors from our roster of outstanding members, and includes customized international leadership training at Harvard Business School and INSEAD. Selected by an international review committee of IWF members, classes of up to 40 Fellows annually are sponsored by companies, local IWF forums, or individuals.

In recent years, our Fellows have reached new heights, including being appointed CEO of Chanel, U.S. Ambassador to Uganda, President of Pennsylvania State University, and Chief People Officer of Air New Zealand.

About the Leadership Fellows Program

Over 650 Participants Across 53 Countries



With a 'World-Class' Net Promoter Score of 92, the Leadership 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 Leadership Fellows Program

What Makes the Program Special

Structure

The program convenes up to 40 Fellows from around the world for a total of 20 days, across three in-person sessions. Executed in partnership with INSEAD and Harvard Business School, the Leadership 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 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+ women 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 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 Fellow

About the Leadership Fellows Program

Sample Topics Covered at INSEAD and HBS

- Leading Across Cultures
- Leading Effective Teams and Star Performers
- Leading Transformational Change
- Leading with Authenticity, Urgency, and Courage
- Equality, Diversity, and Inclusion by Design
- Negotiating the Impossible
- Leadership, Power, and Influence
- Fostering Principles-based Leadership



"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
Fellow



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 in peer Board of Advisors groups to work through a business challenge.

About the Leadership Fellows Program

Criteria

Each year, IWF selects a geographically, culturally, ethnically and professionally diverse group of women who are 5-10 years from the C-Suite (or equivalent level or title in their field).

IWF seeks candidates that demonstrate:

- A track record as a change agent within their organization and community
- Ambition to push to the highest levels of their career and desire to lift others as they rise
- Substantive professional/work experience and significant direct accomplishments
- Strength of character, motivation, and commitment to goals
- Superior intellectual ability and interpersonal intelligence, as evidenced by academic history, professional distinctions, and recommendations
- Capacity to both contribute to and gain from the Leadership Fellows Program
- Intention to participate fully in all activities and training components associated with the Leadership Fellows Program, as well as a commitment to the Legacy Project

PROGRAM TUITION

includes:

Fellows Program Orientation and participation in the annual IWF World Leadership Conference

Two weeks of customized training at INSEAD and Harvard Business School

Individual, personalized mentoring

Meals and accommodations

All course materials

Transportation (ground and air travel) is additional to tuition

US\$30,000
(2022-2023 program)

Who Participates

Snapshot of Fellows

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



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

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



Melanie Saunders, Deputy Associate Administrator, NASA, United States

Who Participates

Leadership Fellows Program Sponsors

Some of the companies and organizations that have repeatedly tapped the Leadership Fellows Program as part of their talent management, succession planning, and diversity and inclusion practices include:

accenture



AIR NEW ZEALAND

AON

BAE SYSTEMS
INSPIRED WORK

Bank of America



Bell



CardinalHealth

CISCO

Deloitte.

Edelman



GRAINGER®

HSBC



NASA



State Farm®



Southern Company

TEXAS
INSTRUMENTS



ZIONS
BANCORPORATION

What Alumnae Are Saying



What Alumnae Are Saying

Over 650 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:

- *“The network that is established between the Fellows is incredible.”*
- *“High quality content, speakers and program design.”*
- *“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

As Fellows progress 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 aspirations. Data collected from baseline and post- program surveys of the 2018-2019 Fellows Class show:

- 100% of the Fellows agreed or strongly agreed they have the leadership ability needed to achieve the career trajectory they envision.
- Fellows' perception of their networks and opportunities improved by 15% from the baseline.
- 100% of the Fellows felt inspired to achieve the career they envision as a result of the program.
- 96% of the Fellows agreed or strongly agreed they have more clarity about how they can achieve the career they envision, an improvement of 21% from the baseline.

More Information?

For additional information, please contact:

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Chair, Fellows Committee IWF BC

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Applications for the Leadership Fellows Program typically open each year on January 1, and applications are usually due each year on June 1.

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