2022-2023 Fellows Program
Applications Due: June 1, 2022
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 32 countries around the world. We are truly global.

We have elevated more than 600 international fellows – society’s rising stars – to accelerate the potential of the next generation, and to lead the world tomorrow.

IWF organizes programming and professional development opportunities to share knowledge and discuss solutions on current business challenges, diversity, gender equality and other global topics.

• **We believe** that the intractable challenges we face can only be solved if women attain their equal place and status – if women share their diverse perspectives, contribute different styles of leadership and present new solutions only they can develop.

• **We believe** the potential for women is unlimited and opportunities should be, as well.

• **We believe** an investment in women is an investment in the future.

• **We believe** in transferring knowledge and momentum to the leaders of tomorrow to improve our world – to energize, demand and accelerate the imperative of change.
Who We Are

Membership Snapshot

Gloria Allred
Human Rights Attorney, USA

Rosalind Brewer
Chief Executive Officer, Walgreens Boots Alliance, 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

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

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

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

Membership 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 Fellows Program

Each year, IWF invests in making women stronger, smarter and more influential through its Fellows Program, a year-long, intensive leadership development experience. Since the program was established in 1994, IWF has elevated more than 550 international Fellows. In 2020 and 2021, we saw our Fellows reach new heights, including being appointed CEO of Chanel, U.S. Ambassador to Uganda, and Chief People Officer of Air New Zealand.

Launched with seed-funding from the U.S. Labor Department as a direct result of the Glass Ceiling Commission, the Fellows 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 women executives on their path to the C-suite that is academic, behavioral, and technical.
About the Fellows Program

Over 550 Fellows Across 51 Countries

With a ‘World-Class’ 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 Fellows 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 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.

“...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.”

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

INSEAD

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 Fellows Program

Criteria

Each year, IWF selects a geographically, culturally, ethnically and professionally diverse group of women. **IWF 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
Who We Are

Fellows Snapshot

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
What Alumnae Are Saying

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:**

- “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 IWF Global at iwf@iwforum.org.

Applications for the 2022-2023 Fellows Program open on January 1, 2022. Applications are due June 1, 2022.

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