



THE GHANA PROGRAM

ANNUAL REPORT

2022 OVERVIEW & REPORT



INTRODUCTION

2022 has been another exciting and successful year for our work in Ghana! We continued to provide leadership training to our remarkable Fellows. Their peer-to-peer relationships solidified in ways we never even imagined, and their programs on the ground continue to dazzle us with their immediacy and effectiveness.



New Fellows bonding at their first in-person meeting!



Proud Alums at our Women in Education Conference.

Our Philosophy:

We believe in the power of individuals as innovators, leaders, and change makers, and we acknowledge the catalytic importance of women's education and women educators in the global change process.

Mission:

Our mission has remained unchanged since we launched: To empower the next generation of global women educators to positively impact the rise of girls' and women's education around the world. The benefits reverberate endlessly!

How we do it:

We award Fellowships to ten women who comprise a "cohort". They are with us for two active years as Fellows before continuing as Alumnae. Each of our Fellows is a winner: she has demonstrated leadership skills, grit, determination, creativity and a palpable drive for girls' education and social change. Our Fellows are self-described change agents and our training supplies air beneath their wings! This is in the form of leadership training, mentoring, professional development, access to local and global experts, peer partnerships, and small grants. We utilize a co-creation approach by which Fellows can articulate and address their collective needs.

"I BELIEVE LEADERS ARE NOT ONLY THOSE WE LOOK UP TO, BUT REALLY, INDIVIDUALS WHO GENUINELY ENSURE THE EMPOWERMENT OF OTHERS."

-NANA

"WE SHOULD BE ABLE TO EMPOWER AND MOTIVATE THE PEOPLE WE WORK WITH AND INCLUDE THEM IN THE DECISION-MAKING PROCESS."

-TENI

2022 HIGHLIGHTS

International Women's Day: Once again, with the support of our amazing partner, the Trimble Foundation, we hosted a successful International Women's Day small grants program. The IWD theme "Gender equality today for a sustainable tomorrow" seemed tailor made for our program's vision! Examples of the small grants include:



Agnes' Academic Success Team: empowered 200 female students by creating coding clubs in 6 districts



Nimatu's Hope for That Child: provided educational support and supplies to local school girls



Fatimah's Seed of Hope Foundation: educated 100 rural women on the importance of girls' education

Our First Graduates! When we launched the program in Ghana, "Certificate Day" was a speck on the horizon. But with dedication, perseverance, and hard work, our Fellows graduated.



Saraswati

"IT'S BEEN A WONDERFUL JOURNEY OF NETWORKING AND LEARNING FROM AMAZING, STRONG, INDUSTRIOUS, THOUGHTFUL, BEAUTIFUL WOMEN AND THEIR LEADERSHIP."
-JENNIFER



Grace

Upon graduating, Fellows completed a final feedback survey where they assessed their experience with the program. We received over 100 suggestions for the next cohort, along with some raving reviews:

- 100% OF FELLOWS RANKED THEIR OVERALL SATISFACTION AT 4 OR 5 OUT OF 5.
- 100% OF FELLOWS BELIEVE THEIR PEER ACCOUNTABILITY PARTNERS WILL CONTINUE TO SERVE AS USEFUL RESOURCES AFTER THE PROGRAM ENDS.

The Alumnae Network: Loath to let our Fellows go, we launched the Alumnae Network. Designed and led by the Fellows themselves, the Network has three components: social development, professional development, and the Alumnae Grant Program. We are keen that our Fellows continue growing after their Fellowships by receiving ongoing support from the program and from one another.

Harvard Business School Online Community Challenge: We were fortunate to have been selected to be the 2022 the Harvard Business School Online Community Challenge. We received hours of diagnostic and strategic support helping us put flesh on the bones of our Five-Year Plan. Stay tuned!

Women in Education Conference: At the suggestions of the Fellows, we hosted our first ever national conference, "The Women in Education Conference" in Accra, Ghana. A hybrid (Zoom and in person) event, it featured the work of the Fellows on the ground and tied it to overarching theme of the Future of Education.



Launched Cohort 2: After putting out the call for nominations with our local partners in Ghana, we were thrilled to receive such outstanding candidates for cohort 2. Following our usual rigorous review process we selected our SECOND COHORT OF FELLOWS!! If ever there was "proof of concept" the growing interest in the Fellowship is it!



The Fellows paint "leadership" during their orientation.

Innovation! The Leadership Survey was introduced as an innovation this year. To finely tailor the training to the needs of each cohort, the program conducted a Leadership Survey at the start of cohort 2's Fellowship. We asked them to rate themselves on a range of leadership areas such as communication, team management, networking, budgeting, and community building. This is a baseline against we will measure program impact on the Fellows at the end of the two year Fellowship. It also allowed us to zero in on training areas; among them were goal setting, team building, storytelling and program and financial management. We have our blueprint for the year!

LEADERSHIP TRAINING

We provided Fellows with bi-weekly leadership trainings, both virtually and in person, tailored to their leadership journeys. Here are some highlights:



Jane Finette, Founder of The Coaching Fellowship and Author of *Unlocked: How Empowered Women Empower Women*, shared insights as to how women leaders can become effective mentors for others.

Cohort 2 was welcomed with an in-person orientation. On Day 1, Constance Kane shared the vision of the program and Rose Dodd outlined the 2-year Fellowship. The day ended with Fellows defining what leadership meant to them through a sip and paint activity.



Hamdaratu and Charity

On Day 2, renowned leadership coach Dr. Esi Ansah guided Fellows to think widely about their careers by assessing their strengths and weaknesses, talents and passions. Next, Tawiah Agyarko-Kwarteng took Fellows through goal-setting, pitching, and public speaking.



Teni, Nana, Charity, and Kibtiya (left to right) paint their visions of leadership.

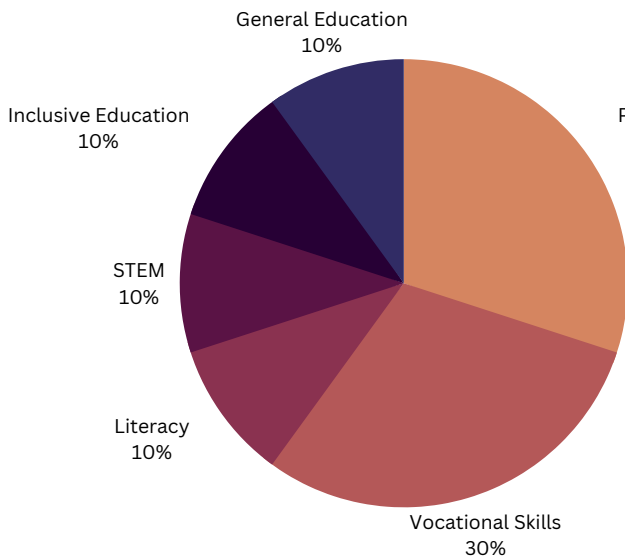
GOING FROM STRENGTH TO STRENGTH

Leadership transitions: We were sorry to say goodbye to Tawiah Agyarko-Kwarteng as the program's first Ghana Country Advisor. Her brilliance and her vision for the program ensured its early success. Happily Tawiah has joined the Board of Trustees. When asked what motivated her to join she said she is proud of the strength of the organization and wants to support "great women doing great things." We couldn't be prouder to welcome Rose Dodd as the current Ghana Country Advisor. She has had a remarkable first eight months in the post, managing the cohort 2 selection process, delivering the intense training program, and bringing cohesion and structure as we move from pilot to program.

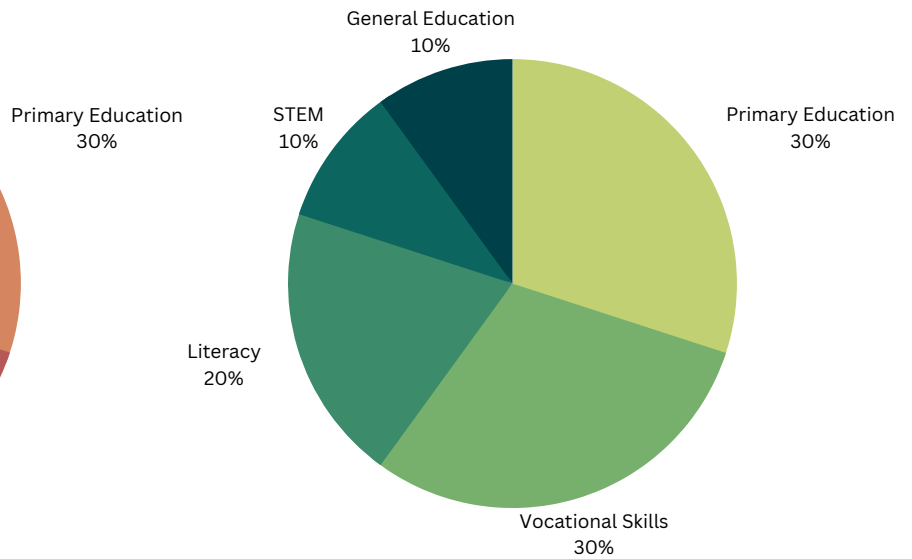


Rose and Tawiah

COHORT 1



COHORT 2



hours of online leadership training



in-person meetings



hours of mentoring



dollars in micro-grants



lives impacted by our Fellows

THANK YOU TO OUR PARTNERS



PHOTOS & FUN!

