

# The Global Ambassadors Program

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## *A Vital Voices & Bank of America Partnership*

**Global Ambassadors Program, Sydney, Australia  
October 2016**

**Program Overview and Mentee Selection Criteria  
March 2016**

### **Overview**

For more than 15 years, Vital Voices has identified, invested in and brought visibility to women leaders who catalyze progress in communities around the world. These women are developing and growing businesses, safeguarding human rights and creating opportunity for a rising generation. They are innovators who find creative solutions and promote stability and prosperity. They are leading path-breaking initiatives and truly are on the frontlines of change.

Through this work, the greatest lesson we have learned is that training and mentorship are critical to developing these leaders and that **women's leadership** is one of our world's greatest untapped resources. If we can enhance and leverage the measurable impact that women leaders are having around the globe, we create an extraordinary cadre of rising talent, creating an enabling environment that leads to transformational change.

At the same time, throughout the world we have witnessed women leaders rise to the top of their profession and industry; women who understand the profound impact of investing in the next generation and their distinct responsibility to pay it forward.

In 2011, Vital Voices and Bank of America came together to develop a signature partnership to accelerate women's leadership development throughout the world. ***The Global Ambassadors Program, a Vital Voices and Bank of America partnership, connects women leaders who are a tipping point in terms of their professional, business and leadership paths with established women leaders for mentorship opportunities.*** The effort builds on Bank of America's and Vital Voices' history of investing in leadership development, which is guided by a belief that strong leaders are vital to healthy, vibrant communities and a core to creating economic growth.

Each year we select top established international women leaders with a strong business background to serve as our **Global Ambassadors**, mobilizing their talent, skills and expertise to mentor and train the next generation of global influencers—women who are poised to have a transformational impact in their communities and beyond. ***Designed to generate a ripple effect based on what we know to be true: women leaders share new skills and knowledge with those around them,*** the Program leverages the experience and expertise of the Global Ambassadors to develop and elevate a powerful network of women leaders around the world.

Accomplished leaders such as Susan Chambers, Executive Vice President of the People Division at Wal-Mart Stores, Inc.; Donna Langley, Chairman of Universal Pictures; and Candace Browning Platt, head of Bank of America Merrill Lynch Global Research have already joined us for past programs to name a few.

## ***Mentee Selection Criteria***

**All Global Ambassador Program sessions will be conducted in English and mentees must be able to converse and present in English.**

### **LEADERSHIP**

- Demonstrate a commitment to the core principles of Vital Voices' Leadership Model. Innovative, collaborative, and driven by a clear sense of mission, mentees are deeply engaged in their communities and are committed to advancing the status of women and girls and supporting women's economic empowerment in their region.
- Demonstrate high-potential for top leadership and a desire to take on leadership roles both within and outside their companies.
- Mentees may be participating in businesswomen's associations, advocating for vulnerable populations, or contributing to thought leadership on women's empowerment through published articles or talks.

### **PROFESSIONAL EXPERIENCE AND CAPACITY**

- Applicants must have the capacity to take advantage of a senior business-minded executive as a mentor (i.e. must be able to develop and implement strategic plans, marketing strategy or business plans).
- Applicants must have a minimum of 10-20 years of experience in a professional setting.
- The applicant must have been working in her existing organization / business for at least 5-7 years.
- The applicant's business / organization should have a minimum annual sales turnover / annual operating budget of at least US\$ 100,000 and **a maximum annual turnover of US\$ 5 million**
- Applicants can be businesswomen, entrepreneurs, social entrepreneurs or leaders of non-governmental organizations (NGO's)
- Applicants must be the lead decision-maker within their company/organization. i.e. **they should be the CEO / President / Managing Director / Owner / Founder etc.**
- Applicants are interested in shaping the community dialogue about women's advancement in their region, and wield the influence necessary to do so.

### **MENTORING RELATIONSHIP**

- Those selected as mentees are keen to develop an open and on-going relationship with a mentor that is mutually constructive. They are open to receiving positive and constructive feedback and guidance from their mentor as well as from the overall group of mentors and mentees.
- Mentees must be able to articulate short term and long term goals and take concrete steps, with guidance from a mentor, to meet them.
- Prior to attending the Global Ambassadors Program :
  - Mentees will be required to share their business or organization's business / strategic plan with their mentor. If no business plan is already in place, an online webinar training session will be offered by Vital Voices and must be completed and submitted at least two weeks prior to the start of the Program.
  - May be requested to participate in approximately 5 online webinars in preparation for the Global Ambassadors Program.
  - Mentees will be required to submit a 2-minute video as part of their application to participate in this program
- At the cusp of excelling in their respective fields, mentees can leverage the platform and mentorship provided by the program to accelerate their success.

## ***How it works***

The Global Ambassadors Program is a unique platform that provides strategic mentoring opportunities in conjunction with meaningful thought leadership opportunities in diverse regions of the world.

- This effort invests in the high potential of women leaders who are a tipping point in terms of their professional, business and leadership paths from countries in the developing world by connecting them with established leaders for mentorship. These mentorships focus on building critical business and organizational management skills, communications, networking and advocacy skills, and enable a unique exchange of ideas and perspectives that helps guide a mentee towards her future growth as a professional.
- Each Global Ambassador Program carries a different theme which is driven either by regional or country-specific challenges and observations. In each country that hosts a Global Ambassador Program, we convene key influencers for thought leadership events such as public forums that initiate conversation around the challenge and opportunity of women's leadership, as well as economic and societal change.
- We bring together eight to twelve Global Ambassadors (mentors) at a time to participate in the week-long program that includes **leadership development trainings, public forums, collective discussion workshops and one-on-one mentoring sessions** with women leaders who are a tipping point in terms of their professional, business and leadership paths (mentees), from around the world.
- We match each Global Ambassador's strengths, skills and interests with the needs of a woman leader who is making considerable strides in advancing women's economic or socio-economic participation. Vital Voices provides strategic support in the development and growth of each mentor/mentee relationship by facilitating pre-program introductions, providing on the ground support, and managing post-program engagement.

## ***Specific to the October 2016 Sydney Program***

The Global Ambassadors Program in Australia will focus on addressing the ongoing needs and challenges facing women business leaders in the Asia Pacific region. It will be centered on the theme of "Women's Advancement in Growing Economies" and will underscore the critical function that women in the region can and must play in moving their nations forward economically and highlight the role of women as drivers of innovation and economic growth.

Mentees will be women leaders from countries in the Asia Pacific region (countries such as Papua New Guinea, Vanuatu, Cambodia and Bhutan) who are either :

- leaders of non-profit organizations and institutions
- businesswomen, entrepreneurs or social entrepreneurs

This week-long program will include a half-day Public Forum in which the sessions will present an important opportunity to engage key stakeholders in discussing the role of women in innovation and socio-economic growth. A diverse audience will be comprised of members of the Vital Voices Global Leadership Network in addition to key Bank of America staff and clients, and representatives from government and civil society. Select Global Ambassadors and mentees will be invited to participate as plenary speakers in the forum.

## **Commitment**

The program takes place over a one week period which runs from Sunday evening through Friday evening. During this time, mentees:

- Participate in a number of 1-on-1 mentoring sessions with their matched mentors
- Co-present with their mentor a short overview of the mentee's organization to the entire group of mentors and mentees, inviting input, feedback and discussion from the group
- May participate in a site visit
- May be invited to participate in an on-camera interview with their mentor, sharing their experiences, key takeaways, and thoughts on leadership and mentoring. The footage is used to share the stories of impact associated with the Global Ambassadors Program
- May be invited to participate as a panelist during a Public Forum, addressing an audience of approximately 150 people, analyzing women's economic empowerment in the country or region
- May be invited to give media interviews with local, regional and national press

### **\* Important to note :**

- We are unable to accept mentees who cannot commit to attending the full week of the program starting with the welcome dinner on Sunday evening and ending with the final farewell dinner on Friday night
- During the Global Ambassador program week, it is our expectation that each mentee will give her full attention to her mentor throughout all meetings and training sessions
- Mentees are expected to arrive on time for each session and attend each session in full
- Mentees are requested to attend to their "day job work commitments" outside of GAP training sessions and group meals

Prior to the commencement of the program, the Vital Voices team will:

- Schedule 4 to 5 conference calls or webinars with mentees in preparation for the week-long program
- Facilitate an email introduction between each mentee and her mentor; and
- Provide each mentee with a comprehensive briefing document which will contain logistical information, bios on the other mentees and Global Ambassadors who will be participating in the program, overview and landscape analysis of issues to be discussed throughout the week, and other relevant information.

*Please note that accepted participants must commit to full participation in the entire program and are expected to be prepared and engaged with staff and participants before, during and after the program.*

For more information, please contact :

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