

APRIL 2023



GREAT LAKES
WOMEN LEADERSHIP
INITIATIVE

ANNUAL
REPORT

Cohort 1





EXECUTIVE SUMMARY

— THE PROJECT —

Initiated by Nkelo Bantu and Sodeico Academy, the **Great Lakes Women Leadership Initiative (GLWLI)** is a program which aims to improve the socio-economic conditions of women in the countries of the Great Lakes region. The Democratic Republic of Congo, with a population of over 80 million, faces numerous challenges in terms of human capital development, particularly the marginalization of women. Women are often underrepresented in positions of power and decision-making, and their representation in crucial sectors such as mining, agribusiness, entrepreneurship, and STEM is still low.

Launched in April 2022 in Kinshasa, the GLWLI program aims to bridge this gap by empowering women to become leaders in society through various capacity-building activities and close mentoring and coaching to equip them and enable them to achieve their goals.

— COORDINATION —

SODEICO Development, a branch of the SODEICO group, specializes in developing businesses to create sustainable growth through successful expansion in the African market.

Nkelo Bantu is a human capital-focused platform jointly initiated by SODEICO Development and the Swedish Industries Council (NIR).

SODEICO Academy is a multidisciplinary training center that offers a range of professional courses tailored to the real requirements and needs of the Congolese and African job market. As such, it supports participants by guiding them in their projects while providing them with the necessary tools to achieve professional autonomy

— PARTNERS —

Mostly subsidized by SODEICO, the GLWLI program has received support and guidance from partners, sponsors, and mentors, such as NIR (the International Council of Swedish Industries), Deloitte DRC, and SESCO, for the development of its pilot phase and the implementation of the first cohort.

— DURATION & BENEFICIARIES —

25 women with different backgrounds (public sphere, entrepreneurs, corporate, etc.) were selected, of which 20 went through the program in Kinshasa. The first cohort lasted for a period of 10 months, including 6 months of training, 20 individual coaching sessions, as well as individual mentoring sessions. Evaluation workshops were held every 3 months, followed by after-work sessions, moments of meetings and exchanges, allowing the participants to create a network. In addition, the learners were supported in the realization of their personal project by Sodeico's experts throughout the program.



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OVERVIEW

The GLWLI was developed following various needs analyses conducted with companies from several sectors, initially in the form of a workshop held in December 2019, and subsequently during the organization of numerous activities since 2020 under the leadership of **Nkelo Bantu**, a platform focused on human capital development and capacity building.

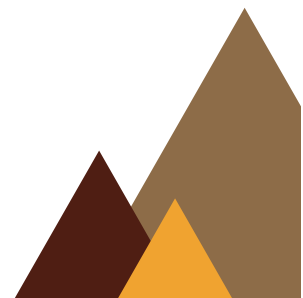


OBJECTIFS

Through its training, mentoring, and coaching components, the GLWLI program aims not only to strengthen the skills of participants but also to contribute to their personal development and well-being by improving their confidence and self-esteem.

Thus, the GLWLI aligns with the Sustainable Development Goals (SDGs) 10, 8, 5, 4, 3, 1, and seeks to:

- Strengthen the capacity of Congolese women in female leadership in key corporate and entrepreneurial sectors.
- Strengthen Congolese legislation on gender parity through dissemination.
- Contribute to better representation of women in decision-making positions.
- Support the formalization, optimization, and viability of activities carried out by women.
- Create bridges for exchanges, sharing, and transfer of skills between young women aspiring to leadership and confirmed women leaders.
- Prepare the class of future female leaders for employability and empowerment through mentoring programs.
- Support 1,000 young aspiring women leaders in 5 years in the DRC and the Great Lakes region, at a rate of 200 per year.



TRAINING CALENDAR



Starting on April 23, 2022, according to a precise schedule, the training took place in two stages. The first stage consisted of eight leadership modules dedicated to all learners.

Module	Date	Themes
1	23 /4 /2022	Evaluation of existing leadership
2	30 /4/2022	Natural code of female leadership
3	07/5 /2022	Executive leadership: presentation
4	14/5/2022	Establishing high performance and professional culture
5	11/6/2022	Negotiating results: Part 1
6	18/6 /2022	Negotiating results: Part 2
7	25 /6/2022	Attracting, recruiting, and training a high-performing team
8	02/7/2022	Developing a high-performance team

Afterward, the group was split into two branches: **entrepreneurship** and the **public sphere**, depending on the needs, aspirations and objectives of each participant, with specific modules for each branch. In addition to the training, a workshop on change management organized by NIR and led by Alessandra Cornale and Kaveh Hagi was held on October 10, 2022.

Entrepreneurship branch	Public sphere branch
<ul style="list-style-type: none"> • July 09, 2022: Business canvas, vision, impact, and objectives • August 20, 2022: Commercial development scale • September 03, 2022: Financial management 	<ul style="list-style-type: none"> • August 27, 2022: Women in politics • September 24, 2022: Women in media • January 21, 2023: Political leadership

METHODOLOGIES

- Needs analysis
- Capacity building
- Mentoring
- Coaching
- Evaluation and sharing of best practices
- Acceleration
- Dissemination



COACHING



The coaches' role is to accompany the learners to help them find solutions to their challenges and/or achieve their personal objectives defined together in advance. They help the learners to become aware of their potential, to better manage their stress, to gain self-confidence, and to have a positive image of themselves. The girls were able to benefit from two individual coaching sessions per month with certified coaches, including Eugène KANDOLO and Alexia LONGO.

MENTORSHIP

The mentors' role is to guide and advise the learners in their professional goals. Each mentor receives at least two learners under their mentorship.



BWATSHIA Nicole
Chief of staff, Presidency of the republic



CORNALE Alessandra
Director of program, NIR



FALANGA Clarisse
President, Women & STEM foundation



KAFUTI Sophie
Country Manager, Visa DRC



KANINDA Marie-Chantal
VP, Glencore DRC



MALU Raïssa
President, Investing in people Foundation



KABAMBA Mirelle
Managing Director, Canal Plus DRC



N'SINGA Harmonie
Co-founder, H&F Consulting



RICHE Many
Managing Director, Sodeico HR Solutions



TAKASI Edwige
CEO, Wifi Africa Consulting



TSHELA Nelly
Lawyer & eloquence coach

FUNDING

Certified by the National University of San Diego, the cost of the GLWLI program amounts to 3,000 dollars per learner. Each learner is responsible for 15% of this amount. The remaining amount is financed based on grants, sponsorships, and partnerships.

1st COHORT CERTIFICATION



The certification ceremony for the first cohort of the **Great Lakes Women Leadership Initiative** program was successfully held on Friday, March 24, 2023, at the Silikin Village Business Center.

Seventeen mentees completed the program and received their certificates, authenticated by the National University of San Diego. The certificates were presented to them by the General Manager of SODEICO Development, the Managing Director of the SODEICO group, as well as our honoured guests and partners, including His Excellency the Ambassador of Sweden, the representative of the special advisor to the Head of State in charge of youth and the fight against violence against women, the Deputy General Director of ANAPI, as well as the General Manager of Huawei and the representative of the Minister of Youth.

Words of encouragement were delivered to the beneficiaries, urging them to make the most of the skills acquired to become influential, committed, and inspiring leaders for the nation.

2023 PERSPECTIVES

During the certificate award ceremony, some profiles of candidates shortlisted for the second cohort were presented to the public. Indeed, the second edition of the program, which is scheduled to launch in September 2023, will take place in a 3-month format of training, coaching, and mentoring instead of 10 months as in the pilot phase.

TESTIMONIALS



I am Médi Kebantima, CEO, and founder of startup INNOV, a startup that focuses on services and technological innovations. I participated in the Women's Leadership program where I gained deeper knowledge on how to manage my team. As a CEO and founder, we need to acquire deeper knowledge in leadership and how to manage both our team and business. The Sodeico Academy also supported me in the realization of my activity JEUNERIAT: Youth and Entrepreneurship, which aims to promote entrepreneurship in the STEM sector: Science, Technology, Engineering, and Mathematics; but also adds value to young people in the entrepreneurship sector.



Médi Kebantima
Cohort 1 beneficiary



Throughout the program, the module that I enjoyed the most and found most helpful was negotiation! This is because in my work, I often negotiate contracts or share projects with partners and sponsors. This module allowed me to value my work, to know what is important to me in the art of negotiation. What I also really enjoyed and found very challenging was the coaching with Coach Alexia Longo, which allowed me to identify myself, to know who I am, what my priorities are, and also my life perspectives.



Myra Dunoyer
Cohort 1 beneficiary



This program has been very beneficial for me, especially in terms of my leadership skills, as I am a political leader. I have learned how to manage and organize my activities, how to manage my emotions as a leader in the face of certain realities of life.



Deborah Nyamugabo
Cohort 1 beneficiary



This program has helped me in two areas: public speaking and developing my self-confidence. I am grateful for it.



Ketsia Tshinguta
Cohort 1 beneficiary



PARTNERS

We would like to thank all our partners and sponsors for their support during the first edition of the program.

If you would also like to become a partner of the program and support us during the upcoming cohorts through grants, sponsorship, mentoring, or by offering your time as mentors, please contact us at academy@sodeico.org





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