

IMPACT REPORT

12 Years of Sustained Excellence



Developing Women to Build A Better Nation

WISCAR (Women in Successful Careers) is a non-profit organization focused on empowering and developing women in the professions and enterprise to contribute to the development and growth in Nigeria and indeed Africa.

The WIN with WISCAR Mentoring programme is a structured and tiered mentoring program that provides strategic career advice, inspiration, guidance and support to young career women to help unleash their potential, navigate career pathways, foster ambitions and nurture dreams.

WISCAR has earned a reputation for building a formidable network of focused women who will facilitate a new chapter of experience in the workplace and in organizations. Since its inception in 2008, inspired by the Africa Leadership Initiative West Africa (ALIWA), WISCAR has equipped several professional women with relevant skills and competencies to effectively manage their careers, assume leadership positions and contribute to nation building.



OUR FOCUS



**Leadership and
Capacity Building**



**Mentoring and
Role Modelling**



**Advocacy for Gender,
Inclusivity, Equity and Parity**

Our Core Values

→ Transparency

We believe that clear, consistent, open, and honest communication is necessary to build trust and understanding in all of our relationships.

→ Excellence

Excellence happens by delivering on our commitments and presenting ourselves to others professionally.

→ Creativity

As leaders in our field, we are committed to continuous learning. We challenge ourselves to ask questions, seek creative solutions, and embrace new ideas that lead to better outcomes.

→ Partnership

We are committed to developing, maintaining, and nurturing partnerships, including alliance and linkages with institutions and individuals who identify with our vision and mission.

Our Mission

Developing women to build a better nation

Our Vision

To institute an impactful high-level career and mentoring network for entry to mid-career level professional women to aid their progression and enable them to achieve their career aspirations; and to influence the institution of gender-friendly policies in organisations.

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FOUNDER'S STATEMENT

For over a decade, WISCAR has continued to make measurable achievements in our mission to Develop Women to Build a Better Nation. We have consolidated on the gains from previous years, made significant new strides, forged new partnerships and impacted the lives of an increasing number of people. It is with great delight that I share with you highlights of our activities and the impact and difference we have made in the lives of women and girls from inception.

Our vision remains the preparation and development of generations of young women for purposeful, aspirational and ethical leadership. Our objective is to inculcate in today and tomorrow's women leaders the methodology, knowhow, road map and confidence to navigate their careers to increasing significance and success. We have continued to improve and refresh our programmes to ensure the achievement of these goals. Our core focus remains mentorship and leadership and our flagship programme remains the structured WIN with WISCAR Mentorship Programme; now in its 11th stream. Its key features include:

- A careful matching of each mentee with a mentor selected to help the mentee begin to realise her goals and ambitions.
- Attendance of a series of rich and varied career seminars.
- Attendance of a series of professional and effectiveness seminars.
- Participating in four book reviews.
- Role Modelling with several opportunities to network with accomplished women in successful careers during the Meet-A-WISCAR sessions.
- Attendance of soft skills programmes in partnership with Habiba Balogun Consulting, open to both men and women, and focused on building crucial soft skills to enable their professional development.

In addition to our core programmes, WISCAR has a number of strategic partnerships and collaborations including an exciting new partnership with UN Women.

We are also excited to announce the development and implementation of new initiatives in 2020 including our WIN with WISCAR WIN 3 programme, designed for career women aspiring to move from middle management into general management and C-Suite positions in organisations. We are also extremely pleased to announce a partnership with Women Leaders for the World, a global mentoring programme of repute.



Finally, I would like to specially appreciate, our Patrons, our formidable Advisory Board Members and our wonderful and growing community of mentors for their commitment, continued support and dedication to the cause of developing women to build a better nation. I also express profound appreciation to members of our board sub committees, our experienced mentors and our volunteers for all that they do and have done in the past twelve years.

I sincerely thank all our donors and sponsors for their generous financial and in-kind support to WISCAR from inception; you have enabled our impact and success. Thank you WISCAR mentees for choosing to be mentored by us and the growing WISCAR Alumni for paying it forward by mentoring others and helping to ensure our sustainability. Last, but not least, I would like to thank the staff of the WISCAR Secretariat for their hard work, passion and dedication to actualise the WISCAR vision.

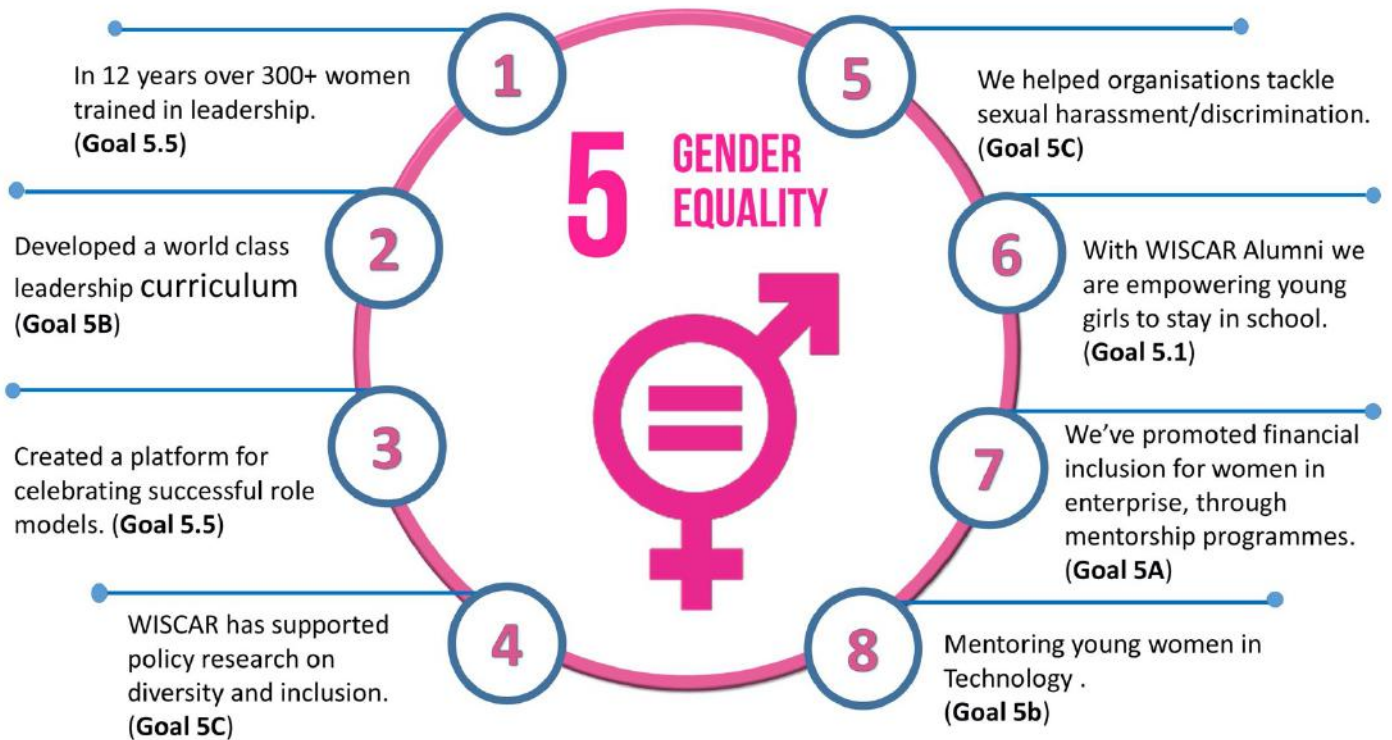
I hope you enjoy the insights from our journey so far and look forward to sharing the next phase and impact report with you all.

Amina Oyagbola

Founder/Chairperson

WISCAR AND THE SUSTAINABLE DEVELOPMENT GOALS

At WISCAR, we are fully committed to supporting the achievement of the UN SDGs with a particular focus on the attainment of Goal 5. So far, we have recorded the following successes:



OUR IMPACT



Formidable Network of Mentors



World Class Mentoring Curriculum

85% of mentees said the mentoring relationship met their objectives, needs and expectations

100% of alumni attribute the mentorship programme as contributory to their career success



97% Satisfaction

Alumni would recommend our programs to friends and colleagues



Quality Mentor Matching

In terms of shared interests, values and personality traits



Over 300 applications in the last two years

Every year the level of interest in our mentorship programs has increased



OUR IMPACT



8000+

men and women impacted through our open series programmes

1000 ↑

girls impacted through our WISCAR GLIN Initiative

300+

women trained through the 12 months WIN with WISCAR Programme



74%

of alumni have maintained contact with their mentor



4.6/5

Average program rating

SURVEY SAYS...

Program Value

100%

Of alumni said the value of our programmes are excellent for both mentees and mentors.

Program Quality

87.4%

Of alumni said the overall quality of our programmes are excellent or very good.

Program Usefulness

80.2%

Of alumni called our programmes extremely useful.

Professional development opportunities through our programs

82.3%

Expanded Professional Networks

71.2%

Enhanced Self-Awareness

73.2%

Developed Skills & Competencies

STRATEGIC PARTNERSHIPS

African Women's Development Fund

WISCAR received grants to support the WIN-with-WISCAR programme between 2015 to 2016.

ACT Foundation

WISCAR receives grant towards execution of the WISCAR Grow and Learn Initiative.

FCMB

WISCAR collaborated with FCMB to provide mentorship and capacity building to a cohort of 80 entrepreneurial women under the She Ventures platform.

Federal Ministry of Women Affairs

Endorses WISCAR and our Annual Leadership and Mentoring Conference.

Google Digital Skills Training

WISCAR collaborates with Google to offer free digital skills training to women in its community.

Habiba Balogun Consulting

WISCAR has partnered with HBC to deliver our career series as well as programmes on the W.I.N with WISCAR mentoring programme.

MILESTONES

- » **2020** WISCAR RECEIVES McNULTY GRANT
- » **2019** WISCAR RECEIVES GRANT FROM ACT FOUNDATION
- » **2018** WISCAR CELEBRATES ITS 10TH ANNIVERSARY
- » **2017** WISCAR GLIN LAUNCHED
- » **2015** WISCAR RECEIVES AFRICAN WOMEN DEVELOPMENT FUND GRANT
- » **2013** WISCAR CELEBRATES ITS 5TH ANNIVERSARY
- » **2012** ESTABLISHMENT OF THE DISTINGUISHED WISCAR AWARD
- » **2010** 1ST WIN WITH WISCAR COHORT GRADUATES



WISCAR/Google Digital Skills Training



WISCAR Mentees at Introductory Cocktail

STRATEGIC PARTNERSHIPS

Women's FM 91.7

WISCAR signs MOU with the premier women's radio network WFM 91.7 to provide coverage for its key activities.

IHS Towers

WISCAR collaborated with IHS Towers to provide bespoke mentorship to young women in technology.

International Coaching Federation Nigeria

WISCAR partnered with ICFN to offer free coaching to professional and career women within the WISCAR Alumni community.

McKinsey & Company

Wiscar collaborated with Mckinsey's Next Generation Women Leader's programme for young women in 2017 and 2018.

Lagos State

Lagos State has endorsed WISCAR programs over the years and have actively participated in our Annual Leadership and Mentoring Conference.

Open Society Initiative West Africa

OSIWA has supported our Annual Leadership and Mentoring Conference.

UN Women

WISCAR is fully collaborating with UN Women and executing a Beijing +25 intergenerational Mentorship programme for their community. UN Women has also supported and endorsed our Annual Leadership and Mentoring Conference.



2019 Global Mentoring Walk with WISCAR and Idea Builders



UN Women/EU Spotlight Initiative Training

THE WIN WITH WISCAR SCHOOL OF EXCELLENCE







The WIN-with-WISCAR School of Excellence is a structured competency-based development programme targeted at enhancing strong leadership skills, building individual capacity for personal mastery and overall workplace effectiveness based on the career interests and goals of participants. **The programme is designed to address specific competency gaps and equip individuals with the critical skills necessary to progress their careers.**

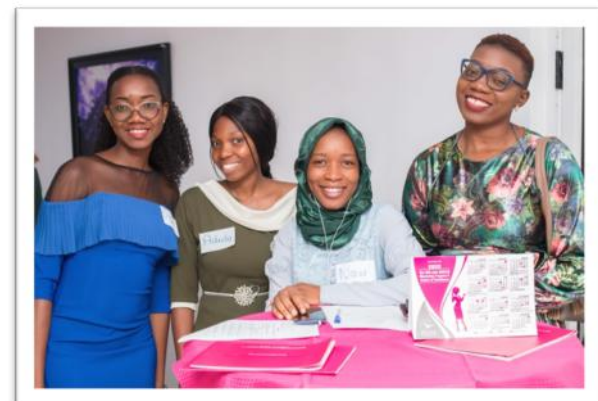
- » **WIN I**
Talented Beginners – this programme is targeted at women from entry level to 5 years experience.
- » **WIN II**
Learning to Leap – this programme is targeted at women with 5 – 10 years work experience.
- » **WIN III**
In 2020, we will be welcoming our first cohort on this programme. The programme is designed for women aspiring to move from middle management into general management and C-suite positions.

Programme Offerings


350+ Graduates

10+
Streams

-  Mentor matching
-  Career Seminars
-  Role Modelling
-  Book Reviews



Programme Partners



AFRICAN
WOMEN'S
DEVELOPMENT
FUND



Google
Digital Skills for Africa



WISCAR-HBC SERIES

20-25

Attendees per session

9



Sessions per year



The HBC Career Series is a WISCAR Training series that focuses on developing talent and soft skills that will enable participants to become more effective and perform at their best in the workplace.

Programme Partner

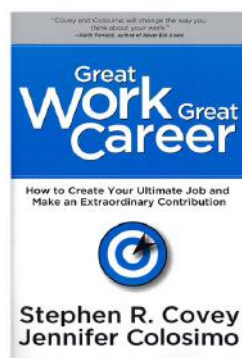
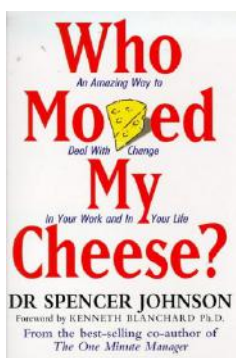
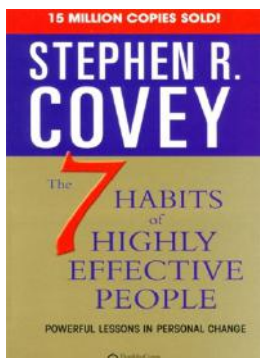


Key Modules

- Business Writing for Professional Success
- Making Presentations Like A Professional
- Business Etiquette to Enhance Your Image
- Speaking with Confidence
- Mastering Yourself
- Getting Ahead in A Man's World
- Work Life Balance
- Building Up Your Financial Health
- Getting Yourself Promoted

WOMEN WHO WIN, READ!

An essential part of our mentoring curriculum are our book reviews. Mentees are equipped through the book reviews to become avid readers and appreciate the value of reading and self-discipline in accomplishing career goals. Mentees are able to enhance their knowledge, skills, improve their work ethic and effect changes to positively impact progress in their professional lives.



MEET A WISCAR



The Meet-a-WISCAR series is a unique WISCAR event that showcases successful career women who share their experiences, achievements, challenges, insights and life stories with participants. Special guest speakers are able to share some of the secrets of their success and serve as role models and mentors to participants.



Over 1000

Attendees (*since 2014)



50+ Speakers

Notable speakers include Osayi Alile, Ndidi Nwuneli, Nkiru Olumide-Ojo and Adekanla Adegoke

Recent Programmes

- Towards Better Balance; Promoting Diverse and Inclusive Workspaces
- Promoting Inclusive Governance
- A Panel on Women in Development
- Towards Better Balance; Promoting Our Health and Wellbeing

Programme Partners



WISCAR GLIN



The Grow and Learn Initiative is a mentoring outreach programme for girls in both private and secondary schools in Lagos. WISCAR mentees and alumni are providing mentoring and career guidance to girls in partnership with Access Bank and the ACT Foundation. The initiative serves as a platform for equipping young girls with real information while giving them access to mentors, who will share their wealth of experience with them.

1000+
Girls reached across the 6 schools

- Institutions**
- Aunty Ayo International School, Ikoyi
 - Wesley Girls Secondary School
 - Reagan Memorial School

- Herbert Macaulay Secondary School
- Ansar’uddin Girls School
- Lagos Anglican Girls School

Girls aged between
13-21

- Programme Features**
- ❖ Empowerment and Mentorship Training
 - ❖ Periodic Road Shows
 - ❖ Career Counselling Sessions
 - ❖ Leadership Development Projects

Programme Partner



WISCAR MENTORING WALK

Flagging off our annual mentoring and leadership conference, we launched our first annual mentoring walk in October 2019. It was an opportunity to bring our community together and for mentors and mentees to meet and share stories and skills. The walk is aimed at promoting mentorship and role modelling as a tool for developing the next generation of women for leadership.

150

Mentors and Mentees Participated

N1million

Raised towards the Annual Leadership and Mentoring Conference



ANNUAL LEADERSHIP AND MENTORING CONFERENCE



800

Attendees per year
on average

The WISCAR Annual Leadership and Mentoring Conference is the culmination of the WISCAR annual mentoring calendar. The goal of the conference is to highlight the importance of role modelling and mentorship by successful women leaders as a gift to the next generation

The conference also charges women to lead and become change-makers for their communities and the nation. The conference generates useful recommendations which are published in a conference communiqué to drive the required legal and policy changes for growth and national development.



CONFERENCE SPEAKERS, PANELISTS & PATRONS

We have been privileged to have a diverse and varied rollcall of speakers grace our Annual Leadership and Mentoring Conferences. Our speakers are successful professionals from the worlds of business, public service, academia, International Diplomacy and civil society. They bring a rich tapestry of experience to the conference themes which are candidly shared in moderated discussions, one on one interviews and good will messages. Our panel conversations facilitate policy dialogue on successful strategies that will both inspire and bring about positive policy change in areas of gender inclusivity, equity and parity.

Impact

- Role Modelling
- Call to Action
- Panel Communique
- Policy Brief



Goodwill messages from WISCAR Patron Ambassador Nozipho January-Bardill, Chief Obafemi Olopadé OFR and Former Minister of Trade, Industry and Investment, Okey Enelamah



Cross section of Speakers and moderators from the Central Bank, Ministry of Environment, Security Exchange Commission, Ministry of Environment, UN Women, British High Commission and the Arts, Culture and Entertainment Industry

DOWN MEMORY LANE

Our conference attendee numbers have grown over the years from about 300 participants in the early years to well over 800 now.



WISCAR Celebrates its 5th Anniversary with HRH Lamido Sanusi as Keynote Speaker



WISCAR Celebrates its 10th Anniversary with DWA Omobola Johnson and other Dignitaries

CELEBRATING WOMEN'S MONTH

International Women's Day and the ensuing themes such as #PressforParity in 2018, Balance for Better in 2019 and #EachforEqual in 2020, have always been points of convergence for WISCAR in re-enforcing our message of equity, inclusivity and parity in the workplace. At our various curated and speaking engagements we ensure that our messaging on the importance of more women in leadership from grass roots to the board rooms is reinforced. Pictures below show WISCAR at IWD events at Bank of Industry, Olajide Oyewole LLP, Ford Foundation and JNC International.



WISCAR CARES

Within weeks of the government-imposed lock-down, WISCAR rallied members of its community to support our COVID-19 Relief efforts. We have implemented various feeding and food provision programmes across three states. Working with our programme partners we have provided food relief to over 4000 people and have also purchased and distributed essential Personal Protective Equipment (PPE) for community health workers at two primary healthcare centers and one of the COVID-19 Testing facilities in Lagos State. As a community we have intervened in a meaningful way. Our partners are credible grassroots organizations with on the ground knowledge and a verified accreditation methodology, thereby ensuring that all of our interventions reach the targeted beneficiaries, the most vulnerable members of our society.



N6million raised to support our COVID-19 Relief Fund

ABUJA

With our partner Mamamoni, we provided vulnerable women and their households a lifeline with relief provision in Gosa community on the outskirts of Abuja Town.

LAGOS

In Lagos, we worked with Give Food Stamps in Lagos Island and Iwaya communities. Together with Brown Button Foundation and Mother's Delivery Kit, we provided sensitization and care packs to nursing mothers and their babies in Ikorodu Town.

PORT HARCOURT

In collaboration with The Reach NG, we provided food relief packs to vulnerable women and their households along the Baptist Waterside Community in Port Harcourt.



Programme Partners



THE DISTINGUISHED WISCAR AWARD

As part of our role modelling practice, The Distinguished WISCAR Award is presented to distinguished female exemplars and role models who achieved success and significance by dint of hard and good work. The Award is given in recognition of their exemplary work, inspiring leadership, mentorship and significant contribution to the development of women and the nation.

2012



Honourable Justice Aloma Mariam Mukhtar
Former and First Female Chief Justice of Nigeria

2013



Ayo Obe
Human Rights Activist

2014



Oby Ezekwesili
Former Vice President World Bank and Former Minister of Education and Solid Minerals

2015



Ifueko Omoigui-Okauru
Former FIRS Executive Chairperson

2016



Rear Admiral Itunu Hotonu
First Female Rear Admiral in Nigeria

2017



Dr. (Mrs) Omobola Johnson
Chairperson of The Global Alliance for Affordable Internet and Former Minister Of Communication Technology

2018



Ellen Johnson-Sirleaf
President of Liberia And First Democratically Elected Female President in Africa

2019



Amina J Mohammed OFR
Deputy Secretary General of The United Nations

OUR COMMUNITY

Our community of over 10,000 continues to grow, including over 8000 followers across our social media platforms.



Facebook
4000+ Followers



Instagram
2000+ Followers



Twitter
700+ Followers



LinkedIn
500+ Followers

In February 2020, WISCAR collaborated with Social Media Week Lagos to curate and deliver a panel on the role of technology in promoting more inclusive workplaces. It was a great opportunity to create awareness around WISCAR's work and expose the organisation and our brand to a new audience. Social Media Week was an amazing platform to create awareness and advocate for gender diversity, inclusivity and equity in the workplace.



MENTOR TESTIMONIALS



” The WISCAR Mentoring programme is unique and is really for those who are prepared to make a commitment to self-development over a one-year period.

Suzanne Iroche

CEO

Marnaby Limited

The WISCAR mentor-mentee pairing goes beyond pairing two people but takes it a step further to pairing across career paths or areas of specialization. In my opinion, mentoring with WISCAR provides a unique and rewarding experience. The shared interests I had with my mentee benefited us both greatly.

Olayinka David-West

Academic Director and Professor

Lagos Business School

”



” Over the years, I've seen WISCAR has transformed young women and enabled them to be more focused in achieving their goals and aspirations. As a WISCAR Mentor and Facilitator, this programme has enabled me to sharpen the saw and to constantly look for opportunities to Learn, re-Learn and un-Learn.

Titilayo Akisanya

CEO

Theta Alpha Consults Limited

Mentoring at WISCAR has given me the opportunity to support others and work with them intellectually, technically and socially to optimize their potential. It has also given me the platform to review by capabilities and expand the scope of my professional relationships and interpersonal skills.

Funke Isichei

Regional Head

Stanbic IBTC

”



MENTOR TESTIMONIALS

The WISCAR program is invaluable and without equal in my opinion. The mentoring experience was much richer than I had anticipated. The adage that the mentor gets as much out of it as the mentee was true for me. One unexpected benefit was the opportunity to see oneself through the eyes of your mentee.

Hajara Adeola

Managing Director/CEO

Lotus Capital



WISCAR makes the engagement rewarding and enjoyable by providing a professional and detailed support programme whilst not interfering with the independence of the mentoring relationship.

Boma Ayomide-Alabi OON

Founding Partner

Primera Africa Legal

My experience as a mentor on the WIN with WISCAR mentoring programs over the years has been quite fulfilling. It has been a blended experience of learning, relationship building and enabling growth. I have had the opportunity to learn from my mentees from various backgrounds whilst I shared my experiences with them.

Funke Amobi

Country Head Human Capital

Stanbic IBTC



I have been a mentor with WISCAR since the inception of the organisation and every year I struggle to find the words to aptly articulate why I find being a mentor so fulfilling. It's a privilege to invest in the life of another by sharing one's own life journey.

Funmi Onajide

Board Lead

Brooks + Blake

ALUMNI TIMELINES

Adepeju Jaiyeoba

Founder/CEO Brown Button Foundation & Mother's Delivery Kit

2019

US State Dept Leadership Impact Award
HRH The Prince of Wales Young Entrepreneur Sustainability Award

2017 – 2018

2017 JCI Top Outstanding Young Person of the world Awardee
2018 100 Most Inspiring Women in Nigeria

2011 – 2016

2011 Global Change Leader Fellowship
2014 Mandela Washington Fellow
2015 Cordes Fellow
2016 Path innovation Champion

2010

WISCAR Mentee
Associate Aboyade & Co



"WISCAR was the first organisation to believe in me and my journey. It opened my mind to possibilities and gave me opportunities. The foundation for everything I do in the social space was laid by WISCAR mentors who kept telling me impossible is nothing. WISCAR makes true the quote that to see further stand on the shoulders of giants."

Tony Joy

Founder, Durian (an NGO focused on rural development)

2019

Nominee, The Future Awards Africa Prize for Community Action

2018

Nominee, Woman of the year in Community Service
Her Network Woman of the Year Awards

2017

Founder, Durian

2016

WISCAR Mentee



"The WISCAR programme fuelled my dream. During the program, I met Mrs. Odunayo Sanya, my mentor. She has supported my journey since 2018. Through her kind support and mentorship, I was able to travel to India in 2017, for the Kanthari training program on Leadership and Social Development. Since then my story has not been the same."

Lola Esan

Director, Ernst & Young

2018

WISCAR Advisory Board Member

2018

Director, People and Organisations, EY

2013

Senior Manager, HR Analytics, PWC

2011

WISCAR Mentee
Head Human Capital, Cornerstone Insurance



"...within 4 months of completion of the WISCAR programme, I assumed a senior leadership position in a publicly quoted financial services organisation and from then have gone on to have a career with premium global brands."

ALUMNI TIMELINES

Amara Agbim

CEO Nanny Academy

- **2019**
Steering Committee
WISCAR Grow and Learn Initiative
- **2018**
2018 100 Fastest Growing Businessday SME Award
2018 Women Leaders for World Fellowship
- **2013 – 2017**
You Win Grant Awardee
Cordes Fellowship
- **2010**
WISCAR Mentee
Founded the Nanny Academy



“WISCAR helped propel my career and empowered me to make strategic choices and decisions with regards to the next steps for growth. Apart from the soft-skills training which we received, I perfected various other skills which prepared me for my journey into entrepreneurship. The network and exposure I got helped build a credible frame of reference for my budding community.”

Folake Owodunni

Co-Founder, Emergency Response Africa



“The WISCAR programme helped me secure a promotion much quicker than expected. Even after I relocated to Canada, and now as I take on social entrepreneurship in the health sector, my mentor and the network have been a source of constant encouragement.”

Dotun Adeogun

CEO Hallmark HMO

- **2018**
Managing Director CEO Hallmark HMO
- **2017**
Nominated to the Board Hallmark HMO
- **2011 – 2017**
Promotions to Controller with Expanded Responsibilities
- **2010**
WISCAR Mentee
Head of Human Resources – Manager Level



“It is critical to help a woman refocus her energy and sustain the drive to excel and get to the peak of her career. A lot of pressure may force a woman away from her desired goals and without someone to guide her and recommend various coping mechanisms for her, she may give up. For me, WISCAR was that push.”

2018
Co-Founder, Emergency Response Africa

2016
Communication Specialist, Opentext, Canada
University of Waterloo

2015
Senior Associate, PWC Nigeria

2014
WISCAR Mentee
Associate, PWC Nigeria

MENTEE TESTIMONIALS

My WISCAR experience has been quite a journey. It has been an amazing one year that has brought together over 20 ladies from diverse cultural and career backgrounds with one aim: to launch a better version of ourselves and to equip us with tools to successfully advance our careers. In this short time, we have formed solid friendships with both mentors and mentees, had the opportunity to read and review life-changing books, and the chance to be schooled in the school of excellence. One of the best things is now I have an adopted mum, in person of my mentor.

Enibokun Orobator



The WISCAR Mentorship program is one of the best things that happened to me in 2018. I have met so amazing people from the faculty to my co-mentees and most especially my mentor. They have all been highly supportive of my career and growth. I came to understand that there is no limitation to what I can achieve and become thanks to women who have against all odds come out exceptional. The experience cannot be expressed in words and I owe it to myself, to WISCAR and the entire society to pay it forward. I was also able to write my contribution statement and not see myself as another number.

Joan Odufa



The WIN-with-WISCAR mentorship program has helped point me towards success in my career. I have always been keen on career growth and self-development and the decision to join the mentorship program was no surprise. I have learnt that mentoring is a building block for those looking to gain more insight and proper knowledge in their careers. Through the programs and courses, I have gained these insights and acquired the knowledge to the C-suite. My key lesson from this mentoring program is the power of my network, which I am actively building. WISCAR is indeed a necessity to women who want to attain career success.

Ibukun Oden-Ikpi



MENTEE TESTIMONIALS

Participating in the WIN with WISCAR Mentoring Programme was one of the best decisions I made this year career wise. The programme was quite intensive, and the quality was top-notch as I had the opportunity to learn from a lot of seasoned professionals through the lecture series, interactive sessions, career seminars and the discussions I had with my mentor. Overall, it was worth every bit of time I invested in the programme and I feel empowered to step into the next phase of my career.

Olaoluwa Duntoye

”



My WISCAR experience has been a game-changer. My self-awareness, time prioritization and efficiency have improved significantly while my tolerance for timewasters in any guise has drastically reduced. WISCAR has made me keenly aware that I can become anything I choose to be regardless of societal stereotypes for women. A profound testimonial of WISCAR's impact, is that about 7 young women within my network - both in and out of my workplace, recognising WISCAR's positive impact in me, enlisted on their own accord and were all selected, to be part of the W.I.N with WISCAR Stream 11 cohort.

Folake Adewusi

”

My experience with WISCAR has been phenomenal, life changing and the best year of my entire career life. I had a lot of self-doubt about my professional capacity, but this programme has given me a great career confidence boost and a clearer roadmap for the future. My favourite were the book review sessions. Even for the books I had read before WISCAR, the reviews opened them up in a whole new way. Thank you WISCAR, words are not enough to say thank you.

Omonyekpe-Iko

”



WISCAR IN THE NEWS



WISCAR moves to promote inclusive governance

CHUKS OLUIGBO

Women in Successful Careers (WISCAR), a non-profit organisation focused on empowering and developing professional women to contribute to development and growth in Nigeria and Africa, will host its second quarter Meet-a-WISCAR series on July 28, in Lagos.

The event, themed 'Promoting Inclusive Governance,' will feature speakers from the fields of governance, citizenship and advocacy, including a keynote address by Hafsat Abiola-Costello, founder, Kudirat Initiative for Democracy (KIND) and president, Women in Africa.

in our own small way to the conversation and actions that can frame change," Amina Oyagbola, WISCAR founder and chairperson, said on the reason for the event.

Oyagbola said participants should expect to leave the event empowered and committed to the event's call to action to stand and be counted.

"The theme of the event is in consonance with what we promote every day at WISCAR; that is, supporting and creating a network for women along their chosen career path," Fabia Ogunmekan, executive secretary of WISCAR, said.

"This is even more so in



Panelists discuss ways to succeed
Director/Founder of Kind, Ubani Apparel, talked about the importance of employing workers who have passion and recognised mindset to work for you as though it is their personal business.



Guest crowns business
when you stay ahead of your game through constant and consistent learning as well as being on the lookout for opportunities.

Bole, John, Education Administrator & WED Nigeria Team Member (left); Olatoye Fawusi, Co-founder/CEO, Piggback MD, Dr. Igbar Samuel Olu, medical practitioner, Akereke Kuti, WED Nigeria Ambassador; Waniwa Lami, Managing Partner/Co-Founder, Banawo and Paula Iweke Limited and Karo Ubani, Creative Director/Founder, Karo Ubani Appare at the WED event

By Geraldine Anu

In a bid to inspire and motivate women to tell their stories and aspire for greatness and a successful future, Women in Successful Careers (WISCAR), an NGO focused on empowering and developing professional women in diverse careers, has successfully organized its 18th Annual Leadership and Mentoring Conference centered on the theme: Enriching Lives by Telling Our Own Stories.

WISCAR Enjoins Women To Inspire Next Generation

The keynote speaker and Distinguished WISCAR Award Recipient, former President of Liberia, Ellen Johnson Sirleaf, emphasised the importance of role modelling and mentorship by successful women leaders as a gift to the next generation in nation-building.

Johnson-Sirleaf stated, "We need to recognize that we are all equal in capacity and ability, whether male or female. When we have equity and equal opportunities, our economy will grow stronger, our society will progress, and our people will be inspired to work to achieve full potential."

She added: "There are still barriers against women that we need to pull down, we must allow the courage of our convictions, passion of our causes and our collective strengths as women."

It has been recognised globally that gender equality in political participation is a fundamental aspect of modern democratic governance and everyone should have the opportunity to participate fully in all stages of political processes.

According to her, the role of women cannot be over-emphasised in any successful

crimination on various fronts: society must therefore continue to fight for socio-economic development and for enduring social harmony."

The conference also witnessed a panel discussion moderated by Tunji Lardner titled: "Custodians of our own Legacy: The Power of Role-Modelling and Mentorship in Shaping Our Society". The panel, which was made up of Ambassador Nonfiso January Bandili International Diplomat, Corporate Relations Specialist and Chair, Nelson Mandela University Council, Hadiza Bala Usman Public Administrator and MD NIX; Aishah Ahmad Deputy Governor of the Central Bank of Nigeria; Polly Akalija Artist, Author and Chair Lagos State Council of Arts and Culture; and Kofu Akinkugbe Real Sector Entrepreneur and CEO Secure ID Group, stressed the need for Nigerian women to rewrite the narrative by telling their success stories and mentoring other young women to follow the path of success.

The ongoing WISCAR streams of mentees were awarded WISCAR certificates while the incoming stream of mentees were recognized.

WISCAR was founded to mitigate the under-representation of women in the upper reaches of both corporate and government institutions and has made significant progress having successfully graduated over 300 young professional women who have undertaken the purpose built and intensive 18-month structured WIN with WISCAR mentoring programme.



Mentors of industry, trade and investment: Dr. Okunoluwa Gintanah (left), Founder, Women in Successful Careers (WISCAR), Mrs. Amina Oyagbola, former President of Liberia, Madam Ellen Johnson Sirleaf, and Honorary Consul General of Liberia in Nigeria, Mrs. David Bensen at the 2019 WISCAR Annual Leadership and Mentoring Conference



In developing women to build a better nation, WISCAR holds annual conference themed I Do Not Walk Alone



Founder, Kudirat Initiative for Democracy (KIND), Hafsat Abiola-Costello (left); Founder, Women In Successful Career (WISCAR), Amina Oyagbola; Founder, Leading Ladies Africa, Francesca Uriri and Chief Facilitator, Women in Politics NG, Abiodun George-Ogan, during the second quarter of Meet-A-WISCAR Series in Lagos... at the weekend.

WISCAR Kicks against Gender-based Violence

As part of the activities marking the 16 days of activism against Gender Based Violence (GBV) which commenced on November 25, 2019 on the International Day for the Elimination of Violence Against Women, WISCAR (Women in Successful Careers), a Lagos-based Non-governmental organisation (NGO) has unequivocally condemned the killing of Mrs. Acheju Abuh, the Women Leader of the Peoples Democratic Party (PDP), Wada Aro Campaign Council Ochadamu Ward in Oju LGA of Kogi State.

and Mentoring Conference held in Lagos; stated that "WISCAR condemns all forms of sexual harassment and violence against women. Such acts have no place in our democracy and neither should they ever be condoned in governance, in our homes or in our workplaces".

"WISCAR, an NGO with a focus on strategic mentoring of young women for leadership and, indeed, for the overall development of our nation, firmly believes that respect for the dignity of human life must be a fundamental value at the core of our society. Every citizen, man or woman, must have the right to express his/her political views and preferences without risk to life or limb," she explained.

Founder and Chairperson of WISCAR, Amina Oyagbola, following the recently concluded WISCAR 2019 Annual Leadership

WISCAR wants more women in leadership positions

Stories: Oluwatosin Oshoboh
A group, Women in Successful Careers, has urged young women to participate in governance and contribute to national development, saying it is the only way to promote inclusive governance in Nigeria.

If possible, the encouragement at the second quarter of the Meet-A-WISCAR series in Lagos, which had a panel of women from various professional fields.

The keynote speaker and Founder, Kudirat Initiative for Democracy, Hafsat

Abiola-Costello, stated that the development of any country required the collective participation of men and women.

Abiola-Costello, who is also the President of Women in Africa, said, "It has been recognised globally that gender equality in political participation is a fundamental aspect of modern democratic governance and everyone should have the opportunity to participate fully in all stages of political processes."

According to her, the role of women cannot be over-emphasised in any successful

society.

"Women should make impact and rise to occupy leadership positions in the public and private sectors. Some women have made remarkable impact in their roles, which has earned them prominence at the local and international level."

"There is no doubt that women participation in politics and decision making will benefit the society as a whole," she said.

Abiola-Costello, however, advised women to be more active in political activities, saying, "When you rise to the highest

be counted, you are only giving yourself to the background."

The panelists were social activist and Advocate, Bimbo Olatoye, Executive Director, Enough is Enough, Yemi Adedokun, the Founder, Rise Networks, Toyosi Ogunlesi, the Chief Facilitator, Women in Politics NG, Abiodun George-Ogan, among others.

They applauded the founder

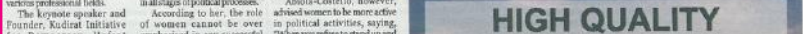
and management of WISCAR for creating such an enabling platform to groom younger professionals.

They also called on the government and corporate organisations to increase the level of awareness and encourage more women to participate in governance at all levels.

In her remarks, the Founder of WISCAR, Amina Oyagbola,

expressed gratitude to the keynote speaker and the panelists for sharing their insights on capacity building, which she said would go a long way to promote inclusive governance and more women in leadership position.

"We can't continue to talk and expect things to change; we need to get involved, lead and make the change we want to see in our country," she added.



HIGH QUALITY INVESTORS AND PARTNERS

WISCAR FOUNDER & CHAIRPERSON

AMINA OYAGBOLA MBA, LLM, LLB, BL

Certified Ethics Officer 684, FloD

Amina Oyagbola is a Corporate Director and former Human Resources and Corporate Services Executive at MTN Nigeria Communications Limited. With over 30 years' experience, her career spans legal consulting, banking and finance, oil and gas and telecommunications. She is the Managing Consultant of AKMS Consulting Ltd (Business Advisory and management Consultants), a partner in Oyagbola Chambers and a Chevening Scholar. She obtained her undergraduate law degree from Ahmadu Bello University, her master's in law from Trinity college, Cambridge University and her MBA from Lancaster University. She is also an alumnus of INSEAD, London Business School, IMD and Harvard Business School (Executive Education).

She is a Fellow and Chair of The Africa Leadership Initiative – West Africa (ALIWA), a West Africa Fellow of the Aspen Global Leadership Network, a Fellow of the Institute of Directors, Member CIPM and Chartered Fellow, CIPD UK, a Certified Ethics Officer, and a Member of Women Corporate Directors (WCD-Nigeria Chapter). A passionate advocate for diversity and inclusiveness, she is Founder and Chairperson of WISCAR (Women in Successful Careers). Under her leadership in WISCAR, the organization has earned a reputation for building a sustainable pipeline of talented women moving up the ladder to fill leadership positions in public & private institutions.



Since its inception in February 2008, inspired by ALIWA (Africa Leadership Initiatives West Africa), WISCAR has equipped several professional women with relevant skills and competencies to effectively manage their careers, assume leadership positions and contribute to nation building. She was nominated as an emerging African Leader by the Europe/Africa Aspen Institute. She is happily married to Bayo Oyagbola, Managing partner, Oyagbola Chambers and they are blessed with three children.

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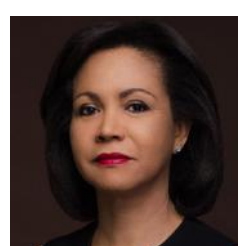
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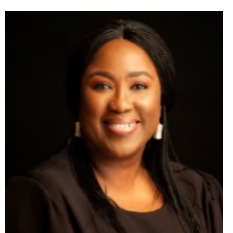
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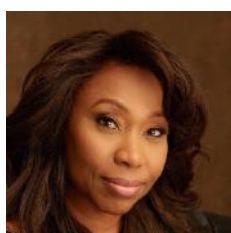
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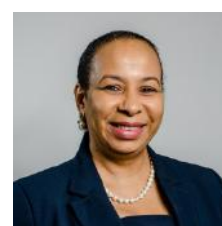
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OUR INTERNSHIP PROGRAMME

As part of our capacity building, WISCAR welcomes volunteers throughout the year and offers internships up to six months. Our internship programmes provide young graduates with an opportunity to hone professional skills while providing support to a number of our programmes.



Abisola Peters

A key highlight of my career includes being a WISCAR intern. During this internship, I gained exceptional knowledge on the strategies and policies which need to be implemented to empower Nigerian girls and women in our society. I was privileged to contribute to an article published on International Women's Day 2019 on Diversity and Inclusion and Women in Workplace.



Jisola Shonibare

Working with WISCAR was a great experience. I got so much exposure to and learnt a lot about the issues that women face in the workplace and the strides we need to take in the fight for equality, I got to meet a lot of inspirational women that left me with lessons that still guide me today.



Chibuzo Enelamah

Interning at WISCAR gave me the remarkable opportunity to learn from and work with inspiring women. Each day brought a fulfilling task that allowed me to grasp a more profound understanding of the challenges faced by women in Nigeria. It was truly a rewarding and fun experience.



Sandra Golen

I thoroughly enjoyed my internship at WISCAR. I gained valuable experience and also developed some key skills, such as interpersonal skills, research skills and teamwork.

Thank you to our amazing partners and sponsors for their support

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On behalf of the Board and Management of WISCAR, we would like to appreciate the generous contribution of our donors, sponsors, friends and family. Your commitment to this worthy cause is very much appreciated.

Each year WISCAR continues to advance its mission of “Developing Women to Build a Better Nation”. Through the WISCAR Mentoring Program and rich career seminars in the WISCAR School of Excellence we have empowered thousands of women.

By supporting the WISCAR mission, you are not only contributing to the advancement of professional women, but you are contributing to nation building as a whole.

We continue to work tirelessly to achieve our objectives and goals and our achievements are only made possible by thoughtful and generous contributions from forward-looking individuals and organizations like you.

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- Free use of WISCAR Board room subject to availability and discount on the training room at the WISCAR Secretariat
- WISCAR Annual Conference participation fee
- Consideration of mutually beneficial partnership opportunities
- Preferential Selection for WISCAR Mentoring Programmes and other similar opportunities
- First to receive information about mentorship and other WISCAR opportunities before the general public
- Opportunity to advertise products and services in our brochures and newsletters at applicable discounted rates
- Inclusion in WISCAR WhatsApp Closed Community

WISCAR OVER THE YEARS





Developing women to build a better nation.



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