



WISCAR

Women in Successful Careers

Developing Women to build A Better Nation

IMPACT REPORT

(2020-2023)

ABOUT WISCAR

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

The organization 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 **over 15,000** professional women and men with relevant skills and competencies to effectively manage their careers, assume leadership positions and contribute to nation building.



AFRICA
LEADERSHIP INITIATIVE
WEST AFRICA
from success to significance

OUR FOCUS

Leadership and Capacity Building.



Mentoring and Role Modelling.



Advocacy for Gender Diversity, 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. Confidentiality is important in all personal matters, but all other information, decisions, reasons, and intents should flow freely to everyone involved in the organization.

Excellence

Excellence happens by attending carefully to the small tasks, delivering on our commitments, presenting ourselves to others professionally and personally, maintaining our facility and modeling program fidelity.

Creativity

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

Partnership

We consider partnership as one of our key organizing principles; we are therefore, 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 a high-level career and mentoring network for entry/mid-career level professional women to aid their progression and help them achieve their career aspirations and influence the institution of gender-friendly policies in institutions.

OUR GOAL

To initiate and promote the emergence of a highly motivated, and talented female workforce that are not only valuable role models, but also agents of positive cultural and policy change within their respective organizations and spheres of influence.



THEORY OF CHANGE



INPUTS

- ◆ WIN-with-WISCAR Mentoring Framework.
- ◆ Seasoned Resource persons and Facilitators from the WISCAR Community.
- ◆ Seasoned Mentors from our Mentoring Pool. WISCAR Network.
- ◆ Complementary activities – Role Modelling, Advocacy, and Capacity Building.
- ◆ Flagship Annual Leadership & Mentoring Programme.

CAPACITY BUILDING ACTIVITIES

- ◆ Leadership focused Career Seminars.
- ◆ One-on-one mentoring.
- ◆ Peer & group mentoring::
- ◆ Coaching
- ◆ Book reviews.
- ◆ Role modelling.
- ◆ Team building.



OUTPUTS



A network of highly skilled and competent women who are ready and willing to take up strategic management and leadership positions across sectors.

SHORT-TERM CHANGES

- ✦ Young women are empowered with the strategic skills required to enable them to make strategic career decisions.
- ✦ Career Advancement.
- ✦ Advocates for Gender responsive workplace policies.



MEDIUM-TERM CHANGES

- ✦ More women in careers, surviving and thriving in the workplace.
- ✦ More women in middle and senior management positions.
- ✦ Increased number of male allies.
- ✦ These women can advocate for and drive gender responsive workplace policies and equitable and inclusive workplaces.
- ✦ Increased numbers of women engaged in mentorship and paying it forward to the next generation.
- ✦ Women's political participation is normalized and 35% representation is achieved.

MULTIPLIER EFFECT LONG-TERM CHANGES

- ✦ Exponential increase (50%) in numbers of women in leadership positions across sectors.
- ✦ Resulting in the institution and enforcement of gender responsive policies and laws.
- ✦ Women's participation across all spheres of work reaches target of 50%.
- ✦ Women have equal opportunity and access to contribute to nation-building.
- ✦ Attainment of SDG 5 i.e. Gender Equality & Women Empowerment



100%

of our Mentors and Alumni believe that mentoring aids women's professional and personal progress.



100%

of WISCAR Alumni indicate that the WISCAR Mentoring Programme is contributory to their career advancement.



88%

of Alumni felt empowered to pursue further professional or academic certifications.



86%

of Alumni felt empowered post the mentoring programme to pursue an additional career goal.



75%

of Alumni surveyed say that they have received additional leadership opportunities.



72%

of Alumni surveyed have gained opportunities for more responsibility in their roles post the mentoring programme.

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FOUNDER'S STATEMENT

WISCAR marked its 15th year of Impact in February 2023. As a not-for-profit organisation, we have continued to make significant and measurable progress in our mission to 'Develop Women to Build a Better Nation'. In the 3 years following our last impact report, we have sustained our activities, consolidated on the gains from previous years and made noteworthy strides towards our goals and objectives. We have deepened existing relationships and forged new connections and partnerships to advance the cause.

I am therefore delighted to share with you highlights of our activities and the impact we have so far made with support from our partners, donors collaborators, supporters and friends, towards the attainment of Gender Equality and Empowerment of Women and Girls (SDG 5).

Our vision remains the preparation, development, and advancement of generations of young professional women for purposeful, aspirational and ethical leadership. Our aim is to ensure readiness for the top job, by building a pipeline of talented and capable women leaders who, equipped with the confidence to navigate their careers, aspire to and indeed attain the highest levels of leadership, where they can influence change and contribute to the performance of organisations and to nation-building.

Success at WISCAR means;

- Embracing Equity to create an inclusive world. Embracing diversity and inclusion to forge harmony and unity to help drive success for all.
- A 50% increase in the number of women in leadership positions across sectors; resulting in the institution, deployment and enforcement of Gender friendly policies and laws in organizations.
- A minimum of 35% of women in elected political office.
- A minimum of 35% of women in appointive political positions at the National, sub-national and local government levels and MDA's.
- Increased Gender responsive budgeting in the organized private sector and in the public sector.
- Increased Gender responsive procurement in the organized private sector and in the public sector.

- Equal access to educational opportunities for women and girls.
- 50% reduction in the number of girls that are out of school and safe schools for children.
- Increased number of male supporters and allies for gender equality.
- 200 Nigeria WEPs Signatories.
- Establishment of a UN Women/WISCAR Private Sector Led Gender Based Violence Fund.

We are a learning organisation. Since our last report we have continued to improve and enhance our programmes to meet the needs and expectations of our beneficiaries and partners to achieve our goals. We are pleased to report that our flagship WIN with WISCAR Mentorship Programme, now in its 14th cycle has been fully deployed as envisioned at inception into 3 tiers; WIN I, WIN II, and WIN III. Post COVID-19 we have taken steps to deploy our programmes virtually, thus enabling wider access and reach nationwide. We are also delighted to report on our strategic partnerships and collaborations including our partnership with UN Women. In 2021 WISCAR was appointed Private Sector Liaison to UN Women Nigeria. Since then we have driven and co-designed advocacy initiatives to increase private sector take up of the Women Empowerment Principles (WEPs). Under our portfolio as private sector liaison WISCAR in partnership with UN Women is working to set up what would be a pioneer Private Sector Led Gender Based Violence Fund in Nigeria.

We continue to work with Corporate Nigeria as subject matter experts to design and execute bespoke mentoring programmes for their female talent pool and female customers/entrepreneurs, thus enabling us to scale our reach and impact to more women.

Role modelling is at the heart of our structured mentoring programmes and through our Meet-A-WISCAR: Mentoring Journeys and Annual Leadership and Mentoring Conferences we continue to democratise access nationwide to top female Executives and Global Icons through digital technology. The women leaders identified and invited to speak on the WISCAR platform are exemplars. They inspire others to see what is possible by dint of hard work as they share their incredible success stories. In these convenings and special gatherings we have been privileged to host, we inspire and encourage women to continue to aspire, to dream and play big to 'become.'

At WISCAR we do not walk alone. We depend on an amazing community of volunteers and friends who enable us dare to dream big and give us wings to fly. 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.

My profound appreciation also goes to members of our Board Committees, our experienced facilitators and resource persons for all that they continue to do that sustain our activities. I sincerely thank all our donors and sponsors for their generous financial and in-kind support to WISCAR from inception; you continue to enable our impact and success and we do not take this for granted.

We thank our over 1000 strong Alumni Community many of whom have become mentors themselves, paying it forward to the next generation of mentees and helping to ensure the sustainability of the mentoring programme. My appreciation also goes to the WISCAR mentees who year in year out continue to choose the WISCAR programmes for their professional development. Thank you for trusting us to be that strong support as you navigate your leadership journeys.

Finally, I would like to thank the amazing staff of the WISCAR Secretariat for their hard work, passion and dedication to actualise the WISCAR vision. I hope you enjoy the insights shared in this Impact report as we look forward to engaging you further and sharing the next phase with you.

Enjoy reading!

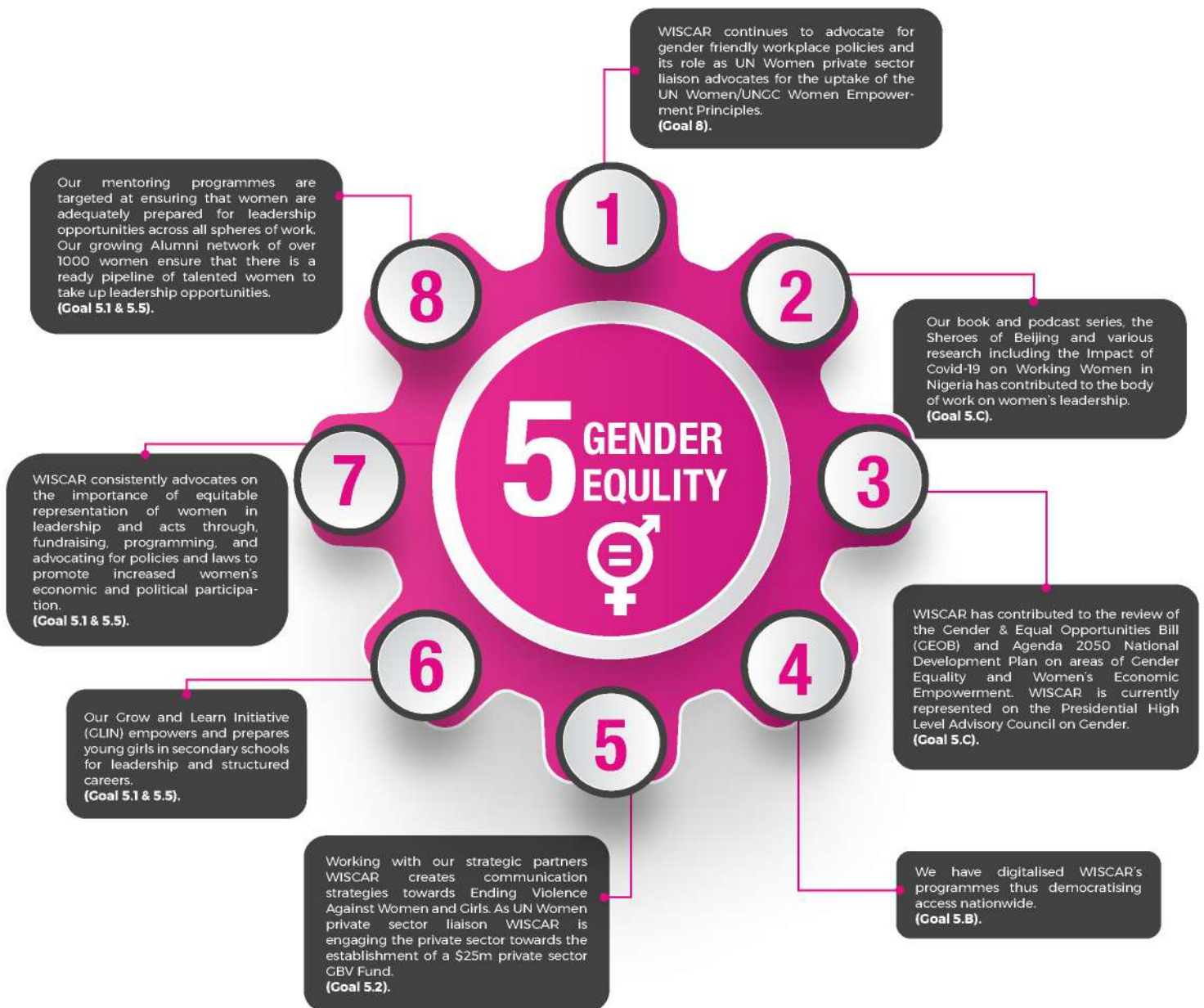


Amina Oyagbola

*Founder/Chairperson,
WISCAR
September 2023*

WISCAR AND THE SUSTAINABLE DEVELOPMENT GOALS

We remain committed to achieving the SDGs with a particular focus on the attainment of SDG 5 i.e. “Achieve Gender Equality and Empower all Women and Girls.” We have recorded the following impact:



WISCAR is committed to collaborations and high-level partnerships and mobilizing resources towards the achievement of the SDGs.



OUR IMPACT

15 Years of Sustained Impact!



1000+

Women trained through our flagship WIN-with-WISCAR mentoring programme and other bespoke mentoring programmes.



15,000+

Women and men impacted through our workshops, open series programmes, and conferences.



Our Alumni Footprints are across 3 Continents- Africa, Europe and North America



2000+

Girls impacted through the WISCAR Grow and Learn Initiative (GLIN).



OVER 500+

applications received in the last 3 years for our various mentoring programmes.

87%

of Mentees indicate that the mentoring programme facilitated the achievement of their set goals.

80%

of Mentees expressed satisfaction with the mentor matches.

80%

of WISCAR mentors expressed satisfaction with supporting their mentees to identify critical success factors towards achieving their set goals.



100%

of WISCAR Alumni would recommend the WISCAR mentoring programme to friends and colleagues.



100%

of WISCAR Alumni attribute the mentoring programme as contributory to their career success.

STRATEGIC PARTNERSHIPS (2020 - 2023)

- » Federal Ministry of Women Affairs
- » Lagos State Ministry of Women Affairs
- » UN Women
- » EU-Spotlight Initiative
- » McNulty Foundation
- » FCMB SheVentures
- » ACT Foundation
- » Alluvial/Mastercard
- » Nigerian Economic Summit Group (NESG)
- » Habiba Balogun Consulting
- » Oyagbola Chambers
- » DKK Nigeria
- » Hill & Knowlton Strategies

MILESTONES

- 2020**
 - » WISCAR receives Grant from McNulty Foundation, executes COVID-19 impact study.
 - » WISCAR Founder appointed as Deputy Chairperson on Technical Working Group on Gender.
 - » WIN-with-WISCAR WIN 3 Mentoring Programme is Launched.
- 2021**
 - » WISCAR appointed Private Sector Liaison to UN Women.
 - » WISCAR launches Sheroes book and podcast series.
- 2022**
 - » Separation of WIN-with-WISCAR WIN 1 & WIN 2 Mentoring Programmes.
 - » WISCAR Appointed to National Steering Committee on Women's Economic Empowerment through Affirmative Procurement Reform Project.
- 2023**
 - » WISCAR Founder appointed to the Presidential High-Level Advisory Committee on Women Economic Empowerment.
 - » WISCAR collaborates with Chimamanda Ngozi Adichie on a Special Fundraiser for Nigerian Women in Politics.



PROGRAMMES & IMPACT

THE WIN-WITH-WISCAR SCHOOL OF EXCELLENCE

WIN I

The WIN 1 Mentoring Programme (Talented Beginners) is the first tier of our WIN-with-WISCAR Mentoring Programmes. It is a structured competency-based development programme targeted at enhancing oral and written communication, analytical thinking, time management, productivity, professional conduct, power and influence in the work environment and financial competency. The programme is designed to run for 6 months to address specific competency gaps and equip young professionals with the strategic skills necessary to navigate their careers.

Call for Application!
The Win-With-WISCAR Mentoring Programme
WIN 1 (1-3 years work experience)
APPLY NOW

"The WIN with WISCAR mentoring programme opens doors to a network of talented professionals braving the continuous personal improvement journey. The programme provides engaging interactions, including real-time practical books and discussing real-life scenarios for discovering your best selves!"
GRACE EZINNE NWAIGWE
Success A #Winningwoman
Application closes 31st August 2022.

JOIN OUR COMMUNITY
www.wiscar.org/become-a-mentee

winwithwiscar | wiscar | wiscarng | WISCAR Nigeria

Call for Applications!
Become A #WinningWoman
The WIN-with-WISCAR WIN 2 Mentoring Programme
(4 - 10 years work experience)
APPLY NOW (Duration - 12 Months) **JOIN OUR COMMUNITY**
www.wiscar.org/become-a-mentee

WISCAR is a platform that advocates for the intellectual and career advancement of women in the society. In the short time that I have had the honor of being part of this noble community I have gained tremendously from its support system.

Surya Obasi

Application closes on Friday, 16th July 2023.

winwithwiscar | wiscar | wiscarng | WISCAR Nigeria

WIN II

The WIN 2 Mentoring Programme (Learning to Leap) is the second tier of our WIN-with-WISCAR Mentoring Programmes. It is a structured competency-based development programme targeted at enhancing strong leadership skills, towards building individual capacity for personal mastery and overall work place effectiveness based on the career interests and goals of participants. The programme is designed to run for 12 months to address specific competency gaps and equip professional women with the critical strategic skills necessary to progress their careers.

WIN III

The WIN 3 Mentoring Programme is the highest tier of our WIN-with-WISCAR Mentoring Programmes. Designed for professionals in Senior Management who aspire for C-Suite and Executive Management roles, to address their mentoring and developmental needs, it is delivered over a period of 3 months. It is specially curated to equip mid-level career women with the knowledge, skills, competencies, network and visibility they require to catapult their careers.

Call for Applications!
BECOME A #WINNINGWOMAN
The WIN-with-WISCAR WIN 3 Mentoring Programme
(10 years and above work experience)
APPLY NOW
JOIN OUR COMMUNITY
www.wiscar.org/become-a-mentee

Bukola Feyi Bankole

The WIN 3 Mentoring Programme has challenged and changed the way I think. It has shaped and helped to assess my current position and how to further climb the ladder to assume leadership roles and enhance my competency level. The valuable and powerful mentors shared and majority gave different perspectives of different functional areas, life and career.

I will absolutely recommend the WIN 3 Mentoring Programme. There are so much benefits from the programme. From the guidance, self-awareness, self-confidence, opportunity to learn from mentors' experiences and tap the expertise of the mentors. These do not come easy except through a mentorship programme.

Application closes on Monday, 15th of May, 2023.

winwithwiscar | wiscar | wiscarng | WISCAR Nigeria

Programme Partners



	600 Mentees since inception (WIN I & WIN II)	14 Streams
	65 Mentees since inception in 2020 (WIN III)	3 Streams

PROGRAMME OFFERINGS

WISCAR Grow and Learn Initiative (GLIN)



The WISCAR Grow and Learn Initiative is a 'pay it forward' creation of the WISCAR Alumni body. It is borne out of a deep commitment to create more opportunities to progress WISCAR's ideals, add value to the younger generation of women who are currently in school and are looking forward to becoming successful in their current and future endeavours. 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.



2000+
girls have been mentored through the WISCAR GLIN platform.

Girls aged between
13-21

Institutions

- » Aunty Ayo International School, Ikoyi
- » Wesley Girls Secondary School
- » Regan Memorial School
- » New Era Girls' Secondary School, Surulere
- » Herbert Macaulay Secondary School
- » Ansar'uddin Girls School
- » Lagos Anglican Girls School
- » Ilupeju Secondary School

Programme Features

- » Empowerment and Mentorship Training.
- » Periodic Road Shows
- » Career Counselling Sessions
- » Leadership Development Projects.

Programme Partners



WISCAR-HBC CAREER SERIES

The WISCAR-HBC Career Series is a discounted open series programme held virtually every month for women and men. It is a training and empowerment series that focuses on honing management and leadership skills, in addition to developing talent and strategic skills that will enable participants become more effective to perform at their best in the workplace and accelerate successful careers.

   www.wiscar.ng

Mastering Yourself

Facilitator:



DUDUN PETERSIDE

TIME: 5:00 - 7:00 PM
DATE: 22ND JULY
VENUE: 



  www.wiscar.ng

Accelerating your Professional Visibility

Date: Thursday, 31st August, 2023 | Time: 5:30pm - 7:30pm | Venue: Zoom

FACILITATOR:



HABIBA BALOGUN



25-30
Attendees per session

9
Sessions Per Year

350+
Participants between 2020-2023

30+
Sessions between 2020 -2023

Programme Partner

Habiba Balogun
CONSULTING

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.

MEET-A-WISCAR SERIES

The Meet-A-WISCAR Series rides on the back of promotions, elevations, conferments and recognitions attained by women in successful careers. We curate conversations between recent CEOs, Senior Executives and women thriving in male-dominated industries and occupations, and their mentors, role models and mentees. The series also serves as one of our advocacy platforms for promoting matters of gender inclusivity and equity.

1500+
Attendees (*since 2020)

21+ Speakers

Notable Speakers:
Bukola Smith MD FSDH Merchant Bank, Oyeyimika Adebayo MD Cadbury/Mondelez, Ajoke Silva MFR Founder/CEO Lufodo Group, Elohor Aiboni MD SNEPCO, Lynda St Nwafor Chief Enterprise Business Officer MTN Nigeria, Ayisha Osori EVP Open Society Foundations, Dr. Abiola Akiyode-Afolabi ED WARDC, Adeola Azeez Politician/Fmr Country Rep Deutsche Bank.

Recent Programmes

- » Towards better balance; Promoting and inclusive workspaces
- » Promoting Inclusive Governance
- » A panel on Women in Development
- » Towards better balance; Promoting Our Health and Well being
- » A conversation with Women in Tech.
- » A conversation with Women in Politics/Governance

Meet-A-WISCAR - Mentoring Journeys
Date: Friday, 29th July, 2022 | Time: 5.30pm | Venue: Zoom

Convener: Amina Oyagbola, Founder/Chairperson WISCAR

In conversation with: Ajoke Silva MFR, Co-Founder/CEO Lufodo Group; Kamil Late Akinloju CEO, The Make It Happen Productions

Meet-A-WISCAR - Mentoring Journeys
Date: Friday May 27th, 2022 | Time: 5.30pm | Venue: Zoom

Convener: Amina Oyagbola, Founder/Chairperson WISCAR

In conversation with: Oyeyimika Adebayo, Managing Director - Mondelez West Africa; Chifunmiola Pearce, Accounting & Finance Reporting Lead, PricewaterhouseCoopers

Meet-A-WISCAR - Mentoring Journeys
Date: Thursday 1st July 2021 | Time: 5pm to 6.30pm | Venue: Zoom

In conversation with: Hamida Ambah, Partner WCCED/FCM, Merchant Bank; Bukola Smith, MD/CEO, FSDH Merchant Bank; Suzanne Broche, Director Strategic Alliance, Founder/Co-CEO, FCMA WCCED/FCM

Programme Partners



WISCAR ANNUAL LEADERSHIP AND MENTORING CONFERENCE



3000+

Participants actively engaged over the last 3 years

1000+

Engaged with conference content online.

The WISCAR Annual Leadership and Mentoring Conference is the culmination of our various activities including our mentoring programmes. It is the biggest role-modelling and mentoring event on the WISCAR calendar and provides a platform where outstanding women; world-class speakers, policymakers, and thought leaders gather to shape WISCAR's advocacy in the coming year. Our Conferences are inspirational and attendees leave the event committed to move from talk to action on issues around women's equality and inclusion.



Key features

- Role Modelling
- Mentorship
- Conference Communique
- Call to Action
- Community Building
- Networking
- Advocacy
- Policy Brief

CONFERENCE SPEAKERS & PANELISTS

In the last 3 years WISCAR has been privileged to host over 55 distinguished speakers as part of our conference line up. They have come from diverse fields and professional backgrounds to support in shaping conversations towards our advocacy for gender inclusivity, equity and parity. Conference Speakers are charged with mentoring and inspiring delegates and are also required to leave practical call to actions, which our delegates can take towards a more inclusive future and towards our nation-building efforts.

IMPACTS

55

distinguished Speakers pooled from Public, Private, Diplomacy and Civil Society Sectors.

10+

performers and artistic collaborators showcased.



DISTINGUISHED WISCAR AWARD RECIPIENTS

Since 2012, WISCAR has awarded the Distinguished WISCAR Award to 11 deserving women who as a community we consider role models and exemplars. They are Women of African and Nigerian descent who have excelled in their chosen careers and personal lives and who continue to pay it forward to the next generation through their continuous acts of service towards nation-building.

2022

Chimamanda Ngozi Adichie



Nigerian and International Award-winning Writer and Best-selling Author.

2021

Bola Adesola



Board Chairman of Ecobank Nigeria.

2020

Ngozi Okonjo-Iweala GCON



Director-General of the World Trade Organization.

2019

Amina J. Mohammed GCON



Deputy Secretary-General of the United Nations.

2018

President Ellen Johnson Sirleaf



Former President of Liberia.

2017

Dr. Omobola Johnson



Pioneer Minister of Communication Technology Nigeria.

2016

Rear Admiral Itunu Hotonu



A two star General in the Nigeria Navy and all of Africa.

2015

Ifueko Omoigui Okauru



Former Federal Inland Revenue Service (FIRS) Executive Chairperson.

2014

Dr. Oby Ezekwesili



Former Minister of Education Nigeria, and Former Minister of Solid Minerals Nigeria.

2013

Ayo Obe



British-Nigerian Lawyer, Columnist, TV Presenter and Human Rights Activist.

2012

Honorable Justice Aloma Mariam Mukhtar GCON



Former Chief Justice of Nigeria.

11
DWAs

- » Role Models
- » Exemplars
- » Mentor of Mentors
- » African Outlook
- » Global Impact
- » Distinguished Achievements

WISCAR ANNUAL MENTORING WALK



The WISCAR Annual Mentoring Walk flags off the Annual WISCAR Conference. This walk brings together a strong, focused, and committed interconnected community of career women and men across industries during which they network, share thoughts on various challenges, learn about each other's experiences, and strengthen the mentee-mentor relationship through mentoring and reverse mentoring. The walk also creates an opportunity to walk in solidarity to promote the importance of mentorship, role-modelling, networks, and female leadership.

300+

participants since 2020
Pledged and committed to supporting and advocating for increased women's leadership and endorsing the role of mentorship as an enabler.



Partners



FCMB SHEVENTURES

The FCMB SheVentures Mentorship Programme in partnership with WISCAR focuses on the needs of women who own or run businesses in Nigeria. The programme provides the necessary support required to improve the overall success rate of the beneficiaries businesses. This is achieved through the provision of structured mentorship, capacity building trainings, access to finance and network support systems. The framework of the programme is meticulously and strategically crafted to help participants gain clarity and grow their businesses with minimum pitfalls.



300+

women have received structured mentorship and capacity building through this partnership (*Since 2019)

Programme Features

- » Empowerment and Mentorship.
- » Business and Financial Literacy Training
- » Business Marketing/ Communications Strategy
- » Personal Effectiveness & Use of Technology
- » Book Reviews
- » Community Building and Networks
- » Peer to Peer Support.

Programme Partner



Alluvial - Mastercard Foundation Programme



From 2020-2021, WISCAR worked with Alluvial Agriculture under a MasterCard funded programme to provide gender mainstreaming support and training for grassroots women champions, to scale up block chain farming to over 65,000 small holder farmer beneficiaries.

STATES COVERED

Programme Coverage 8 States in Nigeria- Cross Rivers, Nasarawa, Niger, Kaduna, Plateau, Adamawa, Bauchi, Kano.



500
women leaders trained with a potential to scale up to thousands with their communities.

40
women and men received Training and Mentoring.

Programme Offerings

- » Financial literacy & record keeping
- » Data collection
- » Agric extension services
- » Group organising & dynamics
- » Gender responsiveness

Programme Partner



UN Women – Intergenerational Mentoring Programme

In 2020 WISCAR partnered with UN Women to deploy an 8-month Intergenerational Mentoring Programme to mark 25 years post the Beijing Conference as well as the launch of Generation Equality. One of the pillars of the programme was to pass on the torch of institutional memory and requisite leadership skills from 25 pioneering women activists to 25 next generation women.



50 Mentors and Mentees were impacted.

Programme Offerings

- » Masterclasses Physical+Virtual
- » Mentorship
- » Book Reviews
- » Peer to Peer Engagement
- » Community Building
- » Project Planning and Development

Programme Partners




The Sheroes of Beijing Book & Podcast Series



Following on from the success of the Intergenerational mentoring programme WISCAR and UN Women felt the need to document the stories of the mentors for posterity and to ensure the legacy of this impactful and highly successful mentoring programme. To this end we developed a book and podcast series telling the stories of the mentors who we fondly referred to as "Sheroes," 25 years post the 4th UN Conference on Women in Beijing.


IMPACT




Book formally Launched in November 2021.

450


Copies of the Book distributed.



Endorsed by 5 African Elderstates Persons including former President of Liberia Ellen Johnson-Sirleaf.



Podcast Available on all major podcast channels including Google, Spotify, and Apple.



4,800 Average Downloads Per episode
45,000 Total Aggregate Downloads



The Sheroes Of Beijing Stories
Podcast Series
6 Impactful Episodes Released

POWERED BY

THE SHEROES OF BEIJING
Telling the Nigeria Stories 25 Years after the 4th World Conference on Women

Programme Partners



UN Women Private Sector Liaison; WEPs GBV & Affirmative Procurement

In September 2021, WISCAR was appointed Private Sector Liaison to UN Women in Nigeria. As part of this role WISCAR has facilitated increased awareness of the role of Private Sector, as a significant growth driver with substantial influence and market power, with the ability to create ripple effects across ecosystems and entire value chains. WISCAR's efforts have resulted in the number of Nigeria's Women Empowerment Principles (WEPs) signatories rising, placing Nigeria among the top three African nations working to bridge the gender gap through the WEPs. WISCAR, in collaboration with UN Women and the European Union now seeks to establish a Private Sector Led Gender-Based Violence Fund, aimed at addressing GBV issues in Nigeria.



IMPACT

100+

WEPs signatories
Nigeria

50%

increase over from
2021-2022 due to
WISCAR's intervention.

A robust communication strategy & Advocacy tool kit developed to promote awareness on WEPs and GBV in Nigeria.

Appointed to 14-person Steering Committee on Affirmative Procurement.

Programme Partner



IN SUPPORT OF



Spotlight Initiative
To eliminate violence against women and girls



WISCAR's ADVOCACY



WISCAR advocates for gender diversity, inclusivity, equity and parity. Our Advocacy also supports other women groups whose mission aligns with ours. In the reporting period we have supported Womanifesto/WARDC, 100 Women Lobby and similar groups advocating for the passage of the Gender and Equal Opportunities Bill amongst other Gender Bills.

WISCAR's Advocacy (2020-2023)



A private sector led GBV Fund.



Campaigning to pass the Gender & Equality Bill;

35%

& Beyond Campaign (Women's Political Participation).



Increased Signatories to the Women Empowerment Principles.

N7.3M

was raised and distributed to five (5) credible female candidates that ran in the 2023 elections.

Equality Means Better Business.

"As a business and as part of the WIFC Group, we are committed to diversity and inclusion when it comes to the most inclusive and successful organizations across Africa and the Middle East. Creating diversity into activities, employees, customers and organizations terms." Diversity and inclusion are at the heart of our strategy and operational culture. For us, addressing gender gaps on offer not just 40%, but the larger reality is that we will continue our partnership with WIFC to design our efforts towards enhancing gender gaps through our mechanisms of interventions."

Karl Terlefa
Chief Executive Officer, WIFC Nigeria

Equality Means Better Business.

"I refuse to quit and as a woman leader to do all that we can to lead our country towards a more inclusive and equitable society for all."

Dakota Smith
CEO, P&G Consumer Goods

Equality Means Better Business.

"Certain empowerment not only makes great business sense, it also makes significant contributions to a nation - embracing the values of diversity."

Ensher Akhmed
Managing Director, Africa Region, Standard Bank Group

Equality Means Better Business.

"The goals of Sustainable Development Goals and the WIFC Group are very similar to the Women Empowerment Principles, which is why we are signatories. We have to collaborate with organizations that work to close the gender gap in the workplace, communities and societies."

Natali Mwanuzi
Co-Founder & Managing Director, Women's Empowerment Fund

I SAY NO TO GENDER BASED VIOLENCE.
WHAT DO YOU SAY?

5 **GENDER EQUALITY**

SDG 5 aims to achieve gender equality by ending all forms of discrimination, violence and any harmful practices against women and girls in public and private spheres.

I SAY NO TO GENDER BASED VIOLENCE.
WHAT DO YOU SAY?

1 in every 3 women encounter different forms of Gender-Based Violence in the workplace every day

Let's change this narrative

MENTOR/MENTEE TESTIMONIALS

WISCAR has been a phenomenal platform for learning and transformation. I have enjoyed the vast array of topics, interactions and mentorships provided by the ground-breaking industry experts. The exposure has made me understand the possibilities of what women can achieve despite managing key roles in the family. I will advise anyone who is seeking possible ways to expand their network while climbing the career ladder to be part of the Programme.

AÑULI ANYADIKE (MENTEE)



"Serving as a WISCAR mentor has proven to be a rewarding experience. It allows for self-reflection, has given me new perspectives and a deeper appreciation for the value I have to offer. As a mentor, my role is not to have all the answers, but to be a resource to aid mentees on their self-development journeys. The WISCAR programme has given me the opportunity to develop new relationships with talented young professional females who have explored unique opportunities, a range of possibilities and insights."

JOSEPHINE SAROUK (MENTOR)



Joining WISCAR at the time I did was like a switch had just been turned on in my life, it gave me a 360-degree view on how to handle my career, life, relationships etc. I had to become deliberate in every situation I found myself in. My mentor Rolayo Akhigbe was extremely courteous and inspiring, given the fact that she had relevant experiences in the areas I was focused on. The book reviews and sessions with giants in the industry were indeed eye opening and I am grateful. I joined this programme a bit disorganized but I can boldly say the tools and skills I have been equipped with in this programme will last a lifetime. Thank you WISCAR!

INEGBEDION KIDOCHUKWU (MENTEE)



My experience as a WISCAR mentor has been quite enriching and fulfilling. Enriching because the mentees I had the opportunity to engage with both have incredibly positive attitudes, a high level of receptivity to feedback and very goal oriented so they were willing to take on any challenge our conversations unearthed. Mentoring them has been a pleasant experience and I am glad both connections have continued even after the formal mentoring program ended. I have certainly enjoyed being part of their journey and look forward to supporting them to attain even greater heights. Thank you WISCAR for the opportunity.

ROLAYO AKHIGBE (MENTOR)



MENTOR/MENTEE TESTIMONIALS

The mentoring journey has better streamlined my thoughts and given me a clear direction on the path I want my career to take. I garnered a lot of knowledge from the wealth of experience of the various facilitators during the mentoring programme. I am super grateful to my mentor Mrs. Folabomi Salami who has been of immense help to me and was extremely affable and approachable as I was able to have crucial conversations in confidence from a more experienced individual. Finally, I recommend the WISCAR mentoring programme to any woman willing to learn, unlearn, relearn, and understand how to navigate a successful career path as no one can remain the same after encountering such a wonderful experience.

IFENMUTA OGWUELEKA (MENTEE)



For me, the WISCAR Mentorship programme is a gift that keeps giving. Three years ago, when I was approached to be a Mentor, I didn't know what to expect, but I was optimistic that I could pay forward what I had learnt from some GIANT-ladies over the years and also lean on my own experiences. The programme is designed in such a way that helps you as a mentor to build your confidence, allows you to share unencumbered while learning as you go as well. In this round I was paired with Ifenmuta and I thoroughly enjoyed my time with her. It could not have been any easier because it is not every time you meet someone who is very focused about her goals and resolute about going for it. With a lot going on, she managed to work really hard throughout the process, and has ticked some significant goals off her list. She will prove to be a great WISCAR Alumni. It has been a privilege to serve as a Mentor on the WISCAR Mentorship programme.

FOLABOMI SALAMI (MENTOR)



The WISCAR mentoring programme was a successful and rewarding journey for me. I was greatly inspired by the renowned facilitators who opened me up to a world of new possibilities through their insightful and thought-provoking sessions at the career webinars and book reviews. I am most grateful to my Mentor, Dr. Oge Ilegbune for her unwavering support and commitment to the mentoring journey. She is a phenomenal mentor, kind-hearted and very selfless. Together, we came up with milestones that helped in the achievement of my goals and objectives. Thank you, to my mentor and thank you WISCAR for this wonderful opportunity to learn, unlearn and relearn. I have completed the mentoring programme being a better version of myself.

CHIOMA OZOEMENA (MENTEE)



Chioma is my 2nd mentee on this programme and I was curious as a Mentor to see if the same approach worked as well as the last time and what I could do differently. Being a Mentor does not always mean that one leads the journey because it is all about the mentee. Since embarking on the programme, Chioma describes being more self-aware, more confident, more open to opportunities and in return she has received an award at her workplace for Outstanding performance. There is satisfaction to witness the progress, the hopes and the promise that the journey is firmly in place and that as a Mentor when the time comes for the mentee to move on, you know she will be alright. WISCAR is certainly making an impact. Thank you once more for this opportunity to have a glimpse of the women that will continue to drive change in our community and country. It is indeed a humbling and equally exhilarating experience and, in all things, there is continued learning for the Mentor.

OGE ILEGBUNE (MENTOR)



ALUMNI TIMELINES



DOTUN ADEOGUN

CEO HALLMARK HMO

“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.”

2010-2017

- WISCAR MENTEE
- HEAD OF HUMAN RESOURCES - MANAGER LEVEL
- PROMOTIONS TO CONTROLLER WITH EXPANDED RESPONSIBILITIES

2018-2019

- NOMINATED TO THE BOARD HALLMARK HMO
- MANAGING DIRECTOR CEO HALLMARK HMO

2020-2023

- WISCAR MENTOR
- BOARD MEMBERSHIPS
AEHRP
CHARIS BLOOM HUMAN RESOURCES
HANGOUTWITHTEE (ORGANISATION FOUNDED BY A FELLOW WISCAR ALUMNI)
- MEMBER WISCAR FINANCE AND SUSTAINABLE FUNDRAISING COMMITTEE

2010-2017

- WISCAR MENTEE
- FOUNDED THE NANNY ACADEMY
- YOU WIN GRANT AWARDEE; CORDES FELLOWSHIP

2018-2019

- 100 FASTEST GROWING BUSINESSDAY SME AWARD;
- WOMEN LEADERS FOR WORLD FELLOW
- STEERING COMMITTEE WISCAR CLIN

2020-2023

- WISCAR MENTOR
- MEMBER OF WISCAR GPA COMMITTEE
- WLW ALUMNI COUNCIL MEMBER



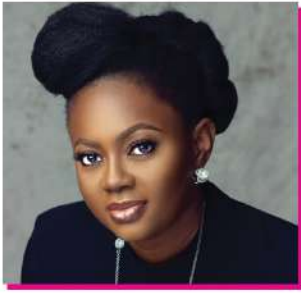
AMARA AGBIM

CEO NANNY ACADEMY

“WISCAR helped propel my career and empowered me to make strategic choices and decisions with regards 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.”

ALUMNI TIMELINES



LOLA ESAN

(PARTNER WEST AFRICA
WORKFORCE ADVISORY
SERVICES EY)

“..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.”

2011-2013

- WISCAR MENTEE
- HEAD HUMAN CAPITAL CORNERSTONE INSURANCE
- PWC SENIOR MANAGER ANALYTICS

2018

- DIRECTOR PEOPLE & ORGANISATIONS EY
- APPOINTED TO THE ADVISORY BOARD OF WISCAR

2020-2023

- WISCAR MENTOR
- PARTNER, W.A WORKFORCE ADVISORY SERVICES LEADER EY.
- VICE CHAIR GOVERNANCE AND PROGRAMMES COMMITTEE

2014-2015

- WISCAR MENTEE ASSOCIATE PWC NIGERIA
- SENIOR ASSOCIATE PWC NIGERIA

2016-2019

- COMMUNICATION SPECIALIST OPENTEXT, CANADA UNIVERSITY OF WATERLOO
- CO-FOUNDER EMERGENCY RESPONSE AFRICA

2020-2023

- WISCAR MENTOR
- MEMBER WISCAR MEMBERSHIP & PARTNERSHIPS COMMITTEE



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.”

ALUMNI TIMELINES



ADEFISAYO AKINSANYA

HEAD MARKETING COMMUNICATIONS ACCION MFB

“The WISCAR mentoring program provided me a strategy board to spring into achieving my professional and personal goals. With resources, support and guidance provided by WISCAR mentors I have been better positioned for opportunities in my field and promotion”



TUNBOSUN AFOLAYAN

GLOBAL PRODUCT OWNER SHELL NETHERLANDS

“Experiencing Mentoring at WISCAR helped to ease potential road blocks in my career transition. I was lucky to have mentors, whose shared stories and experiences became a knowledge bank. I moved from a core technical role to People and Process management across different functions, and my career dots are better connected.”

ALUMNI TIMELINES



RONKE JEMERIGBE

OPERATIONS ENGINEER,
CHEVRON NIGERIA LIMITED



“The WISCAR programme provided a framework that I have used to excel and influence others in various job roles.

It was also the push I needed to explore interests outside my job function, running for elective position and steering change in areas within my sphere of influence.”



NIMMA JO-MADUGU

PARTNER, KENNA PARTNERS

“...the WISCAR programme was, for me, a one year course on intentionality. Making partner just shy over a year later, the youngest in my firm’s 30 year history, can definitely be tied to the level of intentionality and drive, I learned from the programme.”

FOUNDER'S PROFILE

**AMINA OYAGBOLA, MBA, LLM, LLB, BL, FCIPD, FIOD, MCIPM,
ETHICS OFFICER 684**

Amina Oyagbola is an Independent Director and business management consultant with over 35 years' experience in legal practice and Corporate Nigeria. As former Human Resources and Corporate Services Executive at MTN Nigeria. Her career spans HR strategy and transformation, legal consulting, women empowerment, banking and finance, oil and gas and telecommunications. She is the Managing Consultant of AKMS Consulting (Business Advisory and management Consultants), a partner, 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 an MBA from Lancaster University. She is an alumnus of INSEAD, London Business School, IMD and Harvard Business School (Executive Education).

She is a Fellow, former Chair and Advisory Council Member of The Africa Leadership Initiative - West Africa, part of the Aspen Global Leadership Network, Member Nigerian Bar Association, Member International Bar Association, Member CIPM and Chartered Fellow, CIPD UK. She is a Fellow of the Institute of Directors, a Certified Ethics Officer, Chair, IoD Ethics Committee, and member, Women Corporate Directors (WCD). She is a Fellow of the Institute of Management Consultants and a member, International Coaching Federation. A passionate advocate for diversity, equity, and inclusion. She is the Founder and Chairperson of WISCAR (Women in Successful Careers), a leading gender empowerment and strategic mentoring and leadership network for professional career women.

She was appointed to the Presidential Council on Support to Women and Girls in recognition of her contribution to gender equality and women empowerment. She serves as a Director on Boards and is married with children.

Amina Oyagbola

*Founder/Chairperson,
WISCAR
September 2023*

WISCAR's PATRONS



Honorable Justice Aloma Mariam Mukhtar, CON, CFR, FNIALS, GCON

Former First Female Chief Justice of Nigeria.



Ambassador Nozipho January-Bardill

Chairperson of the Council of the Nelson Mandela University and the United Nations (UN) Global Compact Local Network in South Africa.



Chief Olufemi Adesanya

Chairman Nekon Construction & Consultancy Company Limited & Director, Brass Fertilizer & Petrochemical Company Limited.

WISCAR ADVISORY BOARD MEMBERS



Amina Oyagbola

Founder/Chairperson Women in Successful Careers (WISCAR)



Adebayo Oyagbola

Principal Partner Oyagbola Chambers



F. Boma Ayomide Alabi, OON, SAN

Senior Partner Primera Africa Legal (PAL)



Suzanne Iroche

Independent Non-Executive Director on Several Boards



Adenike Ogunlesi

Founder/Chief Responsibility Officer Ruff 'n' Tumble.



Habiba Balogun

Principal Consultant Habiba Balogun Consulting



Funke Amobi

Deputy Head of Operations Stanbic IBTC Bank Plc



Femi Lijadu

Founding Partner Ukiri & Lijadu



Maryam Uwais, MFR
 Founder Isa Wali Empowerment Initiative



Funke Opeke
 CEO MainOne



Toki Mabogunje
 Founder/Principal Consultant
 Toki Mabogunje & Co.



Inyang Osazuwa
 Senior Manager, Organisation Effectiveness
 MTN Nigeria



Folake Ani-Mumuney
 Global Head, Marketing & Corporate Communications
 First Bank of Nigeria Limited.



Lola Esan
 Partner, People Advisory Services
 Ernst & Young Nigeria



Bukola Smith
 MD/CEO
 FSDH Merchant Bank.



Titilayo Akisanya
 CEO, ThetaAlpha Consults Limited

WISCAR SECRETARIAT (2020-2023)



Fabia Ogunmekan
 Executive Director



Kemi Ogunbona
 Programmes Manager.



Pamela Ogbagbe
 Programmes & Administrative Coordinator.



Dolapo Alayaki
 Operations Manager.



Chinwe Umah
 Programmes Officer



Sandra Golen
 Abuja Liaison



Oluwatosin Solabi
 Conference Manager



Olamide Akin-Alabi
 Special Projects Officer



Bisola Oladipo
Accounts Officer



Gillian Frank-Pepple
Communications Officer



Harriet Uzoka
Communications Officer



Mary Katambi
Admin/Programmes
Support



Simon Benson
Admin/Programmes Support

WISCAR ADVISORY BOARD COMMITTEES

Governance, Programmes and Advocacy Committee



Funke Amobi
Chairperson



Lola Esan
Vice-Chairperson

Finance and Sustainable Funding Committee



Bukola Smith
Chairperson



Toki Mabogunje
Vice-Chairperson

Membership and Partnerships Committee



Titilayo Akisanya
Chairperson



Inyang Osazuwa
Vice-Chairperson

Communications, PR and Events Committee



Tokunboh George-Taylor
Chairperson



Folabomi Salami
Vice-Chairperson



**We Specially appreciate our WIN-with-WISCAR Facilitators
and Resource Persons**

FACILITATORS	
1	Ajibola Opeoluwa-Calebs
2	Titilayo Akisanya
3	Femi Lijadu
4	Mojume Nkemdilim
5	Lola Esan
6	Inyang Osazuwa
7	Funke Amobi
8	Kemi Adisa
9	Odunayo Sanya
10	Sochi Ilomechina
11	Uwa Osa-Oboh
12	Suzanne Iroche
13	Toki Mabogunje
14	Adenike Ogunlesi
15	Funke Opeke
16	Tosin David
17	Amina Oyagbola
18	Esther Akinnukawe
19	Rabi Adetoro

OUR PARTNERS AND SPONSORS (2020-2023)



The Shell Petroleum Development Company of Nigeria Limited
Operator of the NNPC/SPDC/TotalEnergies/Agip Joint Venture



Shell Nigeria Exploration and Production Company Limited



OUR PARTNERS AND SPONSORS (2020-2023)



We appreciate the contributions of the following individuals and all who continue to contribute their time and resources towards the growth of our programmes at WISCAR

1	Amb. A.I Atta
2	Mrs. Amina Atta
3	Bayo Oyagbola
4	Hon. Justice Aloma Mukhtar, GCON
5	Chief Olufemi Adesanya
6	Amb. Nozipho January-Bardill
7	HRH Muhammad Sanusi III
8	Fola Adeola
9	Femi Lijadu
10	Muni Shonibare
11	Toki Mabogunje
12	Suzanne Iroche
13	Funke Amobi
14	Adenike Ogunlesi
15	Habiba Balogun
16	Funke Opeke
17	Boma Ayomide Alabi SAN
18	Maryam Uwais
19	Folake Ani-Mumuney
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46	Pai Gamde
47	Oyinkan Adewale
48	Rabi Adetoro
49	Temitope Jemerigbe
50	Folabomi Salami
51	Tokunboh George-Taylor
52	Ajibola Ponnle
53	Mojume Nkemdilim
54	Tosin David
55	Owen Omogiafo
56	Kafilat Araoye

OUR COMMUNITY

Our community of over 15,000 continues to grow, including over 14,000 connections across our social media platforms.



Facebook
4200+ Followers.



6200+ Followers.



3700+ Followers.



15000+ Strong Database.

JOIN OUR COMMUNITY

We invite you to become a valued member of the WISCAR community and contribute to our mission of empowering women for a better future. There are various ways you can get involved and make meaningful impact:



Mentor



Mentee



Member



Facilitator



Partner



Introducing!

The WISCAR Membership Hub

A closed and exclusive community for leadership, mentorship, networking, and capacity-building hub for successful career women.

Amazing features with career-advancing opportunities:



Exclusive discounts and access to all WISCAR events: Special offers for WISCAR Mentoring Programmes and other WISCAR opportunities, and conferences.



Partnerships: The WISCAR Membership Hub features events and activities of individuals and organizations that share the common goal of developing women to build a better nation. We are stronger together!



WISCAR Updates: Be the first to know and receive information about mentorship, WISCAR News, and WISCAR opportunities and activities

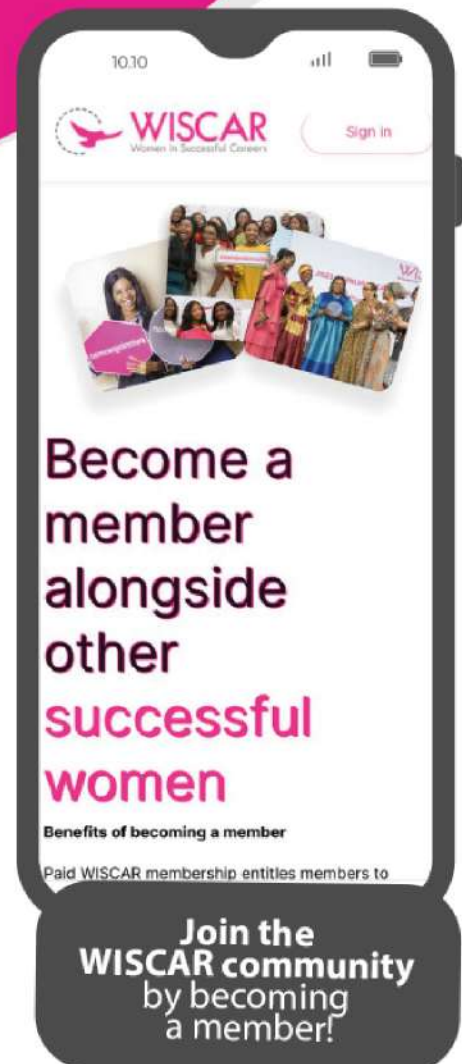


WISCAR TV: provides access to specially curated capacity-building videos, resources and collaterals.



Opportunity to advertise your products and services at discounted rates:

Do you have a product/service that meets the needs of women? The calls are open, register and get ready to set up and grow! **HURRY!**



Register via: www.wiscarnng.com | Call: **0806 645 2894**

Appreciation

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 much appreciated. In the years since our last Impact report, WISCAR has continued to advance its mission of “Developing Women to Build a Better Nation”. By your continued support for the WISCAR mission, you are not only contributing to the advancement of women’s leadership but to nation-building as a whole. We continue to work tirelessly with all our stakeholders and beneficiaries 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.

As we move forward into the next phase of our work, and continue to build on the impact we have made, we trust that we can continue to count on your support.

DONATE TO WISCAR



85%

deployed on programmes
and advocacy

N270M

Fundraised over the last 3 years

15%

on administration
and operations

Support our work partner with us by making a donation;

TO DONATE

NAIRA ACCOUNT

ACCOUNT NAME: WISCAR LIMITED BY GUARANTEE

ACCOUNT NUMBER: 1001013420

BANK NAME: LOTUS BANK

DOLLAR ACCOUNT

ACCOUNT NAME: WISCAR LIMITED BY GUARANTEE (USD)

ACCOUNT NUMBER: 2042552615

BANK NAME: FIRST BANK OF NIGERIA

Developing Women to build A Better Nation.

 +234 (0)806 645 2894

 info@wiscar.ng
www.wiscar.ng

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 www.wiscar.ng