



WHEN FEMALES LEAD

EMPOWERING AND RAISING AFRICAN FEMALE LEADERS

About Us

When Females Lead is a Zambian based non-profit organisation that aims to build and raise ambitious, confident women who are incredibly passionate about achieving excellent careers and becoming leaders in society. Regardless of whether you're just about to get started with your career, have a job you're feeling like making a change, we all need the support network.

Our mantra is 'We rise by lifting others'.

Our mission is to 'Empower and raise confident female leaders across the African continent'

The place of women in society has been relegated to contributing minimally to the social development of the country. Women constitute at least half the entire population of almost every country, and we believe that we need to empower women to take up Leadership positions in development initiatives in any country. WFL aims to enhance women's ability to make strategic life choices toward leadership.

We believe this involves the action of boosting the status of women through the four pillars below;

- Mentorship and Career Guidance
- Females in Innovation and Technology
- Females in Agriculture
- Uplifting Vulnerable Children

We believe we will unleash the largest untapped natural resource on the African continent today

When Females Lead (WFL) was founded by Mizinga Melu who is passionate about empowering and raising African Female Leaders. Raymond Muzumala, O'Brien Kalumba, Chimuka M. Samatebele and Sibeso Mofya joined Mizinga on this journey as they all share the same passion and desire of growing the next generation of Female Leaders.

- **Mentorship and Career Guidance**

Our Mentoring program is a special collaboration, based on commitment, common goals and expectations, focus, mutual trust and respect. Success for us is for each one of our mentees to have a sense of belonging, to be equipped with the necessary skills they need to be achieve successful careers across diverse fields as confident leaders and most importantly, to be able to mentor other young females themselves. We believe that every female on the continent needs support and guidance as they navigate their career. The 3-month mentorship journey is targeted towards young female professionals, and gives them an individual and group mentorship experience both with WFL Founder and Directors, Inspirational Leaders and external targeted training with global Leaders. One of our main objectives is to help individuals develop and learn through interactive support from various role models, who provide guidance, share knowledge and experiences. Our aim is for every female on the African continent to have a mentor.

- **Females in Innovation and Technology**

For too long, the STEM (science technology engineering and mathematics) fields have been shaped by gender biases that exclude women and girls, past, present, and future. Unequal access to education, technologies, and leadership positions have steered countless bright female minds away from STEM careers and stalled their progress. WFL aims to support female leaders in Zambia through three areas of focus called **InnovateHer**. The first one is a mentoring program for STEM females who seek career advice and guidance. The second is an Incubator programme that provides a platform for talented females to develop their innovative ideas into functional products. The third is an Internship facilitation programme, which provides graduates an opportunity to acquire work experience through internships offered by partner organizations across Zambia.

- **Females in Agriculture**

Agriculture is an important engine of growth and poverty reduction. But the sector is underperforming in many countries in Africa, partly because women, who are often a crucial resource in agriculture and the rural economy, face constraints that reduce their productivity. When Females Lead believe that 'What you sow, when you sow, is what you reap'. Its objective is to establish WFL as the leading Female development Actor in Zambia and on the continent. WFL also believes that increasing and empowering female entrepreneurs in large scale Agri-business, coupled with learning and development is key in increasing productivity and income overall.

- **Uplifting Vulnerable Children**

The 2020 Global Education Monitoring Report released in June 2020, shows progress is slowing on the global out-of-school rate for primary and secondary-age children, and Covid-19 will only make it worse (with a large number affected being that from sub-Saharan Africa). WFL believes that children and young people are the most vulnerable and need support, and key to this support is access to education which is fundamental human right that improves and enhances their chances in life and helps tackle poverty.

When Females Lead is Vision led, Action driven. Through our four pillars, we believe that we are playing a role in advancing some of the **UN Sustainable development Goals** in particular; #2 No Poverty - our actions include empowering females in rural areas through coaching, research and development in agriculture which is critical in alleviating poverty; #4 Quality Education – through the pillar uplifting vulnerable children, our aim is to build schools for the under privileged, in addition, through our other pillars, we provide mentorship and career guidance, internships and scholarship through partnerships; #5 Achieve gender equality and empowering women and girls across all our pillars, our mission 'to empower and raise confident female leaders in Africa'; #8 Decent Work and economic Growth pioneering for entrepreneurship and career growth through our pillar on innovation and technology, mentorship programs, career guidance, job opportunities, incubation hubs etc to list a few examples.

In order for Africa to reach its full potential, empowering women and having women Leadership representation is critical to achieve this

Website: <http://whenfemaleslead.org>

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