



### Session 6: Leadership Development and Personal Growth

#### Empowering Yourself for Success



#### Recap

- Review progress from the previous session on Academic and Extracurricular activities and discuss any tasks your mentee has completed. Address any questions or challenges they face.

#### INTRODUCTION

Welcome to Session 6, which is to be covered in Week 11 & 12. We've reached the final session of your mentoring journey. This session focuses on fostering leadership development, personal growth, and a commitment to lifelong learning. By exploring opportunities for leadership training, volunteering, fellowships, and conferences, you'll equip your mentee with the tools and experiences to become a well-rounded, engaged individual prepared for success in both academics and their future career.

#### Leadership Development Guide

- Discuss the importance of cultivating strong leadership skills. Leadership goes beyond positions of authority; it's about inspiring others, fostering teamwork, and effectively communicating ideas.



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## *ACADEMIC TRACK*

- Examples: Highlight examples of leadership qualities like:
  - **Initiative**

Taking ownership of tasks and projects. (e.g., leading a study group, organizing a fundraising event)
  - **Teamwork**

Collaborating effectively with others towards a common goal. (e.g., participating in a team project in a class)
  - **Communication**

Articulating ideas clearly, actively listening, and providing constructive feedback. (e.g., presenting research findings in class, leading a club meeting)
  - **Motivation**

Encouraging and inspiring others to achieve their best. (e.g., mentoring a younger student, rallying classmates to participate in a campus initiative)
- Explore Resources: Inform your mentee about leadership development resources available at your university, including:
  - **Leadership workshops and programs**

Many universities offer workshops on public speaking, conflict resolution, and team building.
  - **Student government involvement**

Participating in student government allows them to develop leadership skills in a formal setting.
  - **Taking on leadership roles in clubs and organizations**

Leadership positions within clubs and organizations provide valuable experience.



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### Personal Growth

#### Guide

- Discuss the importance of continuous personal growth alongside academic and professional pursuits. Encourage self-reflection on areas for improvement and exploration of opportunities to enhance well-being and develop a well-rounded skillset.
- Examples: Personal growth areas can include:

- **Time management**

Developing effective time management strategies to balance academic commitments, personal well-being, and extracurricular activities.

- **Communication skills**

Enhancing one's ability to communicate effectively in various contexts, both written and verbal.

- **Financial literacy**

Learning how to manage personal finances and budget effectively.

- **Stress management**

Developing healthy coping mechanisms to manage stress and maintain mental well-being. (e.g., mindfulness practices, regular exercise)

#### Encourage Exploration

- Guide your mentee to explore resources and activities that support personal growth, such as:
  - **University counseling services** - These services provide guidance on stress management, goal setting, and personal development.
  - **Fitness classes and wellness programs** - Many universities offer fitness classes and workshops on topics like healthy eating and sleep habits.
  - **Learning a new skill** - Taking a class in a non-academic field like art, photography, or a new language can be a stimulating and rewarding growth experience.



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### Volunteering, Fellowships, and Conferences

#### Guide

- Discuss the benefits of volunteering, fellowships, and conference participation. These experiences allow your mentee to:
  - **Give back to the community** - Volunteering connects them to a cause they care about and develops a sense of social responsibility.
  - **Gain valuable experience** - Fellowships and internships provide opportunities to apply classroom learning to real-world settings and develop professional skills.
  - **Network and learn** - Conferences offer exposure to industry experts, cutting-edge research, and the chance to interact with peers from other institutions.
- Encourage your mentee to research volunteer opportunities, fellowships, and conferences relevant to their academic interests and career aspirations.
- Provide specific examples to illustrate these opportunities:

#### Volunteering

Volunteering offers a rewarding way to give back to your community, develop valuable skills, and explore potential career paths. Here's a glimpse into some diverse volunteering opportunities:

- **Social Service**
  - **Blood drives and food banks** - Assisting with blood donation drives or food banks directly helps those in need within your community.
  - **Sanitary towel drives** - Advocating for menstrual equity by organizing donation drives for sanitary products benefits underprivileged women and girls.
  - **Red Cross volunteering** - Volunteer with the Red Cross to contribute to disaster relief efforts, blood donation support, or public health education initiatives.
  - **Climate action** - Join environmental organizations focused on clean-up drives, tree-planting initiatives, or educational campaigns to promote environmental sustainability.
- **Health-related activities**
  - **Nursing homes** - Spend time with elderly residents, offering companionship and engaging in activities that bring joy to their lives.



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- **Children's homes or special needs schools** - Volunteer at institutions that care for children, offering support with educational activities, playtime, or emotional well-being.
- **Health fairs or clinics** - Assist medical professionals at health fairs or clinics by taking vitals, registering participants, or providing administrative support.

## Fellowships

Fellowships are prestigious awards that provide financial support and opportunities for academic or professional development.

## Finding Fellowships

Research available fellowships related to academic and career interests. Here are some examples with a focus on furthering studies:

## Pan-African Fellowships

- **The Mastercard Foundation Scholars Program** - This program provides comprehensive scholarships for academically talented students from Sub-Saharan Africa to pursue Masters and PhD degrees at partner universities around the world.
- **The Mandela Rhodes Scholarships** - This program supports talented students from Sub-Saharan Africa to pursue postgraduate studies at the University of Oxford, fostering future leaders for Africa.
- **The African Humanities Program (AHP)** - AHP offers fellowships for doctoral training in the humanities and humanistic social sciences at universities in Africa and North America.

## Conferences

Attending conferences allows you to network with professionals, stay updated on the latest advancements in your field, and gain valuable insights.

- **Finding conferences**

Identify relevant conferences in the field of study or career interest.

- **Maximizing participation**

Prepare for conferences by setting goals, attending sessions, engaging with speakers, and networking with attendees.

- **Example**



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A student attends a tech conference, learns about the latest advancements, and connects with potential employers and industry leaders.

Here are some examples:

- **Academic conferences** - These conferences bring together researchers and scholars to present their findings, discuss current trends, and foster collaboration. Look for conferences related to your major or field of interest.
- **Professional conferences** - Industry-specific conferences offer opportunities to connect with professionals, learn about career opportunities, and attend workshops on relevant skills development.
- **Leadership conferences** - These conferences can provide training and inspiration for aspiring leaders, covering topics like effective communication, teamwork, and conflict resolution.

## Activity

### Portfolio Development

Guide the mentee in starting a leadership portfolio, documenting their experiences, reflections, and achievements in leadership, volunteering, fellowships, and conferences.

### Feedback Form

Please fill out the feedback forms at the end of your meeting. Share the mentee feedback form with your mentee to fill out as well. Your input helps us improve the program, and we appreciate your assistance.

Mentor feedback form - <https://airtable.com/app9D3AZKrWuuIryo/shrEc8sDgcxbci9Wt>

Mentee feedback form - <https://airtable.com/app9D3AZKrWuuIryo/shrH0VAQT8he1C3kx>.

### Closing the Mentorship Program

Since this is your final session with your mentee, you have the option of deciding how you'd like to close the mentorship program. If you'd like, please provide your mentee with a way to stay in touch with you after the program, should they want to ask questions or update you on their job or education progress.

Also, kindly remind them of the upcoming closing ceremony, tentatively scheduled for Friday, October 25th, where mentors, mentees, GAB members, and WMI staff will gather to mark the end of the program.