

# 2025 Leadership and Diversity Program for Regulators

Starting April 2025  
Live Online and In-Person

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**Click to watch the video overview**

# Learn best practice in gender-inclusive policy design and build a pipeline of women leaders

## What it is

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This multi-week, blended learning program equips senior officials and high-potential women leaders from central banks and other regulatory agencies in emerging markets with the skills to create an enabling environment for women's financial inclusion and advance gender diverse leaders within their institutions.

## What it involves

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Each senior official selects a high-potential woman leader from their institution to join them in the program. Each institutional pair will work together to identify, design and implement a policy to advance women's financial inclusion.\* The senior official will also receive guidance on how to invest in the woman leader's professional growth through career mentorship and sponsorship. Senior officials will receive four executive coaching sessions.

Through classroom sessions, facilitated peer learning and 1:1 advising, participants develop:

- **Leadership Skills:** Core skills such as stakeholder management, negotiation, persuasion and scenario mapping.
- **Financial Inclusion Knowledge:** Understanding of global challenges and best practices in gender-inclusive policy design.

*\*A gender-inclusive policy could be a new or updated legislation or regulation, an initiative, a program, a strategy, or a policy note.*



# Learn best practice in gender-inclusive policy design and build a pipeline of women leaders

## Why it is unique

**This is the only program for financial regulators at the intersection of leadership development and women's financial inclusion.**

With a unique dual-track design, senior officials gain the tools to sponsor emerging women leaders, modelling an approach for building a pipeline of gender diverse talent within their institutions.

### AN ACTION LEARNING METHODOLOGY:

- ✓ A series of interactive live online sessions
- ✓ Individual and group assignments
- ✓ Peer consultations
- ✓ Expert advisory opportunities
- ✓ Intensive in-person sessions at Oxford University's Saïd Business School, England
- ✓ 4 executive coaching sessions for senior officials

### DESIGNED & DELIVERED BY:



# Intensive in-person learning at Oxford University's Saïd Business School, England

The in-person intensive gives participants an opportunity to network and connect with peers from across the globe, as well as participate in interactive classroom sessions, talks and events.

**Saïd Business School at the University of Oxford is consistently ranked as one of the world's top business schools.**

## Date

First week of June 2025

## Location

Oxford Saïd Business School  
Executive Education Campus  
Oxford, UK

## Costs

Accommodation and most meals are included.  
Participants must cover all travel and incidental expenses such as flights to the UK, ground transportation, visas, insurance, additional meals and room nights.



# Who is eligible?

## SENIOR OFFICIAL

- Senior officials from central banks and other regulatory agencies in emerging markets
- Part of executive/senior management team or leads a regulatory division
- Male/female/nonbinary participants

## HIGH-POTENTIAL WOMAN LEADER

- Mid-level professional, 5-10 years of experience
- Exhibits skills and capability to be promoted to the next level of leadership or broaden their role significantly
- Motivated to take on new leadership challenges and opportunities
- People managers preferred but not required

*\*Note that the senior official will select the women leader after being accepted into the program.*

## BOTH PARTICIPANTS

A commitment to:

- Advancing an inclusive policy
- Cultivating and fostering an active sponsorship relationship
- Actively participating in online and peer learning sessions
- Exhibiting proficiency in written and spoken English
- Travel to Oxford, UK, the first week of June 2025

**Program Fee**  
**USD 8,000**

**Scholarships are available;** however, these are limited. [Contact the Leadership Admissions team](#) for more information.

# How do we apply?

Senior officials are eligible to apply on behalf of both themselves and a high-potential woman leader of their choosing. Senior official must be a Governor, Deputy Governor or other Senior Official (male/female/non-binary) from a central bank or other financial regulatory agency (for example, banking, insurance, microfinance, pensions) in an emerging market.

## STEP 1

Determine whether you fulfill the above criteria as a 'Senior Official'

## STEP 2

Choose the high-potential woman leader you will bring to the program

## STEP 3

Complete the application form using the link below by **16 December 2024**

[CLICK HERE TO APPLY](#)

*Application deadline: 16 December 2024*

**Program Fee USD 8,000**

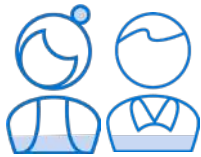
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# Our Impact

For **over 20 years**, Women's World Banking has trained **more than 1,000 leaders** of regulatory bodies and financial service providers from around the globe. Over **80 percent** of women leaders have **increased their scope of responsibility** after joining a leadership program from Women's World Banking.

**Since 2019, the Leadership & Diversity Program for Regulators has reached:**



**326**

**Participants**



**78**

**Institutions**



**47**

**Countries**

[\*\*CLICK HERE TO APPLY\*\*](#)

*Application deadline: 16 December 2024*

# Frequently Asked Questions

## **What is expected of me?**

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You will join, on average, one to two live virtual sessions per week (in addition to the week in person) and dedicate approximately 2-3 hours per month for pre- and post-session work and peer group coaching sessions. Over the course of the program, please also allow time for the below:

- Optional Coaching sessions (senior officials): 4 sessions of 1 hour each (4 hours)
- Advisory and peer-to-peer consultations: approximately 4 hours in total
- Capstone presentations: 2 hours

In addition, all participants will be expected to travel to Oxford, UK for the in-person session the first week of June 2025.

## **Can men participate in this program?**

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Absolutely. This course is open to everyone and includes the active participation of men, women, and non-binary senior leaders who are committed to promoting gender-inclusive policy environments and workplaces. High-potential women leaders, however, should be women.

## **When is the program?**

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The program will run from April 2025, to September 2025. Following completion of the core curriculum, participants will work independently to advance their selected gender inclusive policy initiative, before presenting their final capstone in-person at the 2025 Alliance for Financial Inclusion's (AFI) Global Policy Forum, (location TBC) September 2025. Those that cannot attend in person, will present virtually.

## **Will I receive a certificate?**

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Upon successful completion of the program, each participant will receive a certificate of completion from Women's World Banking and Oxford's Said Business School.

[Visit our website to learn more](#)



# Thank you

Questions? Email [leadershipadmissions@womensworldbanking.org](mailto:leadershipadmissions@womensworldbanking.org).



Women's World Banking