

WEL Fellowship 2022 Nomination Guide

ABOUT

WISE Emerging Leaders is a **nine-month fellowship program** for the next generation of leaders in education who wish to embark on a learning journey that cultivates the mindsets, skills, and techniques necessary to thrive, nurture communities, and transform education systems.

In a time when education is disrupted by multiple crises such as the COVID-19 pandemic, the burnout epidemic, and the ecological collapse, WISE believes it is ever more important to create stimulating and nourishing spaces for education leaders to come together, connect meaningfully, learn with each other, and collaborate for collective impact. **Transforming education systems requires change at the structural and systemic levels, but also at the intrapersonal and interpersonal levels.** Leaders who lead with self-awareness, compassion, and creativity, who cultivate their own and their team's wellbeing, and who weave people and projects together are leaders who can spark innovation and systemic change.

The WEL Fellowship brings together **15–20 carefully selected young leaders in education** from around the world in a hybrid format consisting of an **in-person residential session**, a series of **online workshops** with education experts, a number of **asynchronous reflective blog posts**, a **concrete project** to apply in their organizations, and tailored **mentoring support** to develop their project.

WISE is seeking to collaborate with high-impact organizations to nominate young education professionals from within their organizations or network to support their personal and professional development. If you would like to **nominate promising young leaders** from your organization, please get in touch with emergingleaders@wise.org.qa.

“The WISE fellowship is so unique in that it brings such a diverse group of individuals to learn from each other professionally and just as equally, personally.

Time has never flown by so fast as it did in every webinar and residential session I spent with my WISE fellows. I learnt more about the world, about education, about learning and about the goodness of humanity. It was and still is – through every chat, message, catch up sessions - a truly life transforming and forward thinking experience!”

Christina Bwana, Chief Operations Officer and General Manager, Ubongo (2020 fellow)

“I sound quite cheesy when I talk about the WISE emerging leaders programme as I truly believe it was one of the most transformational experiences of my career and life. My work in the UK is around system change, and modelling and leading a new type of collective leadership to make education fairer. It's challenging work personally and professionally and the WISE programme prompted a mindset shift for me that I don't believe I would have been able to do this work without. Most importantly it connected me deeply to the other fellows; I now have an incredible like-minded community (now friends!) around the world who continue the gifts of the programme through their strength, support and practical tools and tips!”

Samantha Butters, Chief Executive Officer, Fair Education Alliance (2019 fellow)

What are the components of the program?

1. In-Person Residential Session

The WEL 2022 Fellows will participate in a two-week in-person* residential session on 22–1 July 2022, which will be delivered by experienced facilitators. During this residential session, they will be guided through a series of experiential workshops and activities on topics such as:

- Collaborative and weaving leadership
- Personal sustainability and wellbeing
- Systems change in education
- Peer-learning and peer-coaching
- Collaboration and co-creation
- Project development
- Storytelling for impact
- Personal and group harvesting

WISE will cover the following costs for Fellows joining the residential session: return flights, accommodation, meals, in-country transportation, venue hire, and workshop material.

**The hosting country will be confirmed with the selected cohort of Fellows and will depend on how the COVID-19 pandemic unfolds. In the event that it is not safe to host the residential session in person, it will be delivered online split into two parts: 16–26 May 2022 and 20–30 June 2022 (Monday to Thursday for max. 3.5 hours each day).*



2. Online Workshops & Masterclasses

Fellows will integrate their learning journey with 12 online interactive workshops* aimed at deepening their connections, engaging with distinguished education experts, collaborating with each other, and reflecting on their progress in the Fellowship. Workshops generally focus on topics covered during the residential session, but also offer the opportunity to dive deeper into global education content, depending on the Fellows' interests. Previous masterclasses with education experts have included topics such as:

- Non-traditional approaches to education
- Remote learning during COVID-19 times
- Ecovercities and alternative universities
- Wellbeing for educators and wellbeing in education

- Education policy implementation
- Girls' education and gender equality in education
- Climate change and education
- Systems change: From theory to action

**The exact dates for the workshops will be communicated with the selected cohort of Fellows, but as a general guideline, they will take place once a month with a few sessions concentrated in December 2022 to bring the Fellowship to a close. Each workshop will last 90–120 minutes.*

3. Reflective Blog Posts & Vlogs

Fellows will reflect on their learning journey by submitting 6 blog posts or vlogs during the Fellowship (approximately every 6 weeks). They will receive comprehensive guidelines and reflection prompts and some of the blog posts will be published on the [WISE website](#). Examples of previous published posts by WEL alumni include:

- [Education is the Key to Creating the Green Workforce of Tomorrow, Today](#)
- [Measuring Success of Systemic Impact: Be Fine with Letting Go](#)

4. Practical Projects

Fellows will apply what they are learning during the Fellowship through the design, development, and implementation of a project in their organizational context.

- Fellows will identify a potential project with their organization at the moment of applying for the fellowship but may change it during the residential session.
- Fellows will have the opportunity to start the design and development of their project during the residential session through a series of dedicated activities and tools.
- Fellows will receive support through tailored 1:1 mentoring. Please note that WISE does not dispense any funds to projects or individuals.
- Fellows will be asked to submit regular updates in the form of blog posts (see previous section) about their project development, including a final project update at the end of the fellowship.
- Fellows will work with their organization to pilot and/or implement the selected project during the Fellowship.

5. Tailored Mentoring

Fellows will be supported in the development of their projects through tailored 1:1 mentoring. WISE will match Fellows with their respective mentors after the first residential session and after having received an updated project description along with clear mentoring needs.

Important note: *It is the Fellows' responsibility to be proactive in their relationship with their mentor and make the most of this. WISE will provide useful tips during one of the online workshops on the mentor and protégé relationship.*

6. Post-fellowship engagements

On a voluntary basis, WISE offers regular post-fellowship engagements, which are co-organized with the fellows to connect with alumni from the program. Those engagements can include:

- Check-in calls (to reconnect, foster wellbeing, play games, book club, knowledge sharing, etc.)
- Masterclasses with outside speakers

- Sharing engagement opportunities and participation in events

What is the recruitment process?

WISE invites representatives of institutions, organizations, programs and networks to nominate engaged candidates with outstanding academic/professional and/or personal experiences in the field of education from your organization. Nominees can be part of your extended organization or branches across the world. The nominator must have a project idea while nominating a candidate for the nomination to be eligible.

- WISE is looking for 15–20 outstanding young professionals identified by their organizations to join the cohort.
- Nominees must be between the ages of 25 and 33, with demonstrated engagement in the field of education and potential for growth.
- Nominating organizations must identify a potential project for the nominee to undertake during the year and support the nominee in developing the project during the program.
- Upon selection of the fellow, their host organization and WISE will finalize the project brief.

What is the recruitment timeline?

- **Application deadline:** Completed forms in English should be submitted through the online portal **by 13:00 GMT on March 1st, 2022.**
- **Interview round:** 10-27 March 2022.
- **Application outcome:** All applicants will be notified of their application outcome by April 1st, 2022.

What are the selection criteria?

1. Candidates must be between the ages of 25 and 33.
2. Candidates must hold a valid travel document and be willing to travel abroad for the residential session.
3. Candidates should be proficient in spoken and written English and should be comfortable presenting and speaking in public.
4. Candidates should demonstrate a degree of resilience that enables them to contribute fully to the program while also meeting other organizational and personal commitments.
5. Candidates should be curious, open-minded, flexible, and comfortable in multicultural environments.
6. Candidates have a strong profile showing a steady record of accomplishments in the field of education (academic, professional and/or personal). They have also been involved in education and/or development projects for at least 3 years.
7. Candidates clearly demonstrate engagement in social issues and how they have sought to overcome them through innovative ideas, and initiatives.
8. Candidates must demonstrate potential for growth within the nominating organization.