

2023 IMPACT REPORT



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In my role as Secretary General of the ACU, it gives me such pleasure to see female leaders graduate from BMGA Foundation's unique and transformative program each year. We're very proud, of being able to support it from an early stage and I see a vision for this program to expand enormously. I [actually] think it has already expanded and the blended approach of the program allows us to do much more in the future.

*The Association of Commonwealth Universities is dedicated to building a better world through higher education because we believe that international collaboration is central to the ambition of building a better world ... **We believe, most importantly for this program, that higher education plays a critical role in advancing gender equity and equality.***



Dr. Joanna Newman

Former Secretary General and CEO of the Association of Commonwealth Universities (ACU)



We drive the narrative of
gender equity for sustainable
economies.



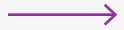


BMGA Foundation is a non-profit organization that is guided by the mission to encourage inclusivity and gender equity in the global business environment. We address challenges that limit women from being active contributors to the social, economic and political development of their continents.

Our **VISION** is to ensure a gender-equal world where women are active contributors to the GDP of their economies.

At BMGA Foundation, we are convinced that women play a significant role in shaping societies. Thus, our **MISSION** is to encourage inclusivity and gender equity in the business environment through resource provision, network access, and targeted service delivery.

B | VISUALISING IMPACT



Delivered **10 online courses** to impact participants across **15 countries** in Africa and Asia.



Over **120 staff, mentors, coaches, & volunteers** have supported the delivery of our programs.



Every course focuses on **at least 3** of the ten core skills for the future of work.



5,000+ individuals have been reached through our programs and initiatives.



15,000+ minutes of empowering conversations.

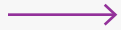


Hosted 29 global leaders in the BMGA Leadership Speakers Series & Industry Webinar Series.



Minimum impact rating of **90% from participants** across all **four (4) cohorts**.

C | EXECUTIVE SUMMARY



As a nonprofit guided by the mission to encourage inclusivity and gender equity in the global business environment. **We address challenges that limit women from being active contributors to the social, economic and political development of their continents.**

Our courses are taught by subject-matter experts from institutions across the globe such as Yale University, New York University, Thunderbird School of Global Management, and Africa Finance Corporation. These learning engagements are done via virtual technological tools to enable efficient delivery. **Some of the courses we offer include Introduction to Business Etiquette, Story Intelligence, Emotional Intelligence, Business Writing, and Introduction to Financial Management.**

The Foundation's commitment to the transformation of different individuals is augmented through initiatives such as the BMGA Fellows Program which is focused on uplifting women and narrowing the gender skills gap.

Part of our DNA is to ensure that the work we do helps to redefine the societal narratives of women. Our guiding belief is that investing in women for a gender-balanced society translates to investing in strong and sustainable economies.

Based on the results of our monitoring and evaluation process over the years, our programs have offered consistent, positive, and highly significant impact in the development of cross-cultural awareness, critical thinking and problem-solving skills among others that are necessary for taking on leadership roles through negotiation, relational development, and professionalism.





» Through the Lens of Sustainable Development Goals (SDGs)

BMGA Foundation is dedicated to the actualization of the United Nations Sustainable Development Goals (SDGs). With the Foundation's core focus on SDG 5: Gender Equality, we also fulfil SDG 4: Quality Education, and SDG 8: Decent Work and Economic Growth.

We aim to drive the process of transforming the economic and social landscape of marginalized communities across the world.

With respect to Gender Equality, the BMGA Foundation is focused on investing in human capital, creating economic opportunities, leveraging technology, and shaping attitudes to ensure that different countries seize the economic benefits of empowering women.

Regarding Quality Education, the BMGA Foundation has democratized high-quality education by delivering online courses that are taught by globally recognized professors and subject experts using the three primary learning styles that promote high retention and recall of information. This way, individuals have been equipped with the necessary soft skills via modern technological tools and resources.

Finally, **through custom-made learning resources that fit specific cultural contexts, the BMGA Foundation has provided the opportunity for individuals to improve their soft skills and work productivity** which has yielded positive results in employability and economic growth.





01» *Empowering dreams, transforming lives*

An abstract graphic consisting of numerous thin, overlapping purple lines that create a sense of depth and movement, resembling a series of concentric, wavy bands that flow from the top left towards the bottom right.

Research has shown that inequality and pervasive discrimination against women is a common occurrence in the workplace. **The International Labour Organization reported that women are often concentrated in undervalued, low-paying jobs with poor working conditions in most countries of the world.** Contributing factors that lead to women tilting towards unpaid care work include but are not limited to low access to quality education, training, and recruitment which have negatively impacted the skills they possess. Thus, women have limited bargaining and decision-making power.

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The World Economic Forum (WEF) also reported concerns that women are not acquiring essential interpersonal skills such as

critical thinking, problem-solving, and emotional intelligence which are needed for high-growth fields such as professional services.

The BMGA Fellows Program

Our flagship program – **the BMGA Fellows Program** – is a social impact initiative designed to narrow the gender skills gap among university graduates in Africa and Asia. It is a virtual experiential learning program designed to equip women with the knowledge, access, and resources required to gain fundamental employability skills that strengthen their marketability for a successful career in the 21st Century.

111

BMGA Fellows

21%

are first-generation
university graduates

11%

are from marginalized
ethnic groups



Components



Digital Literacy



Professional Development
Courses



Readers Club



Champions of Africa's
History Series



Peer-to-Peer Learning



Troubleshooters
Competition



Executive Career Coaching

This program offers high-level professional development courses, mentorship from graduate students in top global universities, coaching from executives with international experience, exclusive conversations with renowned thought leaders, and life skills that are designed to prepare women for the future of work.





VOICES from the field



I didn't know what to expect coming into this program, but I can confidently say that all my expectations were blown out of the water. Before the BMGA Fellows Program, I had taken a popular soft skills course, and that made me contemplate whether I should even apply for the BMGA Fellows Program or not. However, that course doesn't even scratch the surface of the value that BMGA provides.

The modules are thorough and well-rounded. There are so many different opportunities to synthesize information through all the different components of the program. Not only is there so much depth, but this program is also incredibly expansive."



Benmun Damul
2021 BMGA Fellow & Marketing Associate,
Founder Institute.

» Financial Assistance

Based on our continued partnership with numerous global institutions, subject-matter experts, and renowned thought leaders, the actual cost of the BMGA Fellows Program is approximately \$5,500 per participant. However, the BMGA Foundation and its global partners are committed to widening participation in the BMGA Fellows Program by heavily subsidizing the tuition fee to \$250 per participant.

As a part of our commitment to supporting selected participants who are unable to pay the subsidized tuition fee, the Foundation also provides need-based scholarships. These scholarship awards are based on our consideration of selected participants whose application shows their potential to succeed at the BMGA Fellows Program but have expressed financial inability to meet the required tuition payment.





Conversations

The **BMGA Leadership Speakers Series Podcast** provides university students and young professionals with the opportunity to hear great leaders share their career paths and leadership journey of triumphs and failures. From leaders in the creative industry to entrepreneurs who are shaping and redefining their respective industries, there's a learning curve for everyone.

Throughout the first & second seasons, Gbemisola Abudu engaged in impactful conversations with global thought leaders who are shaping and defining their respective industries such as Mo Abudu, Acha Leke, Oulimata Sarr, Masai Ujiri, Vivi Galani, and Christian Busch.

The **BMGA Industry Webinar Series** is designed as a moderator-led engagement where a panel of global experts discuss in-depth their industry, and share insights about the challenges faced in the industry, the soft skills needed to thrive, and how each young professional can position themselves for success.



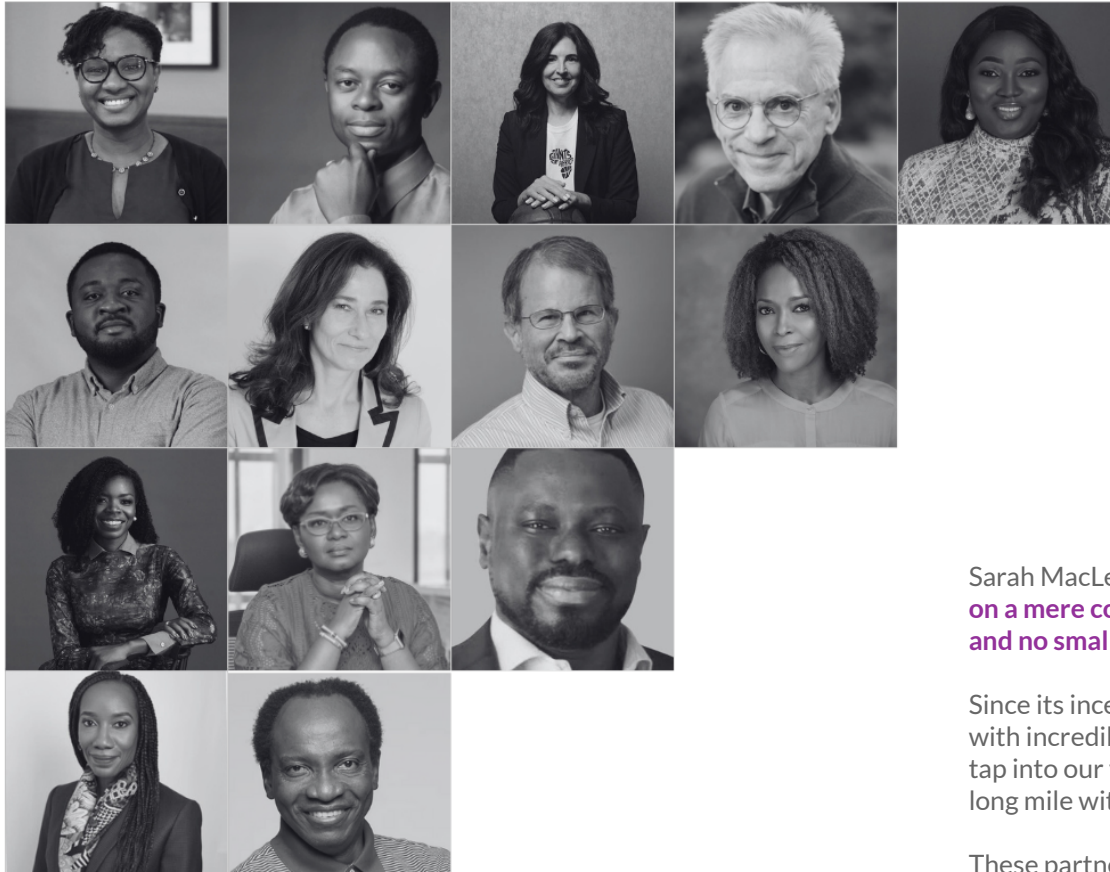
\$581,980 in tuition subsidies & scholarships.



47% of BMGA Fellows were fully funded.



02> *Partnerships that Propel*



Sarah MacLean once said, **“The best partnerships aren’t dependent on a mere common goal but on a shared path of equality, desire, and no small amount of passion.”**

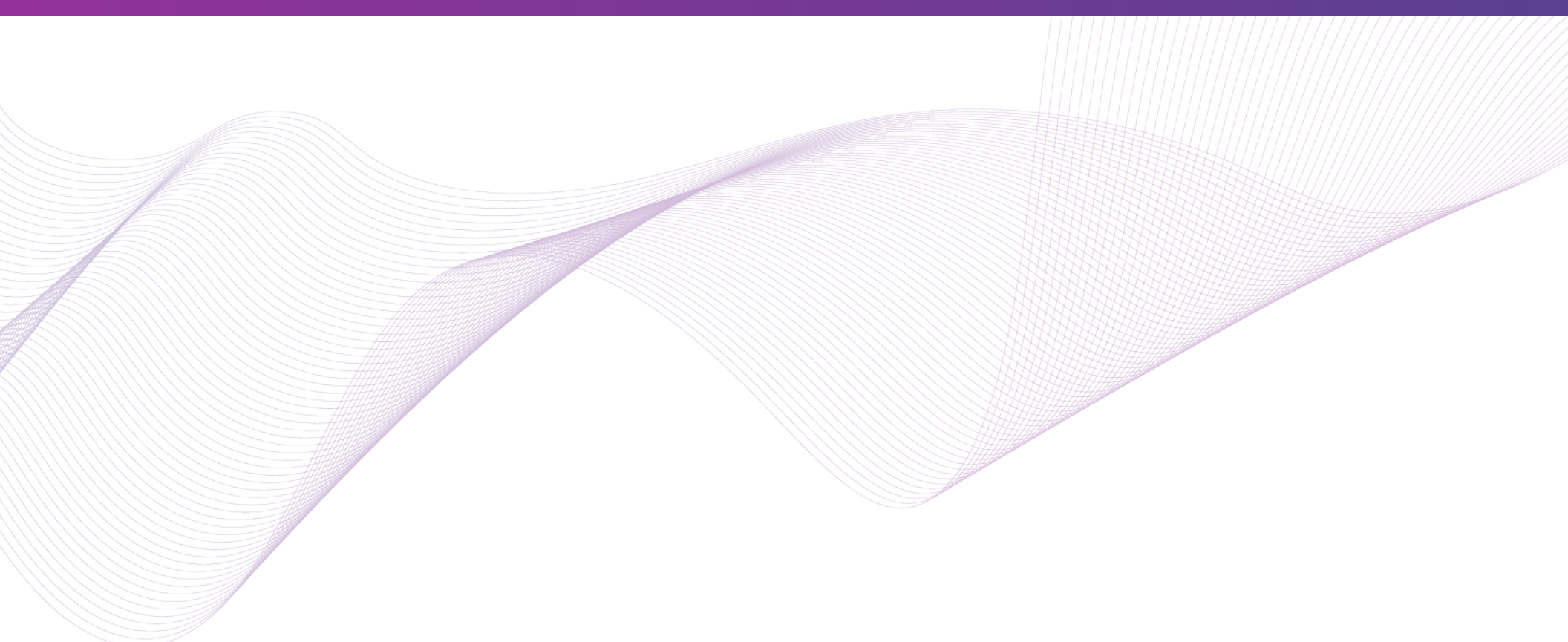
Since its inception, the BMGA Foundation has worked hand-in-hand with incredible organisations who have gone above and beyond to tap into our vision, be geared towards creating impact, and walk this long mile with us. We call them our Impact Allies!

These partners and supporters range from individual contributors and instructors, Alumni of our programs, mentors, coaches, universities, university associations and most of all other non-profits and corporations. They are the individuals and institutions who have supported the work of our Foundation from 2020 till date.

These partnerships and collaborations represent the heart of BMGA Foundation. **They are not just collaborations; they are enduring relationships built on shared values, mutual respect, and a common goal – to transform lives through soft skills.** We extend our deepest gratitude to our partners for their support, dedication, and belief in the potential of every young woman in Africa and Asia.



03> *From Feedback to Future*

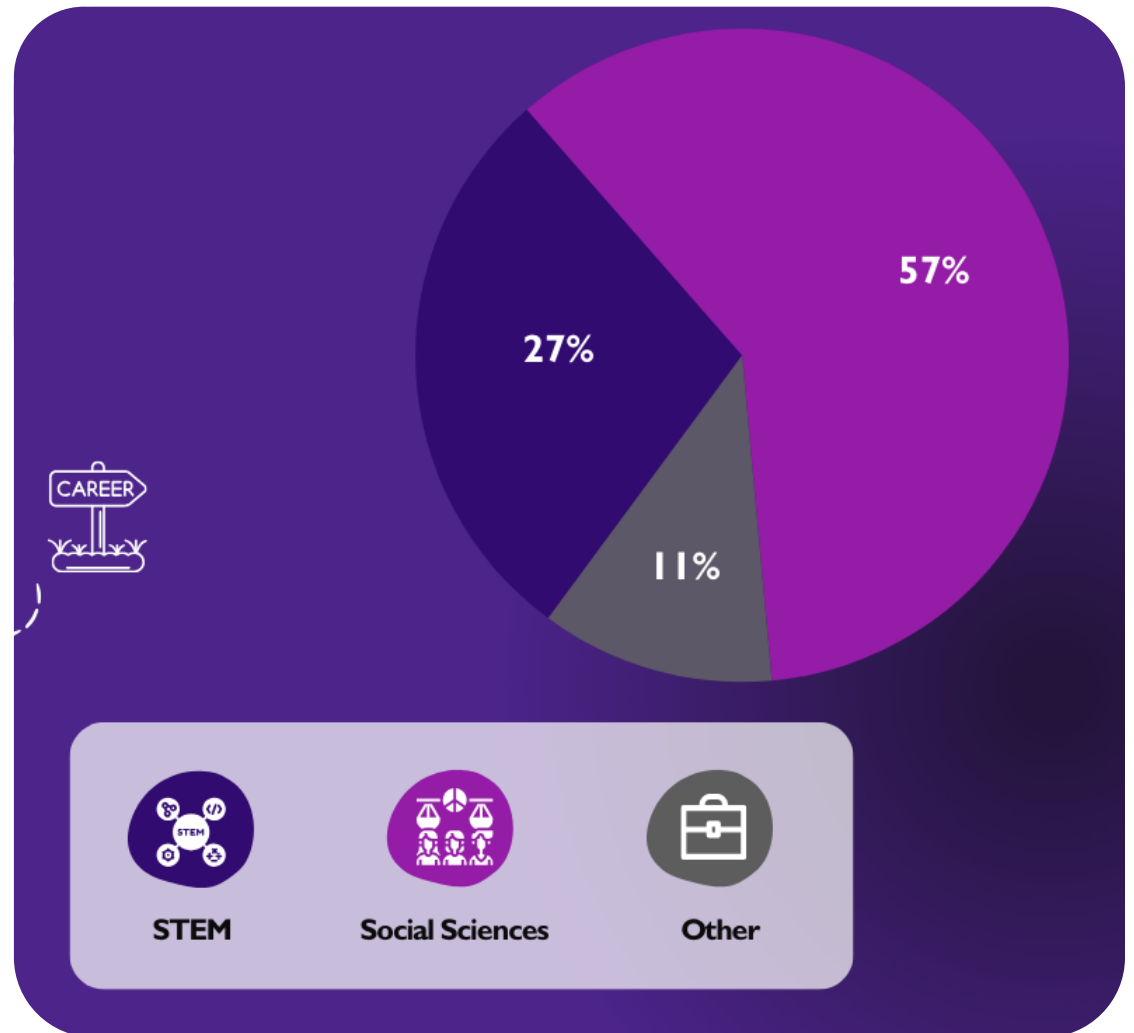


Feedback and insights from our program participants are the compasses guiding our efforts towards continuous improvement and impactful outcomes.

In this section, we present a mosaic of perspectives that reflect the transformative power of the BMGA Fellows Program. We take a deep dive into the background, perspectives and experiences of participants as they engaged in the program.

>> Fields of Interest

57% of our participants have careers in the Social Sciences sector (Law, Political Science, Psychology, etc.) while 29% are within the STEM field (Civil, Data, Electronic, Electrical and Environmental Engineering, Geology, Optometry, etc.) field. 11% are in other sectors including Architecture and Human Resource Management





VOICES from the field



The BMGA Fellows Program was challenging, and super intense, yet worth every second of my time. The intensity of the program has helped me to build some healthy habits. Also, I am better prepared for the global work environment due to its rich, well-tailored and organized curriculum.

Learning from top leaders and experts across relevant sectors was one of my major highlights. Frequent interaction with other ladies across various cultures and countries has made me more culturally and globally aware. This program exceeded my expectations, and I am so proud to be a Fellow."



Temilade Adelakun
2021 BMGA Fellow & Associate Product
Marketing Manager, Google.

»» Our Journey



»» Top Skills Gained

Participants further indicated that the top three skills they gained during the program were:





VOICES from the field



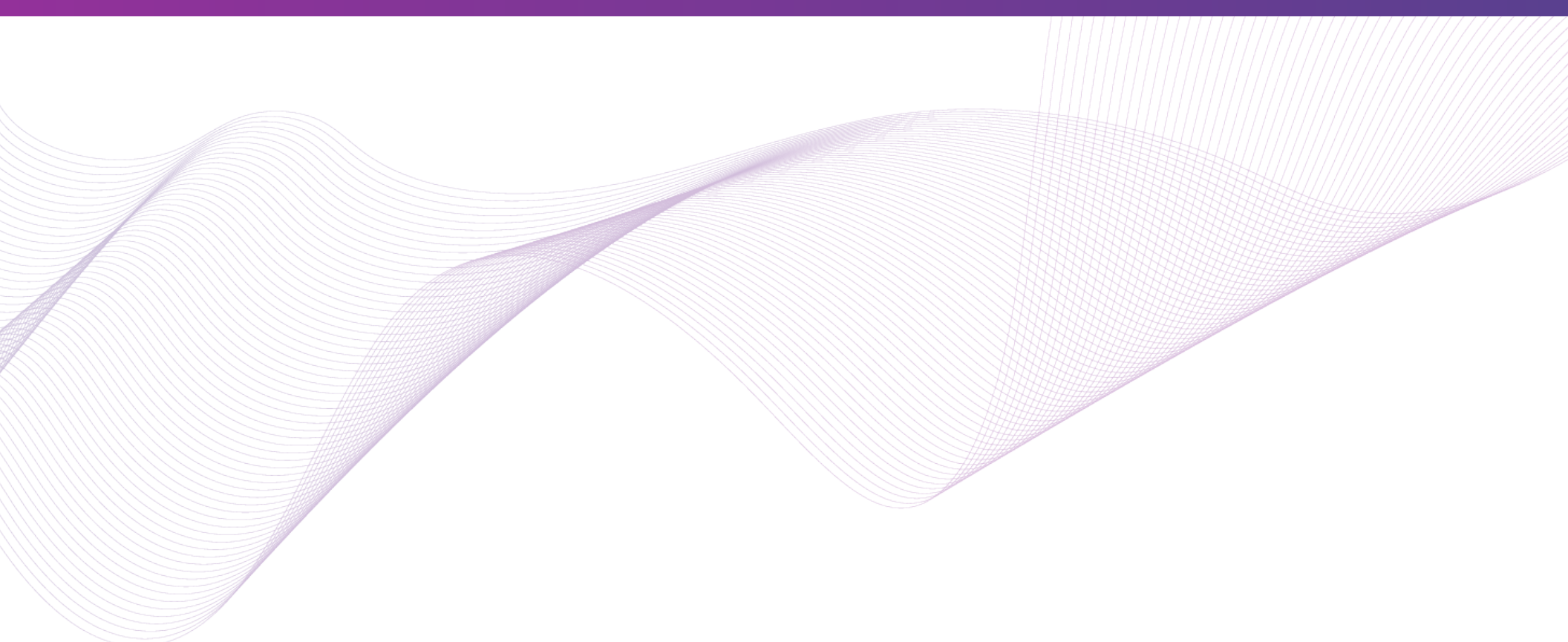
It was not evident until the BMGA Fellows Program that even investing a small part of your day for six months can make such a huge difference in your life. One becomes very confident to face any challenge. Even major challenges in your life become very easy to handle.

Here I am, a graduate of this program who is ready to create her own story."



Mahima Lalwani
2023 BMGA Fellow & Data Engineer,
Dream 11



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When it comes to feedback, participants have reiterated our continuous quest for impact that leaves a lasting impression. The 90% feedback scores across various program components are a showcase of the consistent excellence we strive to achieve and maintain.

Overview of our 90s

93%
IMPACT



90%
MINDSET



99%
ABILITY TO
THRIVE



90%
CORE SKILL
DEVELOPMENT



Key Highlights

The highlights below showcase a dynamic representation of our commitment to excellence. As we spotlight captivating testimonials from our participants, we also recognize it as a challenge to keep raising the bar by delivering programs that not only meet but exceed expectations.

1

IMPACT

93% of our participants rated the program to have a transformational impact on their personal and professional lives.

2

MINDSET

90% of our participants agreed that the program transformed their mindset and professional skill set.

3

ABILITY TO THRIVE

99% of our participants agreed that based on their learnings from the program they are skilled and prepared to thrive in their respective careers in the 21st century workplace.

4

CORE SKILL DEVELOPMENT

Over **90%** of participants developed core life skills needed to advance their careers.

» Program Effectiveness Ratings by Modules

BMGA Readers Club

The BMGA Readers Club has been designed to raise a declining reading culture among participants across the world. The club provides access to e-books that are specifically curated to support the development of essential skills necessary for a successful career in the 21st century.

The Readers Club is structured in an innovative and relaxed environment, where participants will have access to group conversations for the understanding of concepts within each book. The club also aids the development of meaningful networks among participants.

- The Readers Club module had an overall rating of 9 out of 10.
- 91% of participants agree to have cultivated the following skills: analytical, leadership, reading, and oral communication, as a result of the Readers Club module.





BMGA Troubleshooters Competition

The BMGA Troubleshooters Competition is a business case challenge, where participants are tasked with solving complex problems by offering viable solutions to pertinent issues within various sectors, countries, or even continents.

- The Troubleshooters Competition module had an overall rating of 8 out of 10.
- 83% agree that the skills — critical thinking, problem-solving, and Microsoft Suite — learned from the Troubleshooters Competition module have been useful in their real-life professional environment.

Peer-to-Peer Mentorship

A cornerstone of the BMGA Fellows Program is the empowering Peer-to-Peer Mentorship component. Recognizing the significance of guidance and firsthand insights, this component offers participants from Africa and Asia a unique opportunity to connect with mentors who are graduate students in top global universities. The key features of the Mentorship are to give participants access to global perspectives; educational opportunities; career insights & goal alignment; and professional development guidance.

- The Peer-to-Peer module had an overall rating of 9 out of 10.
- 96% of our participants agree that the module objectives of improving networking, enhancing career development, developing a global mindset, and navigating the complexities of an interconnected world have been useful in their real-life professional environment.





VOICES from the field



My mentorship experience was a great value add to my professional journey and my career development. I have a clear understanding and context about my goals, job search and graduate school application. The mentorship sessions were spaced enough to provide me adequate time to act and reflect on all the insights shared in each mentorship session."

• • •

Lucky Kaushik
2023 BMGA Fellow & Talent Acquisition
Coordinator, American Express



VOICES from the field



My experience as a peer mentor in the BMGA Fellows Program was fantastic. It strengthened my capacities in mentorship, effective listening, and willingness to learn from others. It was also a humbling experience - not only did I learn from my formidable mentees, but the program pushed me to act on the academic and entrepreneurial endeavours I had been stalling on.

The BMGA Fellows Program promotes cross-cultural interaction, women's empowerment, and lifelong learning - an excellent initiative indeed!"

• • •

Shodona Kettle
PhD Candidate, University College
London



The Executive Coaching Program

Upon successful completion of the BMGA Fellows Program, the top 10% of the cohort are inducted into a post-program Executive Coaching Program which is a pivotal bridge between theoretical learning and real-world application, reinforcing the experiential learning approach of the BMGA Fellows Program.

This is done through one-on-one coaching sessions and shadowing interactions with seasoned executives who possess a wealth of experience, gained through years of navigating diverse challenges and opportunities. Participants gain direct access to these insights and the personalized guidance accelerates their learning curve by offering real-world perspectives on industry trends, organizational dynamics, and effective leadership strategies.



VOICES from the field



I'd liken this experience to having a couple of years truncated for me in a positive light. Because, in just five sittings, I have had the opportunity to assimilate a lot of nuggets from my coach who has had years of experience.

This is my first time having such a structured engagement with an experienced person who is deliberate about helping me figure out certain crucial things in my life, using lessons from their personal experiences. My coach topped it off by reminding me that what he had shared with me was not just for my professional life, but for my personal life as well."



Lara Human
2021 BMGA Fellow



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Upon graduation, BMGA Fellows are inducted into an active Alumni Network where they attend periodic meet-ups to discuss pertinent issues within their industries and share inspiring solutions.

Currently located in sixteen (16) countries across Africa, Europe, North America, and Asia, our Fellows are a dynamic group of young women who possess outstanding academic accomplishments, impressive community impact records, and a strong desire to continually be active contributors to the social, economic, and political development of their continents.

With a mission to drive equality by encouraging inclusivity and gender equity in the business environment, over the next five years, we expect to, directly and indirectly, empower 10,000 women globally to be more adept at business etiquette, ethics, global communication, problem-solving, managing emotions, negotiation, personal branding, advocacy, leadership, among others.

Because we apply the transformational domino concept by ensuring that we admit high-potential women into the program, our Fellows go on to transform other women across multiple regions in the world. This concept has already been confirmed by individual actions being tracked within the Alumni Network.

At the heart of our programs and initiatives lies a commitment to nurturing future leaders and change-makers. We are proud to shine a light on our Fellows' remarkable achievements, which demonstrate the impact of our programs far beyond the virtual classroom. Each success story is a testament to the transformative power of initiatives such as the BMGA Fellows Program and the resilience of the young African and Asian women who participate in our programs.



ENTREPRENEURIAL SUCCESS

Iza Nalondwa

Our 2021 BMGA Fellow, Iza Nalondwa, transformed her passion into a thriving business venture in Zambia. Starting with a small idea and a lot of determination, IZA Artisan Crafts, has not only created job opportunities but has also contributed significantly to the local economy.

The business specializes in handmade planters, flower pots, vases and scented candles. You will find Iza at her stand in almost every food market, design fair, and exhibition. Her journey as an entrepreneur is a testament to her hard work and the skills she honed during her time in the program.

To learn more about her work, visit www.izaartisancrafts.com.



CAREER SUCCESS

Boluwatife Jide-Olugbade

When Boluwatife was paired with Stephen Ajadi for the peer-to-peer learning component of the 2021 BMGA Fellows Program, she was unsure about her capabilities or the far-reaching likelihood of securing admission into one of the best universities in the world for a graduate program.

Today, she is undertaking her MPhil in Planning, Growth, and Regeneration at the University of Cambridge, where she focuses on how smart technologies can be harnessed to regenerate places and create more livable environments. As Stephen describes the mentorship process, she moved from a place of uncertainty to having to choose between Oxford and Cambridge!

The Career Drive Project



Ghana



Nigeria



Zambia

SOCIAL IMPACT SUCCESS

Our Alumni Network

Our BMGA Fellows Program alumni embody the spirit of service, actively engaging in community initiatives that create lasting change.

For example, the Career Drive Project was a collaborative effort that saw them reaching out to about 800 high school students across three countries: Ghana, Nigeria, and Zambia. Through the Career Drive Project, our alumni collaborated with five established social enterprises to volunteer their time and expertise in mentoring students who are navigating the critical phase of choosing their career paths. From sharing personal experiences to providing insights into various essential soft skills, our alumni have become role models for these young students.



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Our work at the Foundation continues to influence the trajectory of several individuals; including staff, volunteers, stakeholders, and partners.

“Teaching the Introduction to Business Etiquette course by BMGA Foundation brought me away from being a very formal tutor to becoming an instructor who spoke with a lot of experience, and a lot of depth. I was able to learn from the participants directly and the course has heightened my sense of self-awareness and awareness of the people around me.”



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Tolulope Frazer
Instructor



"It is so inspiring to see women take courses like the BMGA Fellows Program and take on leadership roles across the world. I truly admire the program and how much its Founder, Gbemisola Abudu, has been able to accomplish through this program."

Anna Dede
BMGA Community Specialist



"It is so inspiring to see women take courses like the BMGA Fellows Program and take on leadership roles across the world. I truly admire the program and how much its Founder, Gbemisola Abudu, has been able to accomplish through this program."

Stephanie Jamieson
Executive Vice-President of Operations,
Giants of Africa



07» *Infusing the BMGA DNA, One Story at a Time*

The background of the top half of the page features a series of overlapping, wavy, purple lines that create a sense of movement and depth. These lines are composed of many thin, parallel strokes that vary in opacity, giving the impression of a woven fabric or a dynamic, flowing energy.

In BMGA Foundation's journey, each story is a thread that weaves together the narrative of impact, resilience, and transformation. Our mission is a commitment to nurturing potential, overcoming challenges, and creating a legacy of positive change.

As we look to our past, we invite you to be part of the future we are shaping. Join us in 'Infusing the BMGA DNA, one story at a time!'

Doing this will enable you to:

- Be positioned as an individual/organization that is focused on investing in the next generation of global leaders through sponsorship, facilitation, or recruitment.
- Increase brand awareness and values among your target segment(s) in Africa and Asia.
- Perform corporate social responsibility by transforming the lives and careers of marginalised professionals.
- Leverage your affiliation with the top global institutions that partner with us.
- Reinforce your brand's commitment to diversity, gender equality and inclusion.

Whether as a **Donor, Supporter or Partner**, your contribution can become a special chapter in our narrative of transformation.

To support our journey towards **GENDER EQUITY FOR THE DEVELOPMENT OF SUSTAINABLE ECONOMIES**, please contact:

Nalishebo.Siambo@bmgafoundation.org

+260 97 2743 987



Our Partners

- Officially partnered with the Association of Commonwealth Universities and Giants of Africa.
- Existing collaboration with 25+ global institutions and organizations.
- Teamed up with professionals in 4 out of the top 20 global universities for our peer mentorship program.
- Worked with top executives in 3 global firms for our coaching program.



The Association
of Commonwealth
Universities



African Society of
Cambridge University



ESKILLS
GROUP



THUNDERBIRD
SCHOOL OF GLOBAL MANAGEMENT



Femme Minty
women and money

GALLUP®



Imperial College
Business School



AFRICA
SOCIETY
UNIVERSITY OF OXFORD



Rungas
CLEANER ENERGY



STORYWORK
INTERNATIONAL
Unlock The Possible



UNIVERSITY OF
CAPE COAST



UNIVERSITY
OF
JOHANNESBURG



UNIVERSITY OF
LAGOS
IN DEED AND IN TRUTH

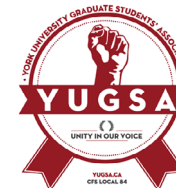


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