

PAN AFRICAN

Learning and Growth Network

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Learning



2025 WOMEN IN MANAGEMENT & LEADERSHIP

10TH ANNUAL CONFERENCE
AGENDA

THEME: ACCELERATE ACTION

CONFERENCE & WORKSHOP
EKHAYA LUXURY RESORT

WOMEN OF SUBSTANCE AWARDS
SUNBIRD NKOPOLA LODGE
MANGOCHI, MALAWI

**25-28
FEB
2025**

EVENTS SCHEDULE

Leadership Workshops
25-26 February
MK800,000

WML 10TH Conference
27-28 February
MK900,000

Women of Substance Awards
28 February 19:00-22:30
MK100,000

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ABOUT THE WOMEN IN MANAGEMENT AND LEADERSHIP (WML) ANNUAL CONFERENCE

Join like-minded professionals for four days of learning, inspiring keynote speeches and panel discussions to learn the latest insights around modern leadership and how to apply them to your career and professional growth. We are back for our 10th year! The Women in Management and Leadership (WML) 10th Annual Conference under the theme; “Accelerate Action”: Inspired by the International Women’s Day 2025 theme, focusing on accelerating progress and action towards gender equality. The conference is scheduled to take place from 27th to 28th February, 2025 at Ekhaya Luxury Resort in Mangochi - Malawi. With a series of Leadership pre-conference workshops running from the 25th to the 26th of February and the 4th Annual Women of Substance Awards (Malawi) on the evening on the 28th February, 2025 at Sunbird Nkopola Lodge.

The Women in Management and Leadership (WML) Conference is a Pan African Learning and Growth Network (PALGNET) premier leadership event which was launched in March 2016, it grew out of a desire to equip women in leadership and managerial positions with the skills and capacity to excel in their positions as well as ensure that they are effective contributors to the success of their organizations, businesses and the community. It’s partly inspirational, partly educational. The WML Annual Conference attracts world-class speakers and change makers.

The Conference will empower you with the experiences and perspectives from a vast array of successful women from a variety of backgrounds - each sharing unique lessons from working their way from the bottom to the very top of their professions. This event offers personal and professional development opportunities for engagement with women leaders from across the country and beyond. It is an interactive learning platform designed to target leadership and business skills.

WML Conference supports and inspires women to express themselves authentically by providing the tools, knowledge, and network for women to lead in a way that integrates core feminine values like connection, collaboration, intuition, empathy and heart. It also addresses the challenges women face today in the corporate world through an examination of the real-life experiences of successful African women.

The African Union Strategy for Gender Equality and Women’s Empowerment (GEWE), underscores the need for women’s economic empowerment as stated under Pillar I, “maximizing economic outcomes and opportunities (outcome 1.2), where women are challenged to push for their economic freedom thereby re-affirming the Africa Agenda 2063 - The Africa We Want.” There is no doubt that the future of Africa needs more female leaders and leadership qualities that enable women to take ownership of their economic freedom so that they can participate and contribute fully to the sustainable development of Africa. Leadership development becomes a critical aspect of this agenda.

By attending the WML 10th Annual Conference, you will be both challenged and inspired to sharpen your skills, interact with others, and leave this event energized and eager to share your new learnings. Being a part of this event will give you greater influence and opportunities to make a positive impact on your career, homes and communities. You will find out what it takes for the most senior women in Malawi and beyond to flourish - how they stumbled, and what they learned along the way - so you can put that in your leadership toolkit and thrive. It features inspiring keynotes, career-focused case studies, jam-packed panel discussions and interactive workshops for an all-encompassing experience.

Focusing on the need to Accelerate Action emphasizes the importance of taking swift and decisive steps to achieve gender equality. It calls for increased momentum and urgency in addressing the systemic barriers and biases that women face, both in personal and professional spheres. Accelerate Action is a worldwide call to acknowledge the strategies, resources and activity that positively impact women’s advancement, and to support and elevate their implementation. Significant barriers to gender equality remain, yet with the right action and support, positive progress can be made for women everywhere\

PROGRAM DAY 1: WOMEN LEADERSHIP PRE-CONFERENCE WORKSHOPS



PUBLIC SPEAKING AND PRESENTATION SKILLS WORKSHOP BY LINDA LONGWE | 08:30-16:00

The course outlines the essential on how to make an impactful presentation:

- Practical Guidelines regarding the 7 Rights of Public Speaking/Making a Presentation.
- Reviewing Presentation Objectives
- How to Design Compelling and Engaging Relevant Content
- Logical Presentation Structure, Materials, Use of Props and Adjusting Content and Presentation Methods According to Subject and Audience
- Personal Mastery and Confidence Coaching
- Understanding Cultural and Diversity Dynamics
- Voice Control, Platform Tips, Timing, Eye Contact and Body Language
- The Use of Presentation Aids
- Delivering with Confidence: How to minimise mannerisms and control nervousness
- How to present at different settings e.g. Giving Opening Remarks, Pitching, Presenting in a Team Meeting, Participating in a Panel Discussion, Giving an Inspirational Speech, Closing Remarks or a Vote of Thanks.
- Handling Questions, Interruptions and Different Participants and Scenarios
- How to Make Impactful Virtual Presentations
- Engaging Openings and Closings
- How to Build an Ethical Side Hustle through Public Speaking
- Giving or Receiving Feedback

Interactive Activities

- Role Plays
- Group Discussions and Exercises
- Case Study Reviews
- Peer Feedback and Coaching
- Experiential Learning

Resources

- Workshop Hand-outs

The Public Speaking and Presentation Skills training is highly interactive with course participants making live presentations to the rest of the team.

1. WORK-LIFE BALANCE FACILITATED BY DR. MAVIS MAZHURA | 08:30-12:00HOURS

Workshop Outline

- Work-Life Balance introduction: Definition and importance, Common myths and misconceptions
- Assessing your current balance - Self-assessment exercises
- Identifying stressors and time-wasters
- Setting Priorities and Goals - Techniques for prioritizing tasks
- Goal-setting strategies for personal and professional life
- Time Management Skills - Effective time management techniques
- Tools and apps to help manage time better
- Stress Management Techniques: Mindfulness and relaxation exercises
- Strategies for managing stress in the workplace
- Creating Boundaries - Setting boundaries between work and personal life
- Learning to say no and delegate tasks - Healthy Lifestyle Choices
- Importance of physical health and exercise
- Nutrition and sleep for better productivity
- Building a Support System - Leveraging support from family, friends, and colleagues
- Networking and mentorship opportunities
- Workplace Policies and Flexibility - Understanding and advocating for flexible work policies
- Remote work and its impact on work-life balance
- Action Plan - Developing a personalized action plan
- Setting up follow-up and accountability measures



Workshop Outline

- Group Discussions: Sharing experiences and strategies.
- Role-Playing: Practicing boundary-setting and negotiation.
- Workshops: Hands-on activities for time management and stress relief.

Resources

- Handouts and worksheets
- Access to apps and tools for time and stress management

2. PERSONAL FINANCE MANAGEMENT FACILITATED BY SITABENE MALANGE | 13:00-16:30HOURS

Workshop Outline

Financial Planning Dashboard

The financial savings and investments dashboard. Participants are equipped with financial savings and investment tools alternatives: (MSE, Insurance, Risk Free Investment/Instruments) and Leveraging

Vision Boarding | Wheel of Life

How to vision board your financial planning journey. Balancing your life mapping

Goal Setting

Goal setting process and Setting Personal and Financial Plans on paper

Steps to Financial Planning Freedom

Where to start your financial planning journey. Managing Consumer Credit, Insurance to finance for risk and identifying financial markets and investment vehicles. Preparation to financial planning:

- Identify your Financial Situation
- Determine Financial Goals
- Identify Alternative for Investment
- Evaluate Alternatives (Buckets)
- Drafting Financial Plan
- Inheritance Plan
- Banking, Budgeting, Mortgage Management, Investments, Insurance, Retirement Planning

Wealth Creation vs Lifestyle -

Understand the difference between wealth creation and lifestyle and the:

- The Lifestyle Challenge "Hierarchy of Needs"
- The Image Trap and Peer Pressure
- Employers and employees' responsibility
- Livelihood, Asset Accumulation, Wealth Creation

Planning Life Before, During and After Work

The Flow of Life. Identifying your passion capacity interest and level of happiness now and at job exit

Financial Decisions & Financial Management defined

Defining the art of financial decisions and financial management. Mapping financial decisions and management skills 50:30:20 Rule inverted, 50% Needs, 30% Wants and 20% Savings

- Defining Needs, Wants & Extras
- Difference between Savings & Investments
- Good Debt vs Bad Debt
- Difference between Savings and Investments
- Exploring your personal financial budgeting & calculator





**PROGRAM DAY 3-4
27-28 FEBRUARY | 08:00-16:00
WOMEN IN MANAGEMENT AND
LEADERSHIP 10TH ANNUAL
CONFERENCE**

**CONFERENCE TOPICS |
AREAS OF DISCUSSION:**

- Accelerate Action for gender equality
- Breaking the Glass Ceiling: Strategies for overcoming barriers to leadership roles.
- Inclusive Leadership: Promoting diversity, equity, and inclusion in the workplace.
- Mentorship and Sponsorship: Building networks and support systems for women leaders.
- Emotional Intelligence: Enhancing self-awareness and interpersonal skills.
- Work-Life Balance: Managing career and personal life effectively.
- Negotiation Skills: Techniques for advocating for oneself in the workplace.
- Digital Transformation: Leveraging technology for leadership and innovation.
- Resilience and Adaptability: Thriving in times of change and uncertainty.
- Executive Presence: Building confidence and influence as a leader.



**OTHER
CONFERENCE HIGHLIGHTS**

1. Panel Discussions
2. Peer Learning - Small Group Sessions where participants will break away with topics given to them or they can tailor their own breakout session topic. The world is faced with issues of wars (Israel and others), drug and alcohol abuse, sexually active young boys and girls, abuse of young boys and girls, the mental wellbeing of those looking after the abusers and abused, sustainability/climate change. Breakaway session topics will be around that... (Thursday evening)
3. Entrepreneurs to share lifetime stories - drawn from participants. Short afternoon programs (Maximum 10-15 min each) "How Did We Get Here - Share Your Story". Women volunteers to share their stories of leadership. This is to give this years' participants continuous ownership of the program and to be directly involved
4. Short program on "Women Empowerment" where we invite some personnel from car sales to show women how to change a tyre or what to do when they have a breakdown we will also have personnel from the gas company to talk about safety when using gas and how to care for the gas tanks and stoves.

PROFESSIONAL SPEAKERS & FACILITATOR



Letty Chiwara
Country Representative Malawi
UN Women - **Malawi**



Dr Beatrice Matanje
CEO - National AIDS
Commission
Malawi



Maya Ng'ombe
Certified Leadership
Trainer and
Corporate Facilitator)
Malawi



Andisa Liba
Seasoned HR
Executive, CPO -
Floatpays
Co-Founder -
Women's Tech
Connection.
South Africa



**Ms. Maureen
Sumbwe**
General Assembly
CoMFWB
Chairperson
Chief Executive -
ZFAWIB
Zambia



Linda L. Longwe
Conference
Chairperson
Personal Mastery,
Leadership Trainer
Int. Certified Master
Coach
Zimbabwe



Linda Kasonde
Vice-President for
Africa
Commonwealth
Lawyers Association
Owner - LCK
Chambers,
TEDx speaker
Zambia



Sitabene Malange
Sustainable, Climate
& Green Finance,
Financial Inclusion
Development
Finance Specialist
Malawi



**Susan Chabuka-
Mudiwa**
Certified Executive
Coach
**Yukani Consulting
Ltd**
Managing Director -
FHL Limited
Kenya



**Dr. Mavis Mazhura,
Psy.D**
OD Consultant
& Leadership
Psychologist
South Africa

THE MALAWI 4TH ANNUAL WOMEN OF SUBSTANCE AWARDS

28 FEBRUARY: 19:00PM-22:00PM

It is that exciting time of the year when we bring you the Pan African Learning and Growth Network Women of Substance Awards, which is now in the 4th year. The event takes place on the evening of the last day of the Women in Management and Leadership Annual Conference, which may also be of interest for your organization to attend. The Women of Substance Awards (WOSA) honors and celebrates strong, powerful and inspirational women who have earned exceptional achievements, positively influenced and produced trail-blazing results in their respective sectors, society and communities. WOSA also acknowledges Male Champions who play an active role in supporting girls' education. Women of substance are often unsung heroines, 'ordinary' women who do extraordinary things but are often recognized and fully appreciated only by those closest to them in this case their associations or professional bodies or communities.

CATEGORY 1: PROFESSIONAL ASSOCIATIONS/INDUSTRIES

- Malawi Institute of Architects
- Association of Certified Chartered Accountants
- Surveyors Institute of Malawi
- Bankers Association of Malawi
- Chartered Institute of Transport and Logistics
- Financial Market Dealers Association
- Economics Association of Malawi
- ICT Association of Malawi
- Institute of Chartered Accountants in Malawi
- Institute of Internal Auditors
- Institute of People Management
- Insurance Association of Malawi
- Insurance Institute of Malawi
- Malawi Association of Counsellors
- Malawi Engineering Institution
- Malawi Institute of Purchasing and Supply
- Malawi Law Society
- Institute of Marketing in Malawi
- Nurses and Midwives Council of Malawi
- Public Relations Society of Malawi
- Teachers Union of Malawi
- Women Doctors Association of Malawi
- Employers' Consultative Association of Malawi

CATEGORY 2: OTHERS

- Sport
- Entrepreneurship
- Educational Achievement
- Arts and Culture
- Media and Entertainment
- Humanitarian
- Male Champions
- Public Sector/Service
- ESG: Environmental, social and Governance
- Women Change Makers
- Influencers and Bloggers
- Science and Research
- Writers and Authors
- Fashion and Lifestyle
- Health and Wellness

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Available Packages: (Please inquire for detailed brochure using contacts below):

Platinum K6,000,000	Gold K4,000,000
Silver K3,000,000	Bronze <small>(Awards Exclusive):</small> +/-K6,000,000

Other Opportunities

Exhibitors: K800,000
 Delegate Inserts: MK500,000

Sponsorship Contacts

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