

LIFTERUP x WIFR MENTORSHIP REPORT



2025 Cohort Milestone



In partnership with **Women in Finance Rwanda (WIFR)**, we had **24 professional women** working in **financial institutions**, mentored by senior women leaders in the financial sector. The women joined 78 other professional women from other institutions, from various sectors, who have benefited from the program this year.

Program overview

The program ran for 9 months, from March 2025 to December 2025, and was delivered through a blend of virtual and in-person monthly masterclasses.

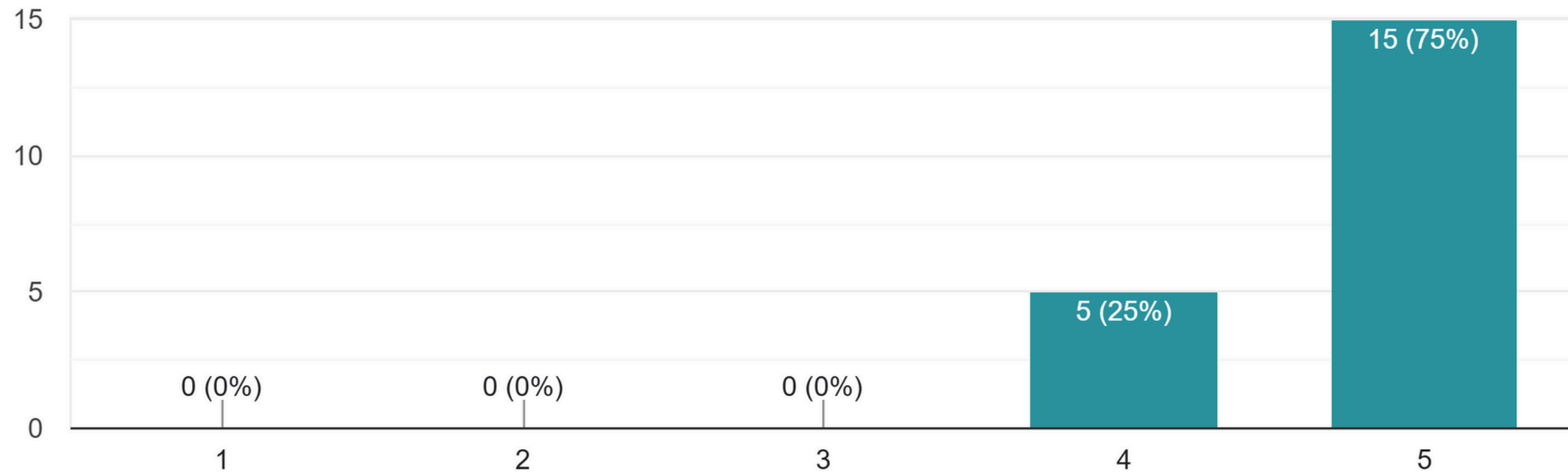
Participants also engaged in group mentorship sessions with their mentors, with the option of 1-on-1 mentoring upon request.

Topics Covered:

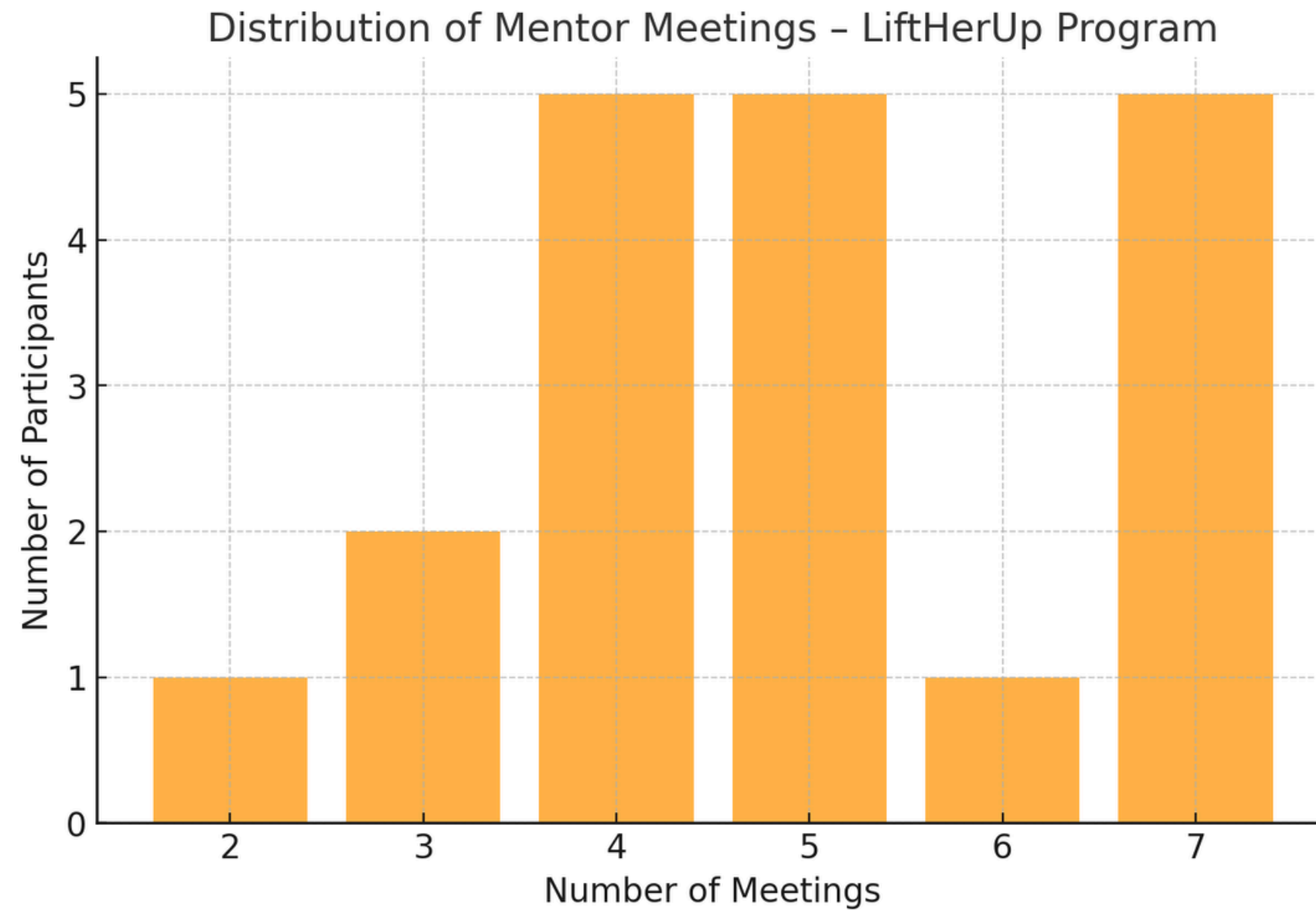
1. Leveraging Self-Awareness for Intentional Growth
2. Optimising Career Success While Winning at Life
3. Becoming a Confident Communicator
4. Being a confident communicator (Tackling Impostor Syndrome + Mastering Public Speaking)
5. AI Toolkit for Career Advancement
6. Forming Meaningful Professional Relationships
7. Why Aspire for Leadership Positions
8. Thinking Investment as a woman
9. We will conclude the program with a special Closing Event, celebrating the growth achieved over the 9 months. The event will also feature a masterclass on Owning Your Growth.

How would you rate your overall experience in the LiftHerUp Program?

20 responses



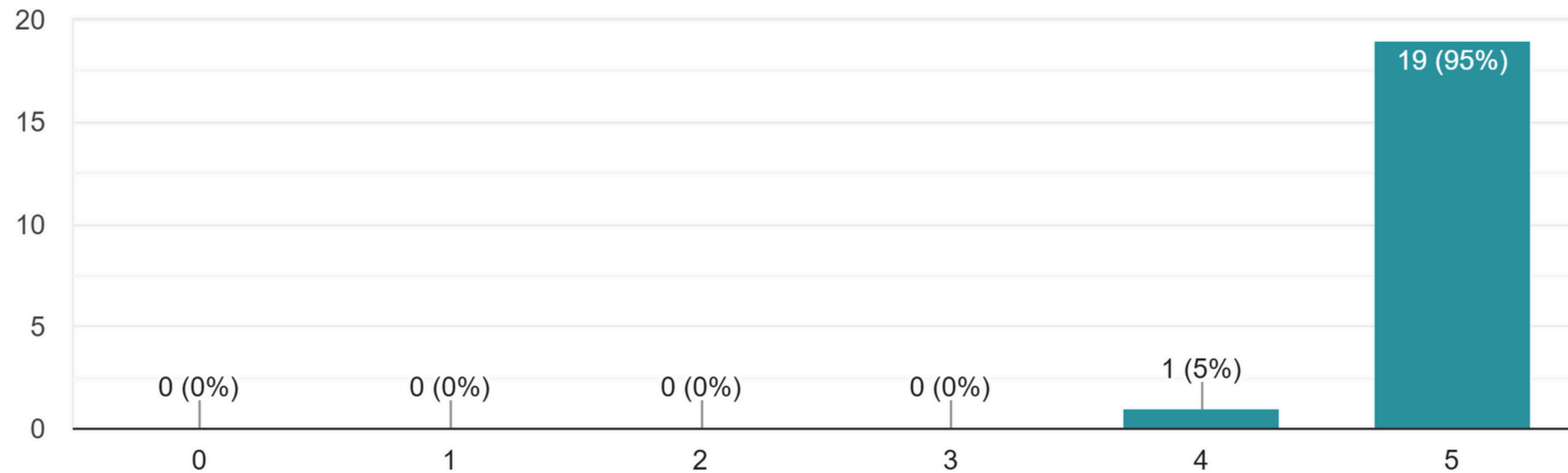
Participants rated their overall experience very positively, with an average score of 4.74/5. Most participants (68%) gave the highest rating of 5, reflecting a high level of satisfaction with the program.



- Most participants met with their mentors 5 or 7 times.
- Fewer participants had only 2 or 3 meetings; this was due to conflicting schedules on both the mentor's and mentee's side.

On a scale of 0-5, how likely are you to recommend this program?

20 responses



- This depicts that the participants are happy with the program experience and are willing to recommend it to others

A hand-drawn diagram on a chalkboard. The background is a gradient of blue, green, and yellow. The words 'Capacity', 'Needs', 'Wants', 'Program', 'Impact', and 'Monitor' are written in blue and green chalk. 'Capacity' is on the left, 'Needs' is at the top, 'Wants' is on the right, 'Program' is in the center, 'Impact' is at the bottom left, and 'Monitor' is at the bottom center. A hand holding a red marker is visible at the bottom right, pointing towards the center. The main title 'PROGRAM IMPACT' is written in large, bold, white letters in the center.

PROGRAM IMPACT

1. Enhanced Confidence and Self-Belief

- Participants reported **increased confidence** in both personal and professional settings.
- Many **overcame self-doubt** and **imposter syndrome**, enabling them to step into leadership roles, speak publicly, and apply for new opportunities.



2. Personal Growth and Self-Discovery

- Participants explored their strengths and weaknesses, leading to greater self-awareness and intentional growth.
- The program encouraged reflection on life priorities, personal values, and aspirations, helping participants align their actions with their goals.
- Self-discovery empowered participants to design their own growth paths, rather than waiting for opportunities to come.

3. Professional Development and Career Advancement

- Many participants reported promotions, career transitions, or advancement in their roles as a result of the program.
- The program provided tools for navigating workplace dynamics, handling disagreements, and confidently leading projects.



4. Motivation and Goal Clarity

- The program helped refine career objectives, set clear goals, and take actionable steps toward achieving them.
- Several participants highlighted the program's role in increasing their drive to learn, take on responsibilities, and seek growth opportunities.



5. Community and Networking

- Participants valued building lasting relationships with mentors, peers, and benefited from guest speakers in the ,masterclasses.
- The program fostered a supportive community where women could learn, be mentored, be challenged, and share experiences.

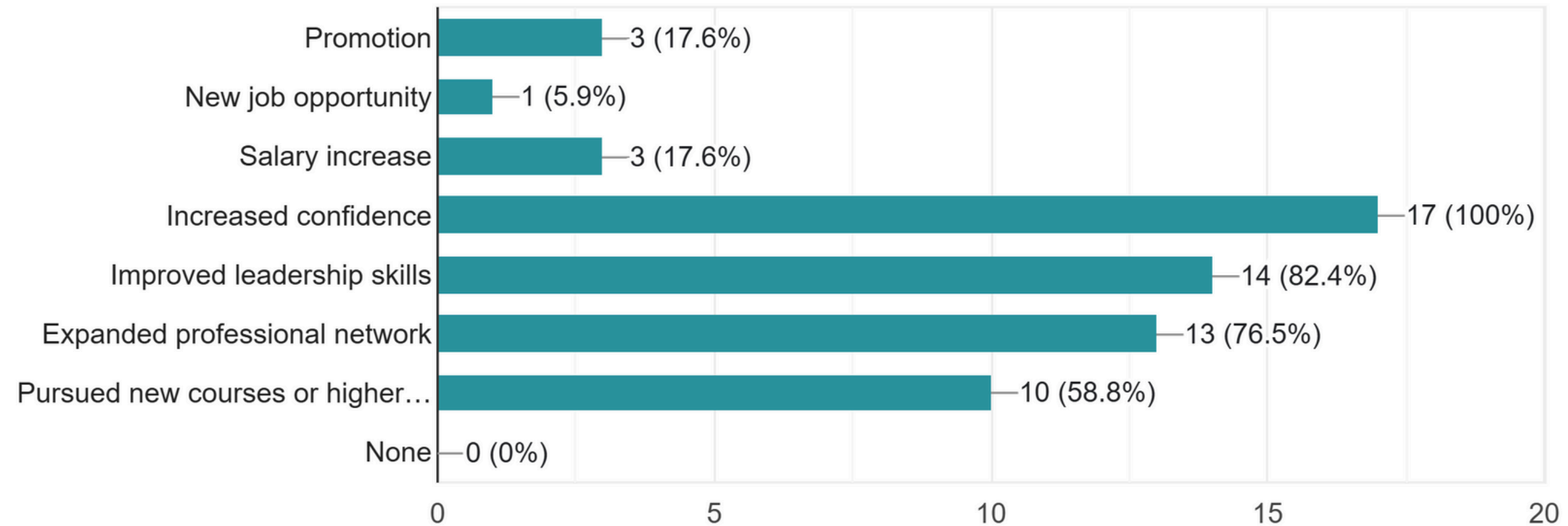
6. Mindset and Perspective Shifts

- Participants reported new perspectives on leadership, personal development, and approaching challenges.
- Many felt empowered to see opportunities previously considered out of reach and to embrace change confidently.



Which of the following did you experience as a result of being in the program? (Select all that apply)

17 responses



Participants highlighted the impact of the program on their personal and professional life, like Promotion, salary increase, Improved skills, and increased confidence through the program.

Halimah Nakiyemba – NCBA

One of the biggest changes has been the confidence and intention with which I show up, both at work and in life. I now communicate clearly, take initiative, and embrace leadership opportunities. Belinda's mentorship, through reflections and assignments, helped me confront limiting beliefs, gain clarity, and make better decisions. This program empowered me to trust my voice, embrace opportunities, and show up with purpose.

Sandrine Ingabire – SanlamAllianz GI Plc

I have learned how to manage people more effectively, when to speak and when to listen, and how to handle disagreements calmly. I also feel more confident leading discussions than before. Most importantly, I am grateful to have someone I can rely on for professional guidance. I will remain deeply thankful for this support.

Mbyirukira Nkoronko Diane – Urwego Finance

My mentorship journey has been excellent, i have gained skills on how to navigate relationships at work, handle different personalities and also plan and have a vision board on areas i want to improve and now i know where i want to be and i feel like i have the tools to get there.

Anonymous

The program was very inspiring and boosted my self-confidence. I started my CPA journey and have already passed several modules—something I didn't believe I could do before.

Sonia Kayisenge - BRD

Being in this program and having my mentor hold me accountable helped me complete several courses, start going to the gym, continue volunteering in leadership roles and create a roadmap for my life, not just my career. I was promoted, and my confidence grew significantly.

Linda Rubanza - I&M Bank

One of the biggest changes in my life and work has been becoming more intentional and self-aware. Through the program, I learned to pause, reflect, and design my own growth. I now set clearer goals, ask more questions, and step out of my comfort zone whenever learning or leadership opportunities arise.

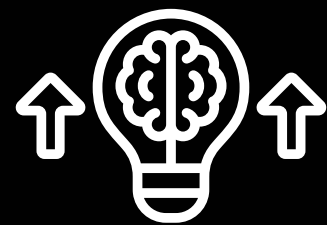
Jeannette Musabyimana - Ecobank

My mentor was truly inspiring. She helped me identify my short and long term aspirations, recognize my strengths and weaknesses, and pushed me to aim for leadership positions. With her guidance, I applied for several internal roles and successfully secured the Head of Operations position.

Anymous

In this program I learned skills that helped me excel at work, and LiftHerUp increased my motivation to learn more about my work and to never settle for the let. My improved performance was even recognized by my CFO. I've also built the discipline to exercise consistently, which I didn't have before.

Support Required



To sustain and scale this proven impact, we seek:

Participants expressed a strong interest in joining the **15 Invaluable Laws of Growth Mastermind**, an 8-week transformative journey. It has been recognized as one of the major drivers of sustained development among past participants.

We would **request full program package coverage** so that the participants can benefit from it as well.



THANK YOU!