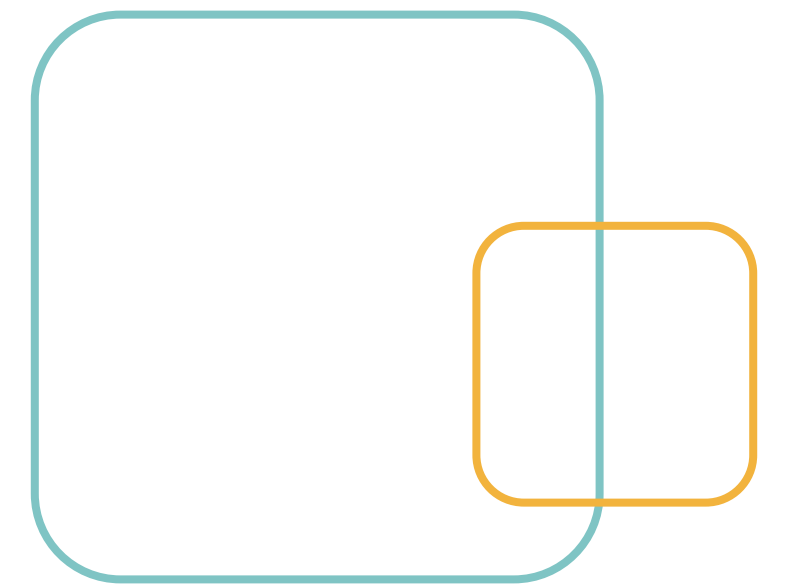


LIFETHERUP × WIFR

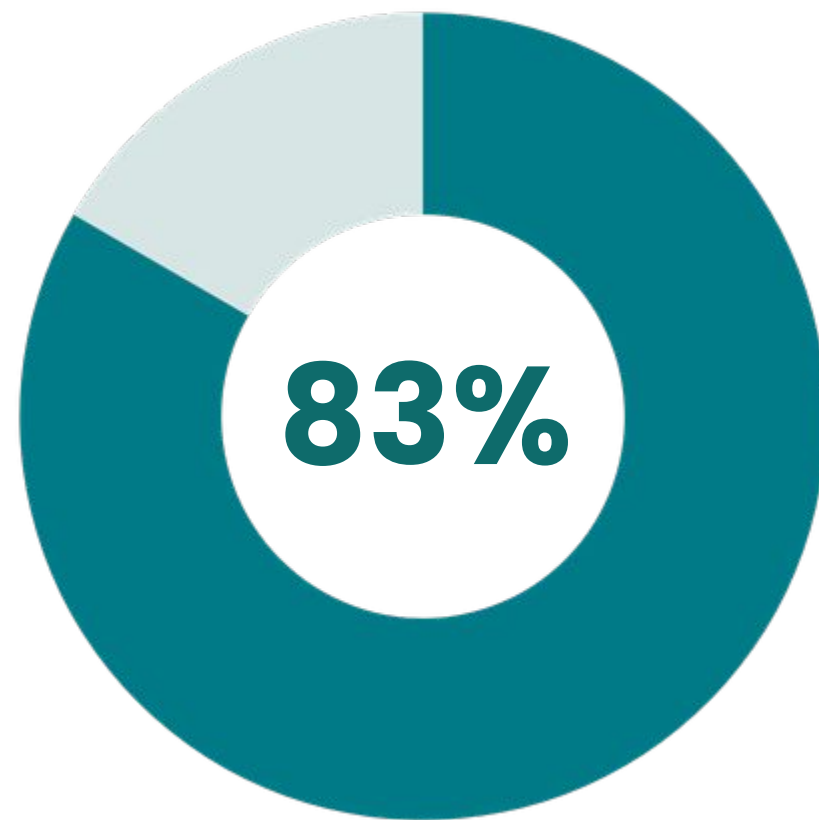
2025 COHORT ALUMNI IMPACT

Post-Program Survey Report · Cohort 1



ABOUT THE ALUMNI SURVEY

Measuring what changed for the 24 women WIFR sponsored in Cohort 1 (2025)



20 of 24 alumni
completed the survey



When & how

Online survey, conducted May 2026. Roughly 6 months after Cohort 1 closed.



What we measured

Career outcomes since graduating, program contribution across 5 growth dimensions, and ongoing mentor connection.



Who responded

Alumni from 14 financial organizations



In their own words

Each alumna described one specific transformation — before, what changed, and what is different now.

6 Month ON: THE HEADLINE IMPACT

Tangible career growth reported by the 2025 cohort within the program and 6 months after

35%

reported a salary
increase

30%

earned a
promotion at work

75%

still in touch with
mentors & peers

10%

Pursued higher
education

10%

Got New Job
Opportunities

65%

achieved work life
balance

THE RIPPLE EFFECT

Impact that multiplies: WIFR's sponsorship of 24 women is now reaching far beyond the cohort



15%

now mentor others

3 alumnae have stepped into mentoring roles in their companies, and informally in their communities.



15%

started or grown businesses

2 alumnae opened a business, one grew an existing one, and one moved from employee to founder of her own company.



Paying it forward

community impact

One alumna funded a struggling single mother with business start-up capital and guidance – “life is now not that difficult for her.”

OUTCOMES SINCE GRADUATION

“Since completing the program, which of the following have you experienced?” share of respondents selecting each outcome

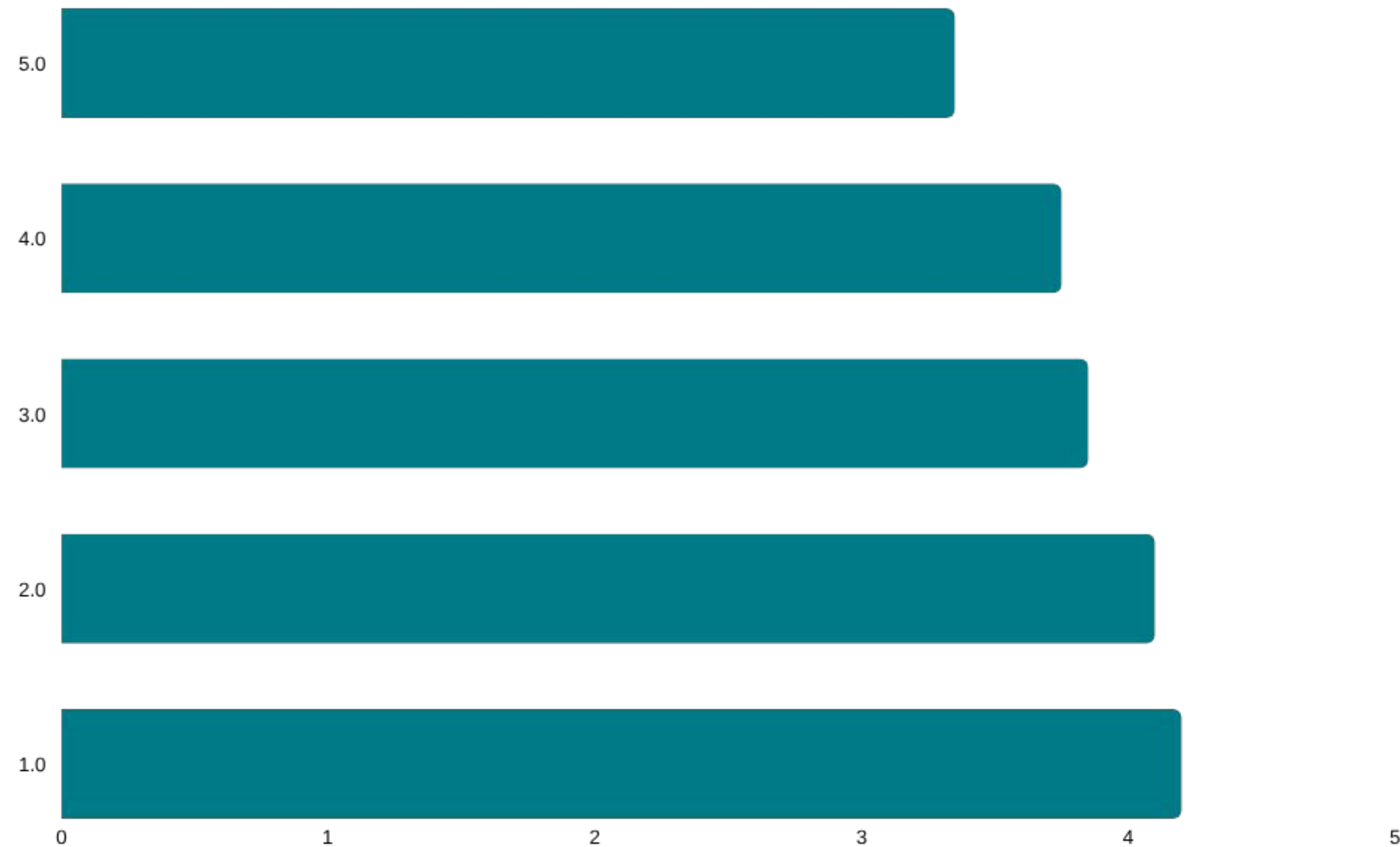


The takeaway

The most common gains are **work-life balance, confidence, Salary increase, promotion, leadership responsibility**, which are the foundations that lead to promotions and pay rises.

HOW MUCH DID THE PROGRAM CONTRIBUTE?

Average self-rated contribution to growth, on a 1–5 scale, across the 4 areas



Overall average across all dimensions: 3.85 / 5

Share of alumni rating the program 4 or 5

75% Personal development

70% Goal clarity & direction

65% Leadership confidence

50% Career growth

Networking scored lowest (3.35)

ALUMNI VOICES

“ When I started, I was an FI Relations Officer. By the time I completed the program, I was promoted to Lead Specialist, Strategic Programs, with dual reporting to Resource Mobilization and the CEO's office.

Joy Umulisa Dukuze · Development Bank of Rwanda (BRD)

“ I lacked confidence presenting, sharing opinions in meetings and leading teams. The training gave me confidence and communication skills — which contributed to my promotion from Officer to Senior Specialist, Investment Analysis.

Sonia Kayisenge · Development Bank of Rwanda (BRD)

“ Before, I was not confident enough to apply for high positions; the mentorship program and masterclasses shaped me.

Jeannette Musabyimana · Ecobank Rwanda · promotion + salary increase

“ I was at officer level before joining. After the mentorship I was promoted into leadership responsibilities, and I have implemented several practices from the program's workshops.

Tessa Isimbi · Sanlam Allianz General Insurance

ALUMNI VOICES

“ I often struggled with imposter syndrome and questioned my abilities in leadership settings. My mentor helped me recognize my strengths. Today I contribute ideas, take ownership of my role, and no longer let imposter syndrome hold me back.

Halimah Nakiyemba · NCBA Bank

“ I have grown from being a participant to being a mentor in a Women in Leadership program. I present my thoughts clearly and own my contributions, and I'm now positioned to support others.

Esther Wanjiru · One Acre Fund

“ The program enhanced my confidence and independence so much that this year I invested in building my own house by taking a mortgage, something I once thought was not meant to be done by a woman like me.

Solange Tuyishime · BPR Bank

“ I joined the program when I was an employee, and now I am self-employed.

Eugenie Mukashyaka · Founder, Mefgroup Ltd

“ The program inspired me to leave my comfort zone and successfully start my own business.

Mbyirukira Nkoronoko Diane · Urwego Finance CBC

WHAT ALUMNI ASK FOR NEXT

Alumni want to stay engaged – their requests point to a low-cost, high-return alumni offer



Continued learning access Open masterclasses to alumni for continuous learning. This is the most repeated request.



An active alumni network Reunions, experience-sharing gatherings, and sharing career opportunities among alumnae.



Structured mentor check-ins Quarterly mentor-mentee check-ins and continued access to mentors at new career stages.



Alumni as mentors Let alumnae mentor incoming cohorts, reinforcing their growth while expanding program reach.



Our recommendation

Launch a light-touch LiftHerUp Alumni Circle that gives alumni access to masterclasses, at least two networking events per year, and an alumni-mentor track feeding future cohorts.

THANK YOU!

Promotions and pay rises. New leaders, founders and mentors.
Their impact is only beginning.