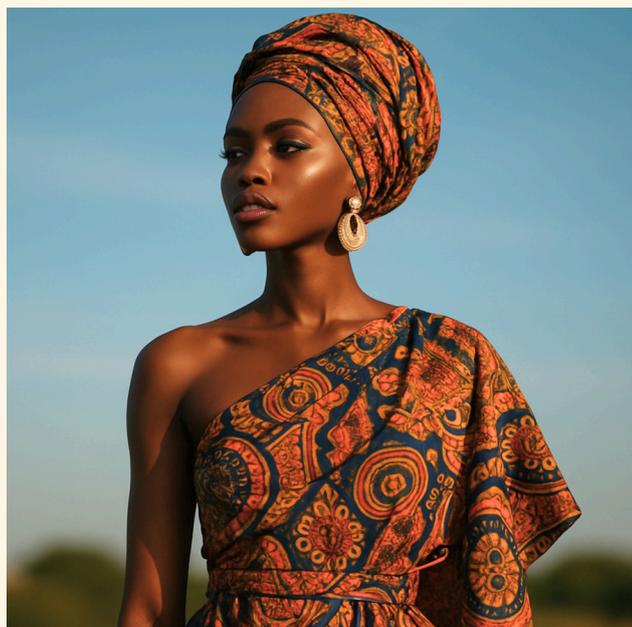


IMPACT REPORT 2025



Unlocking Africa through mentorship...

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LETTER FROM THE CEO



As I reflect on this year, I am filled with immense gratitude for the journey Inspire Her Afrika has undertaken. This has been a year of growth, resilience, and impact. We have expanded our reach to more African countries, nurtured groundbreaking ideas, and empowered women to step into their full potential as leaders, entrepreneurs, and changemakers.

Our mentorship program has proven that when women are given the right guidance and resources, they don't just dream—they lead, innovate, and inspire others to rise alongside them. From our inaugural Pitchfest and Bootcamp, to the remarkable community projects implemented by our mentees, this year has been a testament to the power of collaboration and commitment

However, we know the work doesn't stop here. There are countless more African women waiting for opportunities to grow, connect, and shine. With your support, we will continue to expand our programs, create new platforms for innovation, and foster a vibrant network of African women ready to transform their communities and industries.

WHO WE ARE

Inspire Her Afrika is a dynamic platform dedicated to empowering African women and shaping the next generation of female leaders. Our mission is rooted in the belief that every African woman has the potential to create meaningful change in her life, community, and beyond. Our comprehensive mentorship program connects African women with experienced mentors who provide personalized guidance, practical insights, and unwavering support. Our programs are designed to enhance skills, broaden knowledge, and open doors to new opportunities, equipping participants to thrive in their chosen fields.

Program Objectives

- To provide young African women with structured mentorship focused on career development, entrepreneurship, and leadership.
- To develop practical skills and self-confidence through hands-on tasks, assessments, and workshops.
- To foster a supportive community of women leaders across Africa.





OUR VISION, MISSION & VALUES

VISION

To be a catalyst for transformative change in Africa by equipping African women with the tools to passionately pursue their dreams, cultivate their skills, and emerge as influential leaders in their respective fields. We aim to be the foremost mentorship program for African women, setting the standard for empowerment and success across the continent.

MISSION

To empower African women through comprehensive mentorship and the cultivation of a supportive, thriving community, as we continue to guide women on their journey to success, providing the resources and connections they need to achieve their goals and lead with confidence.

CORE VALUES

Empowerment. Excellence. Integrity. Collaboration.

YEAR IN REVIEW

2025 marked a defining chapter for Inspire Her Afrika. What began as a highly competitive selection process evolved into a powerful mentorship journey that equipped young African women with skills, confidence, and real-world experience to lead change in their communities.



From over **350 applications across Africa including Namibia, Angola, Uganda, Nigeria, Egypt, Cameroon, among others**, we identified and supported women with passion, potential, and a strong commitment to growth. Through a combination of intensive training, one-on-one mentorship, and community-based projects, the 2025 cohort translated learning into action — creating impact that extended far beyond the programme itself.

These figures reflect not just participation, but commitment from mentees who stayed the course, mentors who volunteered their expertise, and communities that experienced tangible change.

- 350+ applications received from across Africa
- 10 African countries represented
- 100 women trained through the Inspire Her Afrika Bootcamp
- 20 mentees selected for the full mentorship programme
- 13 mentees successfully completed and graduated
- 10 community impact projects designed and implemented
- 7 awards presented to outstanding mentees and mentors
- 500+ direct community beneficiaries reached



FROM APPLICATIONS TO ACTION

The 2025 journey began with a four-week virtual Bootcamp designed to strengthen workplace readiness, digital skills, and professional confidence. 100 high-potential women participated, gaining exposure to essential skills in communication, leadership, personal branding, and career growth.

From this group, 20 exceptional participants advanced into the core mentorship programme. Over the following months, each mentee was paired with an experienced professional mentor and supported through a structured learning pathway, combining guided mentorship with practical assignments

A defining feature of the programme was the community impact project. Each mentee identified a real challenge within her community and designed a short, focused intervention to address it. These projects transformed learning into leadership, enabling mentees to apply new skills while delivering measurable social impact.

Key Achievements in 2025

- **Career Advancement:** Through the program, Two mentees secured internships with partner organisations.
- **Seed Funding for Impact:** Six mentees received grants to support the implementation of community projects.
- **Skills and Confidence Building:** Over 100 women reported improved professional readiness through Bootcamp and mentorship engagement.

STORIES OF CHANGE – IMPACT BEYOND THE NUMBERS

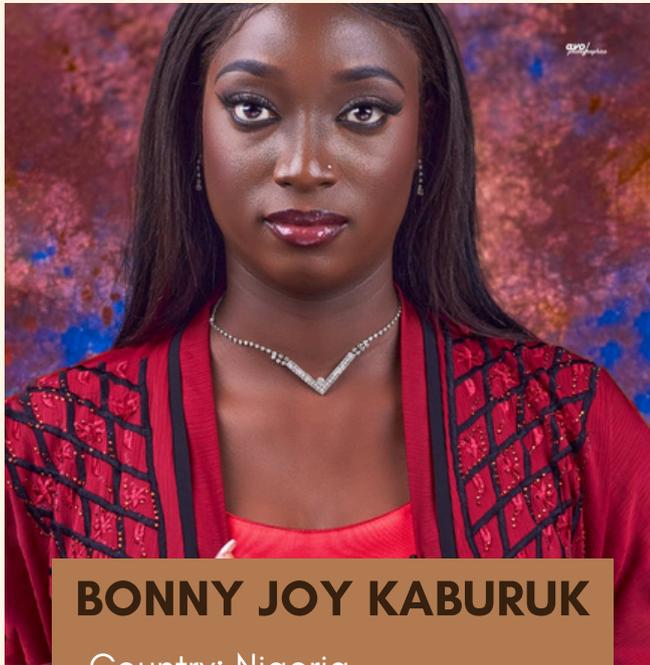
Statistics tell us what happened, but stories reveal *why it matters*.

The true impact of Inspire Her Afrika comes to life through the journeys of the young women who participated in the 2025 Mentorship Programme – women who arrived with ambition and uncertainty, and emerged with clarity, confidence, and the capacity to lead change in their communities.

These stories reflect more than individual success. They illustrate the transformative power of mentorship, access, and belief – and how targeted support can unlock leadership potential across Africa.



IMPACT STORIES



BONNY JOY KABURUK

Country: Nigeria

Project Title: SheLearns AI

Before IHA: The Starting Point

Before joining Inspire Her Afrika, I had experience in digital marketing and community management but lacked the structure and confidence to fully position myself for bigger opportunities. I struggled with professional clarity, interview readiness, and communicating my results effectively. I joined IHA hoping to gain guidance, improve my career presentation, and learn how to better align my skills with long-term goals.

The Mentorship Journey

My mentorship journey with my mentor, Bolanle Onilogbo has been intentional, practical, and transformative. Through her guidance, I gained clarity, structure, and confidence in how I present myself professionally. I learned to communicate my achievements using results-driven language, refine my elevator pitch, and prepare strategically for interviews.

A major turning point was learning how to “read the room” and connect authentically across cultures. I also overcame challenges around speaking about my work in the first person and confidently owning my numbers. These lessons directly boosted my confidence during the Pitch Fest, helping me present my ideas clearly and with assurance. Overall, this journey strengthened my skills, expanded my perspective, and empowered me to pursue opportunities boldly and with purpose.

The Project and Its Impact – SheLearns AI Workshop

The SheLearns AI Workshop was designed to introduce secondary school girls to Artificial Intelligence, build digital skills, and inspire interest in STEM careers. It addressed the knowledge gap among students with little prior exposure to AI while fostering creativity, problem-solving, and ethical awareness in technology use.

The workshop took place over two days, 16-17 October 2025, at Air Force Secondary School, Makurdi, Benue State. Activities included interactive sessions on ChatGPT and Canva AI, distribution of the SheLearns AI Guidebook for participants and the school library, group discussions where students developed AI solutions for their school or community, and sessions on STEM career pathways and AI ethics. Faith Anyaole Bogoro, a fellow mentee, shared her journey in tech and encouraged participants to explore STEM opportunities. Pre- and post-workshop surveys were used to track learning outcomes.



The workshop directly benefited 50 girls, while parents, teachers, and the broader school community gained indirect impact. Students described the experience as engaging and empowering, and teachers appreciated the collaborative, hands-on approach.

Tangible outcomes included 50 SheLearns AI Guidebooks, eight innovative student AI projects; including My Career and I AI, Hygiene AI, and Confidence AI and the creation of a school AI Club, which has grown to over 150 members and continues to spark interest in AI.

A team even drew their AI robot to demonstrate how it would function. The project was recognized as 1st Place at the Inspire Her Afrika PitchFest 2025 and also Outstanding Project Recognition.

Mentorship and Transformation Journey

My mentorship journey with my mentor, Bolanle Onilogbo has been intentional, practical, and transformative, shaping both how I approach opportunities and how I create impact. Through her guidance, I gained clarity, structure, and confidence in presenting myself professionally. These lessons guided the SheLearns AI Workshop, where I introduced 50 secondary school girls to Artificial Intelligence and tools like ChatGPT and Canva AI. I facilitated group discussions, helping students develop AI solutions such as My Career and I AI, Hygiene AI, and Confidence AI, with one team even drawing an AI robot to illustrate their idea.

The project earned 1st Place at the Inspire Her Afrika PitchFest 2025 and the Outstanding Project Award at the IHA Graduation Ceremony, while I was honored as Mentee of the Year and received the IHA Changemaker Award



Looking Ahead

Today, I stand at a point of growth, confidence, and purposeful action. These experiences have strengthened my passion for empowering young women through technology and creating lasting impact in my community. Looking at the success of SheLearns AI, I see a horizon full of possibilities. I envision expanding the project to schools across Nigeria and Africa, nurturing a vibrant space where girls and women in STEM and AI can learn, create, and lead. Beyond this, I aspire to build and lead one of Africa's biggest digital advertising companies, blending creativity, technology, and innovation to inspire the next generation

Quote from Mentee

"I dared to dream and made it real, discovering the power of my own voice"

IMPACT STORIES



SOPHIA OINE RUKUNDO

Country: Uganda

Project Title: STEM for HER

Before IHA: The Starting Point

I entered the program with drive and ambition but lacked confidence in myself and my place in competitive spaces. I came from environments where feedback was harsh, and that shaped the way I saw myself. I doubted my abilities and often disqualified myself from opportunities before even trying. I joined IHA to find clarity, guidance, confidence, and a mentor who would challenge and sharpen me.

From the first conversation, my mentor created a safe and affirming space. She gave me firm, constructive, and respectful feedback. She challenged the negative stories I had about myself. She sent me opportunities and encouraged me to apply even when I felt unqualified.

Skills I gained:

- Self-belief and self-advocacy
- Strong organizational and planning skills
- Goal setting, prioritization and courage to pursue opportunities

Transformative moments:

- Realizing I should never disqualify myself.
- Learning that feedback can be direct and kind.
- Witnessing impact-driven leadership in action.

Challenges I overcame:

- Fear of rejection and imposter syndrome
- Self-doubt and poor self-positioning

The Project and Its Impact – STEM For Her

My project, STEM for Her, addressed the lack of career awareness among A-level students in Kampala. Many girls limited their options to medicine or teaching. They had little exposure to diverse STEM paths such as industrial chemistry, petroleum engineering, nutrition, land surveying, and data science. I set out to change that narrative.

I implemented the first session at Standard High School, Zaana in Entebbe. I organized a half-day school outreach program. I coordinated a panel made up of two female STEM professionals and a moderator. The panel shared real career journeys, academic choices, workplace realities, and personal growth stories. I led an interactive question and answer session and short mentorship conversations.

About 100 students attended, both girls and a few boys. This exceeded my original target of 50 participants. The students asked focused questions on subject selection, university programs, scholarships, and job opportunities in science fields. Teachers and the school director welcomed the session and requested repeat visits. Outcomes included increased awareness of diverse STEM careers and new mentorship connections, improved confidence, renewed motivation, and a stronger sense of possibility for the future. The project strengthened my leadership, coordination, communication, and problem-solving skills and confirmed my commitment to serving young girls in STEM.

Looking Ahead

I am expanding STEM for Her to reach more secondary schools and guide more girls into informed STEM career choices. I am actively applying myself to different MSc opportunities and positioning myself for advanced study in science. I am joining professional communities and mentorship programs to sharpen my skills and perspective. I have been accepted into the Africa Young Scientists program, shared with me by my mentor, and I will use this platform to grow, expand my network, and deepen my impact in STEM.

IMPACT STORIES



IBUKUNOLUWA OKUNOYE

Country: Nigeria

Project Title: StorySeeds Initiative

Before IHA: The Starting Point

I received a major rejection right at the end of 2024 and it dealt a major blow on my confidence. I also observed gaps in connecting my actions to my dreams. I had no roadmap or pathway, so when I saw IHA's call for applications, I put in, hoping to get selected and receive clarity, a pathway and confidence.

The Mentorship Journey

The mentorship journey was an amazing one. My mentor and I were not each others' first, second or third picks, but we got assigned to each other in what I affirm was the most wonderful pairing. Ojay is warm, driven and very generous with her wisdom. She provided guidance, feedback and very attentive ears at every meeting. The curriculum in general helped with time management and delivering good work. I learned much from the resources provided and had to think hard about each assignment and by extension, my goals. The community impact project was the most challenging of all, but doing it taught me that I am capable, I can do anything if I am determined and informed enough.

The Project and Impact

StorySeeds is a community initiative designed to revive intellectual curiosity, nurture a reading culture and provide teenagers with a safe and empowering space to share as well as grow. By combining storytelling with guided reading sessions and mentorship circles, the initiative aims to create an environment that enables teenagers to develop themselves, be exposed to people like them and find the resources that can guide in their decision making.

Transformation and Personal Growth

I grew so much in these five months. I learned how to stay accountable and implement feedback. I lost marks for not following instructions and by this, learned to work with instructions as much as possible. The highlight for me was winning the pitchfest. Creating my project was very difficult for me, as I had never done something like that before. However with help from my mentor and support from my loved ones, the pitchfest was a success for me!

Looking Ahead

I tell everyone that this is the most clear-eyed I have ever been in my life. I now know better how to get to where I dream of being. I am grateful for the tasks, the conversations with my mentor and other mentors and the privilege to be a part of this amazing initiative. I know better the value of mentorship and am very excited to pay it forward.



Collective Impact: What These Stories Represent

While each story is unique, together they tell a powerful truth about Inspire Her Afrika's approach:

- Mentorship builds **confidence and clarity**, not dependency
- Practical learning turns **ideas into action**
- Community projects enable women to lead change **where it matters most**
- Support systems foster long-term growth beyond the programme cycle

In 2025, Inspire Her Afrika supported young African women not only to grow professionally, but to see themselves as capable leaders, changemakers, and contributors to Africa's future. These stories are not the end of their journeys — they are the beginning

PROGRAMATIC IMPACT



50%

Mentees completed
Four month
mentorship circle



92%

Reported increased
self-awareness and
clarity about career
path.



85%

Strengthened core
professional
communication

In 2025, Inspire Her Afrika delivered measurable outcomes across three core pillars: Personal and professional growth, Leadership development, and Community Impact. The programme was intentionally designed to ensure that mentees did not only gain knowledge, but applied it in ways that shifted their confidence, career direction, and sense of agency.

WHY THIS IMPACT MATTERS



This programme demonstrated that when young African women are given access to mentorship, structure, and opportunity, they do more than develop skills - they lead, create solutions, and uplift their communities.

PROGRAMMATIC IMPACT

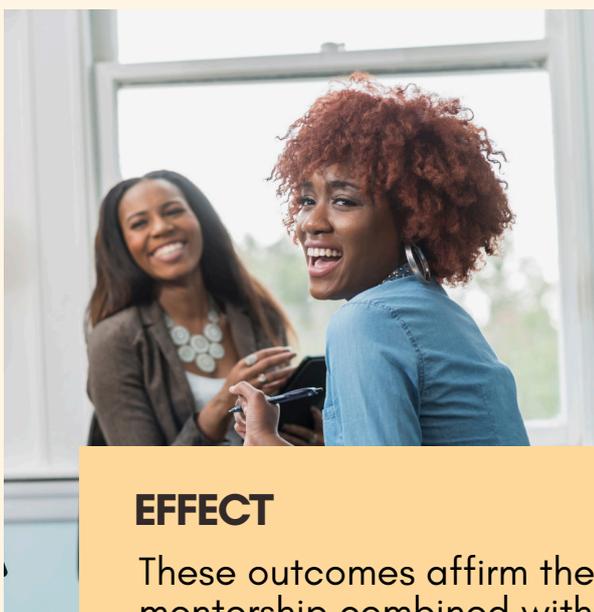


COMMUNICATION SKILLS

85% of participants strengthened core professional communication skills including pitching, networking, and interview readiness.

* MENTORS

Mentors dedicated an average of **12 hours per month** per mentee, offering career guidance, personal development coaching, and project support.



EFFECT

These outcomes affirm the value of personalised mentorship combined with accountability and structured learning.

* MENTEES

92% of mentees reported increased self-awareness, leadership confidence, and clarity about their career paths.

PROGRAMMATIC IMPACT



* SKILLS DEVELOPMENT AND LEARNING

Mentees engaged in a curated learning journey centred on:

- Personal branding and professional communication
- Leadership and confidence-building
- Project design and execution
- Digital skills and preparedness for the future of work

LEARNING PATH

Learning was reinforced through hands-on assignments, reflective exercises, and real-world application. As a result:



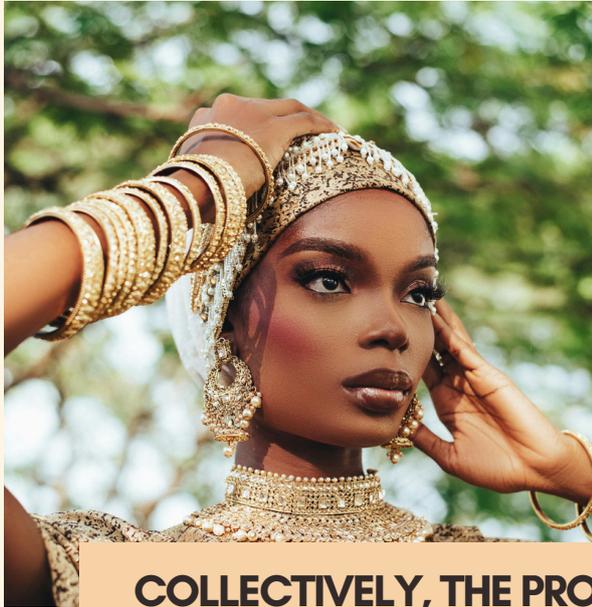
* MENTEES

89% of mentees felt confident applying new skills in their careers or entrepreneurial and community initiatives.

OUTCOME

Participants demonstrated improved problem-solving, planning, and execution across programme tasks and projects.

PROGRAMATIC IMPACT



COLLECTIVELY, THE PROJECTS:

- Reached 500+ direct beneficiaries
- Focused on areas including **education, digital literacy, financial literacy, sustainability, mental health, and women's empowerment**

* COMMUNITY IMPACT PROJECTS

Each mentee designed and implemented a short-term community project to address an identified local need. These initiatives reached schools, youth groups, women-led organisations, and community members across multiple regions.



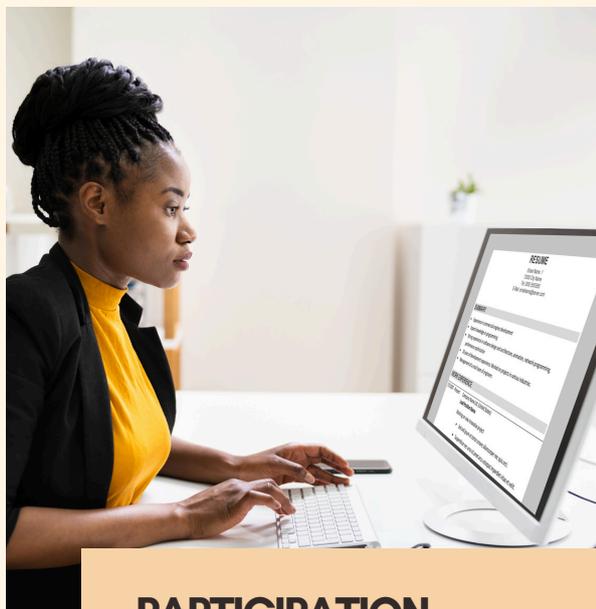
ASSESSMENT

Projects were assessed based on innovation, feasibility, learning outcomes, and community relevance, with standout initiatives recognised during the Graduation and Awards Ceremony.

* MENTORS

Fully verified the projects to ensure accountability and alignment with programme goals

PROGRAMATIC IMPACT



* ENGAGEMENT AND PARTICIPATION

Despite the demands of a multi-month virtual programme, engagement remained strong:

PARTICIPATION

Mentees actively participated in mentorship sessions, learning modules, and PitchFest presentations.



* COMMITMENT

Consistent task completion, peer support, and project reporting reflected a high level of ownership and commitment.

ACCOUNTABILITY

Community hours and group sessions fostered collaboration, accountability, and a shared sense of purpose.

DATA AND METRICS: HOW WE PERFORMED

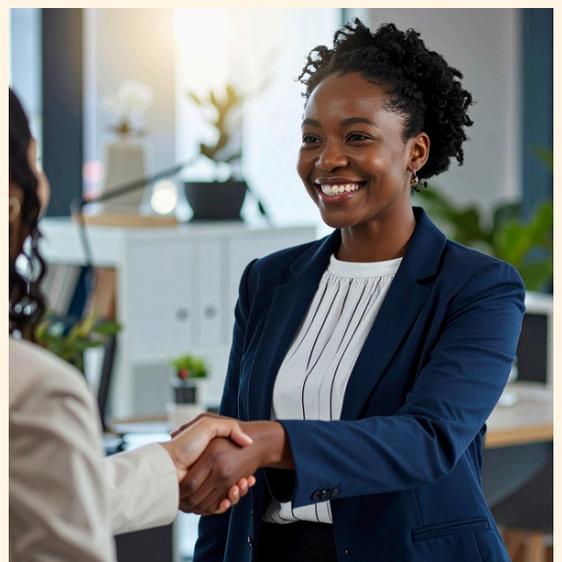


Delivering meaningful impact requires more than good intentions. It demands clarity, accountability, and evidence. This year, Inspire Her Afrika strengthened its monitoring and reporting systems to ensure that programme performance was closely tracked, learning outcomes were measured, and results were transparently documented

This section presents a consolidated overview of the inputs, outputs, and outcomes that shaped the success of the 2025 Mentorship Programme, combining quantitative metrics with qualitative indicators of growth and transformation.

PROGRAMME INPUTS AND ACTIVITIES

The 2025 Mentorship Programme was designed as a high-engagement, mentorship-led intervention combining capacity building, practical application, and community engagement. Key inputs included human capital, structured time investment, and targeted financial and material support.



DATA AND METRICS: HOW WE PERFORMED

CORE ACTIVITIES DELIVERED

Throughout the programme cycle, mentees participated in a structured learning experience comprising:

- **Virtual Mastery Sessions**, focused on mindset development, leadership development, confidence building, digital skills and career readiness
- **Weekly one-on-one mentorship engagements**, facilitated by industry professionals across diverse sectors
- **Learning modules** covering communication, personal branding, project design, community engagement, and the future of work
- **PitchFest**, where mentees publicly presented and defended their community impact projects
- **Community Impact Project Implementation**, enabling mentees to design and execute real interventions within their local contexts
- **Community Hours**, fostering peer learning, reflection, accountability, and collective problem-solving
- **Alumni onboarding sessions**, supporting long-term engagement beyond programme completion

These activities ensured that learning was continuous, applied, and reinforced through practice feedback.



DATA AND METRICS: HOW WE PERFORMED

* RESOURCES INVESTED

Delivering a high-quality mentorship experience required intentional investment in people, time, and operational support.

Human Resources

- **20+ professional mentors**, contributing sector-specific knowledge, guidance, and coaching.
- **Programme facilitators and guest speakers**, supporting learning sessions and skills development
- **A dedicated programmes and operations team**, overseeing coordination, communication, and accountability.

Time Investment

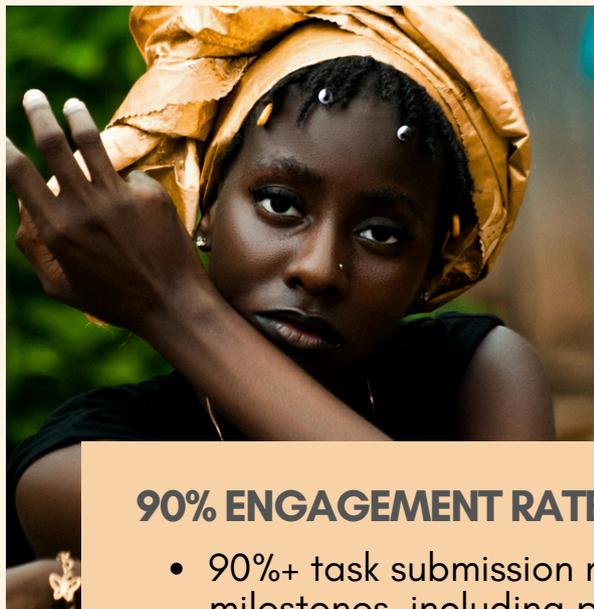
- Over **350 mentorship hours** delivered across the cohort
- More than **100 hours** dedicated to programme planning, facilitation, monitoring, and evaluation

Financial and Material Support

- Seed funding allocated to **mentee-led community impact projects**
- Free access to structured learning materials, curriculum guides, templates, and reporting tools
- Operational and digital infrastructure supporting programme delivery, reporting, and engagement.

These inputs ensured that mentees received consistent, high-touch support while maintaining operational efficiency.

DATA AND METRICS: HOW WE PERFORMED



90% ENGAGEMENT RATE

- 90%+ task submission rate across key programme milestones, including project proposals, execution reports, and PitchFest requirements

PROGRAMME OUTPUTS

- * • **23 mentees** enrolled in the core mentorship phase, representing diverse backgrounds across Africa.
- **13 mentees** remained actively engaged through to graduation
- **10 community projects** designed and implemented



100% MENTOR PARTICIPATION

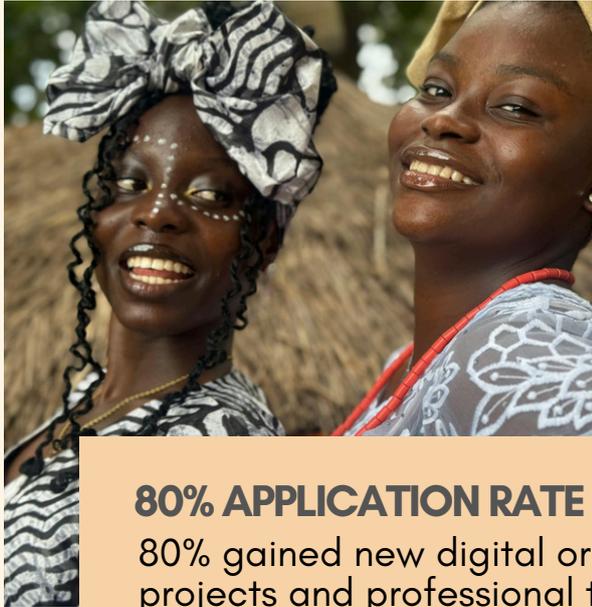
100% mentor participation, with mentors contributing consistently to mentee support and feedback

COMMUNITY PROJECTS

- * • **2 virtual workshops** delivered during the programme cycle
- **1 flagship PitchFest event** showcasing mentee innovation and leadership.

SHORT-TERM OUTCOMES – WHAT CHANGED DURING THE PROGRAMME

KEY OUTCOME INDICATORS



80% APPLICATION RATE

80% gained new digital or technical skills, applied during projects and professional tasks

- * **82% of mentees** reported increased confidence in leadership and professional communication
- * **76% of participants** demonstrated improved clarity around career direction and next steps



MENTOR-MENTEE ENGAGEMENT

High-quality mentor-mentee engagement was consistently reported as a key driver of these outcomes.

- * Report-card tracking showed notable improvement across core competencies including:
 - Leadership and consistency
 - Communication and collaboration
 - Planning and execution
 - Accountability and self-management

COMMUNITY-LEVEL OUTPUTS AND VERIFICATION

* KEY OUTCOME INDICATORS



500+ DIRECT BENEFICIARIES

Collectively, mentees projects covered focus areas such as education, digital literacy, financial literacy, women's empowerment, sustainability, mental health, and youth development

Community impact was a defining pillar of the 2025 programme. Each project was reviewed and verified by mentors to ensure alignment with programme objectives and accountability standards.



PITCHFEST AND GRADUATION EVENTS,

Projects were further evaluated during PitchFest and Graduation events, with standout initiatives formally recognised.

* EMERGING IMPACT AREAS

- Increased self-confidence and leadership identity among mentees
- Strengthened commitment to community service and social impact
- Improved employability skills, including communication, critical thinking, and strategic planning
- Enhanced digital literacy and professional presentation

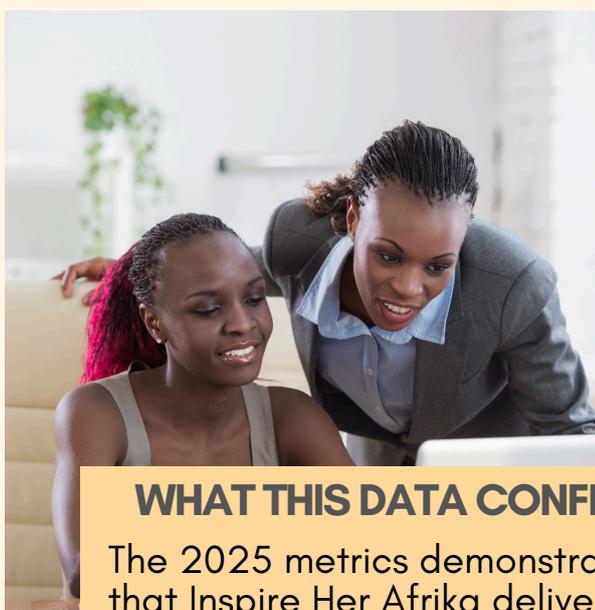
USING DATA TO STRENGTHEN IMPACT

* EARLY LONG-TERM OUTCOMES OBSERVED



- Continued implementation or scaling of community projects
- Transition into internships, higher education and early-stage entrepreneurial ventures
- Formation of peer support systems through the Inspire Her Afrika Alumni Network

These systems not only strengthened accountability, but also enabled the organisation to continuously refine its approach and scale what works.



WHAT THIS DATA CONFIRMS

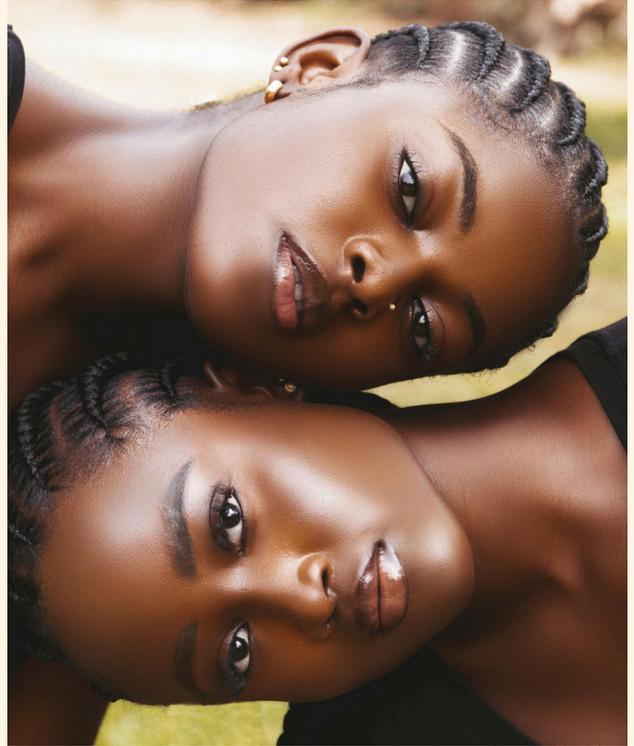
The 2025 metrics demonstrate that Inspire Her Afrika delivers **efficient, people-centred, and impact-driven mentorship**. With relatively lean resources, the programme produced measurable improvements in confidence, skills, leadership capacity, and community outcomes.

* In 2025, Inspire Her Afrika reinforced its commitment to data-informed programme management by introducing:

- Structured reporting templates for projects and learning tasks
- Performance tracking tools capturing engagement, growth, and outcomes
- Regular review cycles to inform programme improvements

PARTNERSHIPS AND STAKEHOLDER ENGAGEMENT

Partnerships remained at the heart of Inspire Her Afrika's impact in 2025. By collaborating with mission-aligned organizations, professionals, community leaders, and alumni, we strengthened our ability to deliver high-quality mentorship, expand opportunities for young African women, and deepen our footprint across communities. This year demonstrated that when diverse stakeholders unite around a shared vision, transformation becomes not only possible - but sustainable.



KEY PARTNERS

Our 2025 program cycle was powered by a solid ecosystem of supporters, including:

- **Corporate Partners** - organizations that provided funding, expertise, career development resources, and volunteer mentors.
- **Nonprofit and Community-Based Organisations** - partners who helped recruit mentees, provided community project support, or amplified programme activities.
- **Professional Mentors and Alumni** - industry experts offering their time, insights, and networks to nurture the next generation of African female leaders.
- **Technology and Learning Partners** - platforms and contributors who supported digital learning, communication, and programme management.



PARTNERSHIPS AND STAKEHOLDER ENGAGEMENT

* COLLABORATION HIGHLIGHTS

Throughout the year, our partners played crucial roles in elevating the mentorship experience. Key collaborative achievements include:

- **Facilitated Mastery Sessions**

Professionals – including some of our mentors – from partner organizations hosted workshops on leadership, employability, project execution, digital skills, and entrepreneurship.

- **Support for Community Impact Projects**

Partners provided guidance, local connections, and in some cases, in-kind contributions that enabled mentees to successfully execute their two-week community projects.

- **PitchFest Engagement**

External judges, sponsors, and supporters contributed to the success of the PitchFest event, providing objective scoring, mentorship, funding and visibility for innovative project ideas.

- **Mentorship Strengthening**

Stakeholders – particularly returning mentors and professional volunteers – offered sector-specific guidance, career insight, and one-on-one development support.

- **Strategic Advisory Support**

Stakeholders offered input on curriculum refinement, programme structure, and improved pathways for post-programme opportunities.

These collaborations ensured the programme remained relevant, practical, and responsive to the evolving needs of African young women.



PARTNERSHIPS AND STAKEHOLDER ENGAGEMENT

* STAKEHOLDER FEEDBACK SUMMARY

Feedback from partners, mentors, mentees and community stakeholders demonstrated strong programme satisfaction and alignment with Inspire Her Afrika's mission:

- **90% of mentors** reported feeling highly connected to their mentee's growth journey.
- Partners highlighted the **programme's structure, communication, and impact** as key strengths.
- Community-level feedback indicated appreciation for mentee-led initiatives, describing many projects as **"timely," "innovative," and "valuable to local needs."**
- Returning **mentors reported noticeable improvement in programme quality**, mentee preparedness, and the clarity of project-related tasks compared to previous cohorts.
- Stakeholders expressed **eagerness to participate in future cycles**, further validating the programme's relevance and positive influence.



LESSONS LEARNED AND CHALLENGES

Growth is rarely linear, and 2025 was no exception. As Inspire Her Afrika continued to expand its reach and deepen its programming, the year surfaced valuable lessons that are now shaping a stronger, more resilient mentorship model. These reflections underscore our commitment to continuous improvement, responsiveness to participant needs, and long-term impact.



* KEY CHALLENGES ENCOUNTERED

Variability in Mentor-Mentee Engagement

Although many mentor-mentee relationships thrived, some pairs experienced periods of inconsistent engagement. The primary drivers included competing professional schedules, time-zone differences, and differing expectations around frequency and structure of interactions.

Technology and Platform Barriers

A small number of mentees faced difficulties navigating digital platforms used for learning, reporting, and submissions. These challenges occasionally slowed participation and task completion, particularly for participants with limited prior exposure to similar tools.

Programme Intensity and Time Demands

The programme's combination of learning sessions, mentorship meetings, assignments, and project implementation proved ambitious. While many mentees rose to the challenge, others struggled to balance programme demands alongside academic, professional, or personal commitments.

These challenges were instructive rather than obstructive, offering actionable insights for refinement.

LESSONS LEARNED AND CHALLENGES



* LESSONS LEARNED

Clearer Onboarding Drives Consistency

Mentees who fully understood programme expectations, timelines, and deliverables from the outset demonstrated higher consistency and engagement. This highlighted the need for strengthened onboarding processes and clearer early communication.

Structured Accountability Improves Completion

Regular, short check-ins and reminders proved more effective than isolated milestone-based follow-ups. Consistent accountability structures support momentum and reduce drop-off.

Mentor Support Benefits from Alignment and Guidance

Mentors expressed appreciation for clearer guidance on expectations, timelines, and tools. Dedicated mentor orientation and periodic mentor-only engagement spaces enhance their capacity to support mentees effectively.

Community and Belonging Increase Retention

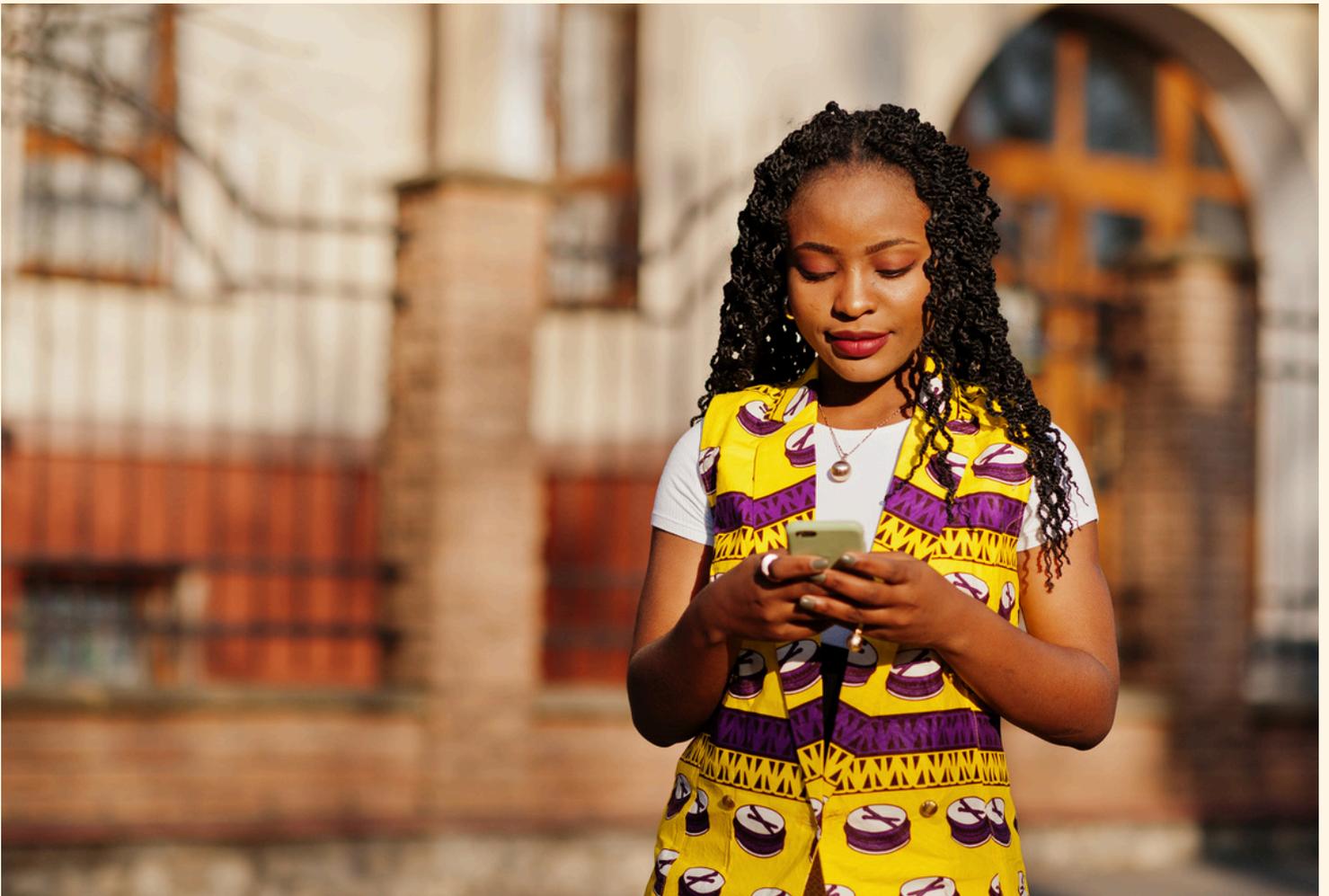
Mentees who were actively engaged in community hours and peer exchanges demonstrated stronger confidence, resilience, and programme completion. Community-building is not supplementary – it is foundational.

LESSONS LEARNED AND CHALLENGES

* HOW THESE LESSONS SHAPE FUTURE DELIVERY

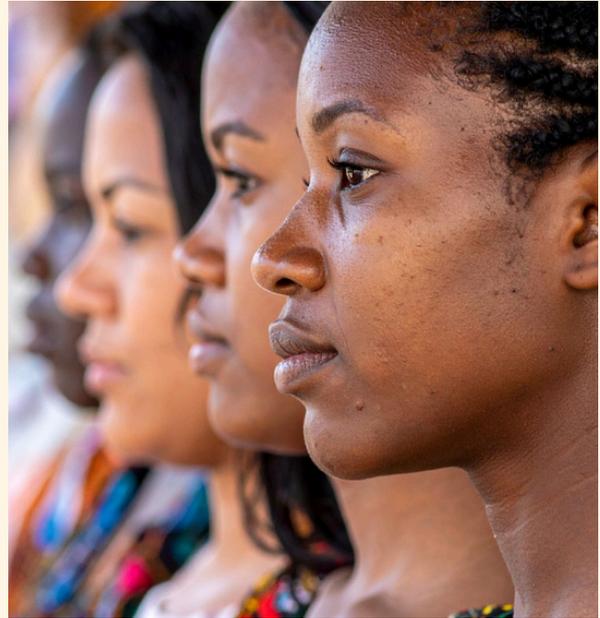
Insights from 2025 are already being translated into concrete improvements, including:

- Simplified and more intuitive programme timelines
- Enhanced onboarding materials for both mentees and mentors
- Stronger technical orientation at programme launch
- Increased emphasis on peer support and cohort bonding early in the programme



LOOKING AHEAD – STRATEGIC FOCUS FOR 2026

As Inspire Her Afrika moves into 2026, we are anchoring our strategy on deepened impact, strengthened community structures, and expanded opportunities for young African women. Building on the successes and lessons of the 2025 cohort, our focus for the coming year is to scale what works, innovate where needed, and ensure that every mentee has the support, resources, and networks required to thrive.



STRATEGIC PRIORITIES FOR 2026

* 1. SCALE THE MENTORSHIP PROGRAMME ACROSS MORE COUNTRIES

We aim to expand our reach into additional African countries, increasing diversity within mentor-mentee pairs and strengthening cross-cultural learning. This includes forming regional clusters to better tailor support to local contexts.

* 2. DEEPEN TECHNICAL AND SOFT SKILL TRAINING PATHWAYS

We will introduce new training tracks, including:

- Digital skills for employability
- Leadership and public speaking
- Foundational entrepreneurship
- Financial literacy
- Project management essentials

LOOKING AHEAD – STRATEGIC FOCUS FOR 2026

* 3. EXPAND THE COMMUNITY IMPACT PROJECT PORTFOLIO

Based on strong outcomes from 2025, we aim to support mentees in implementing more robust, scalable, and sustainable community projects, while increasing access to micro-grants and impact coaching.

* 4. BUILD A STRONGER ALUMNI NETWORK

2026 will focus on:

- Launching the Inspire Her Afrika Alumni Council
- Introducing alumni-led peer mentorship
- Creating pathways for alumni to return as mentors or facilitators
- Hosting quarterly alumni community events and an annual summit

* 5. INCREASE CORPORATE AND INSTITUTIONAL PARTNERSHIPS

To strengthen career outcomes, we will seek:

- Corporate internship pipelines
- Scholarship pathways
- Industry-specific workshops
- Employment referrals
- Co-created learning content with partners

* 6. INTEGRATE DATA-DRIVEN PROGRAMME MANAGEMENT

We will standardize monitoring tools such as:

- A digital mentoring log
- Monthly performance dashboards
- Pre/post training assessments
- AI-assisted feedback analysis

This will improve tracking of learning outcomes, engagement, and long-term impact.

LOOKING AHEAD – STRATEGIC FOCUS FOR 2026

KEY GOALS AND TARGETS FOR 2026

Expand programme reach	Support mentees from at least 10 African countries
Improve completion rates	Achieve 90% programme completion
Increase alumni engagement	Enroll 80% of graduating mentees in the Alumni Network
Enhance project implementation	Support at least 70% of mentees to complete a measurable community project
Strengthen mentor pipeline	Recruit and train qualified mentors
Career advancement outcomes	Achieve 40% job/internship/scholarship placement for mentees
Partnership growth	Secure 10 new institutional partnerships to enhance career mobility
Data and evaluation systems	Implement a fully digital M and E structure for tracking short- and long-term outcomes

THANK YOU AND ACKNOWLEDGEMENTS



The Inspire Her Afrika team extends its heartfelt appreciation to everyone who made the 2025 Mentorship Programme a transformative success from our mentors, partners, facilitators, team members and mentees.. This year's impact was made possible through the collective efforts of a vibrant community of changemakers, supporters, and partners who believe deeply in the power of African women and girls.



* TO OUR MENTORS

Thank you for your time, wisdom, and unwavering commitment. You guided, encouraged, challenged, and inspired our mentees to see beyond their limits. Your dedication shaped futures, strengthened confidence, and nurtured emerging leaders across the continent.

THANK YOU AND ACKNOWLEDGEMENTS



* TO OUR MENTEES

Your courage to learn, grow, and lead continues to be the heart of Inspire Her Afrika. You showed resilience, creativity, and purpose throughout the programme. We are proud of your achievements and excited for the paths you will chart ahead.

* TO OUR DONORS AND SPONSORS

We are deeply grateful to the individuals and organisations who invested in this mission. Your financial support and belief in our work enabled life-changing opportunities, training, and community-building across Africa.



THANK YOU AND ACKNOWLEDGEMENTS

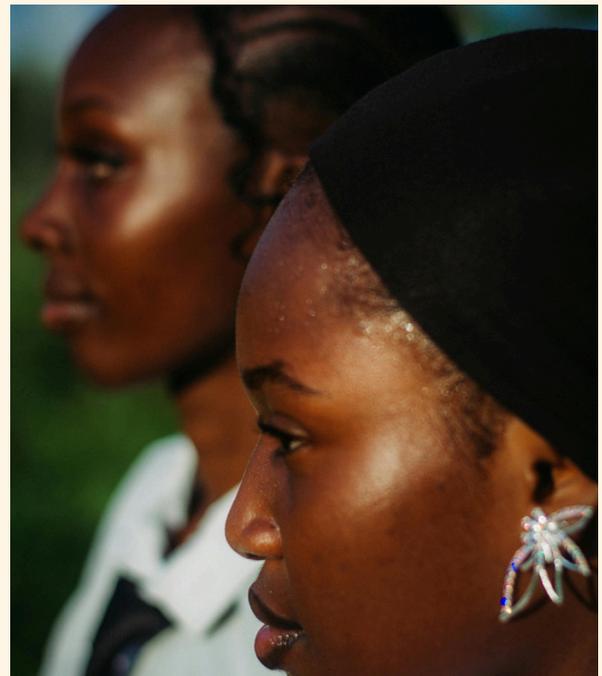


* TO OUR PARTNERS AND COLLABORATORS

Thank you to the institutions, NGOs, corporate supporters, and community organisations who enriched our programming through expertise, resources, and shared vision. Your collaboration amplified our reach and strengthened our impact.

* TO OUR VOLUNTEERS

Your continued contributions; whether by offering logistical support, sharing opportunities, or mentoring new participants, reflect the enduring spirit of the Inspire Her Afrika family. Thank you for showing what community-driven leadership can achieve.



THANK YOU AND ACKNOWLEDGEMENTS

* SPECIAL APPRECIATION

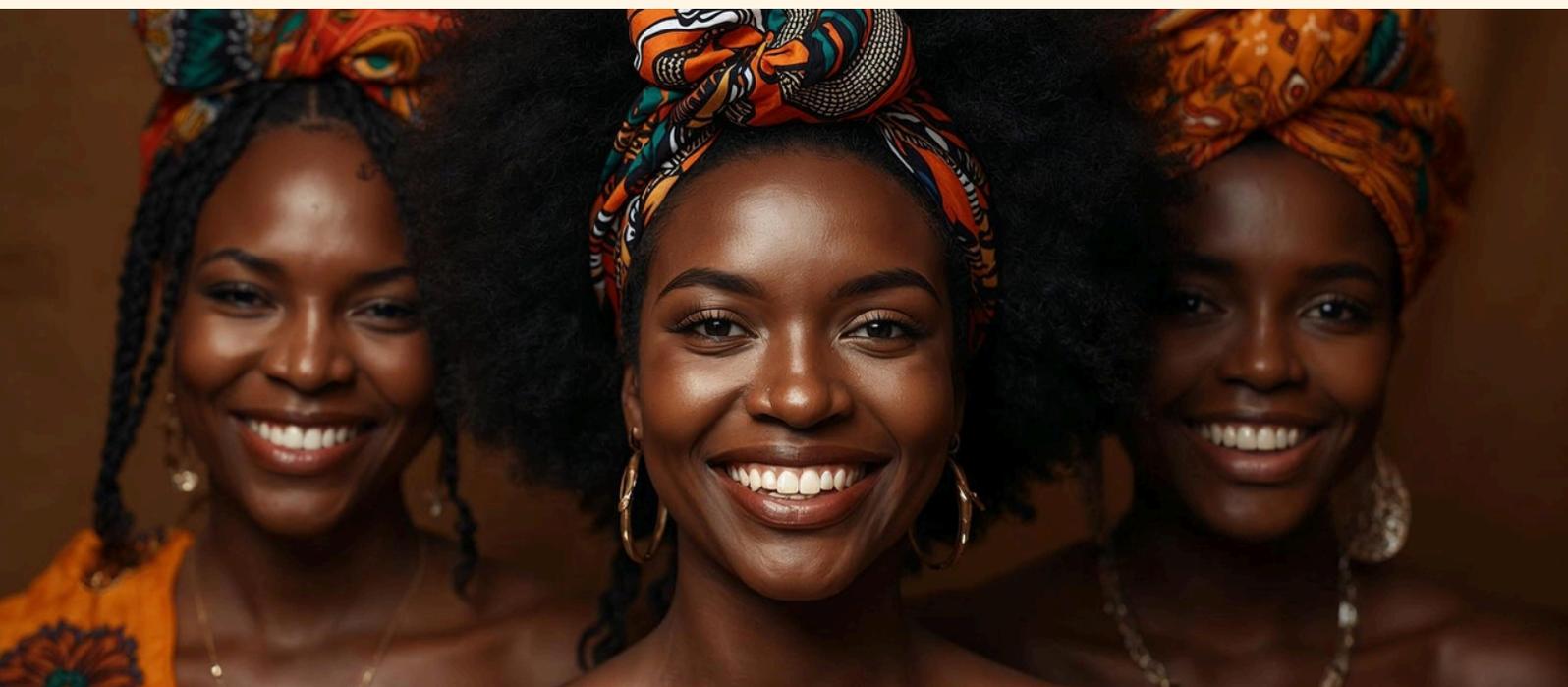
We acknowledge key supporters whose contributions significantly elevated this year's programme:

- Global Activist Network (GAN)
- Integrated Africa Power
- Her Lead Network
- Roseline Ahuruole Jonathan (RAJ) Foundation
- All Mentors



This programme is a testament to the power of collaboration and the belief that when women rise, communities rise with them.

Thank you for standing with us, believing in our mission, and helping us build a generation of empowered African women ready to lead boldly.



Partner with us !

Inspire Her Afrika



www.inspireherafrika.com



admin@inspireherafrika.org

We are open to partnerships and receiving donations.

We are currently looking to provide our mentees with long- or short-term internship opportunities and will be happy to collaborate with you to secure a slot or more.

Please consider affording a young African Woman the opportunity to develop real-life on-demand skills and acquire valuable work experience.

Connect with us !

On Social Media

Please follow, like and share our content so that we can reach a wider audience and continue to provide this life-changing experience to every young lady who needs this.



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