

LEAD & EARN YOUR CREATIVITY



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LEAD & EARN YOUR CREATIVITY



~~~Few words~~~

**LEXIMA, Jeanose | Women on Change (WoC) – Executive Director**

Nearly two decades ago, I asked myself, if there was a way to raise the standard of living for every child facing hardships around the world on minimal resources? Finding the answer meant getting on the roads to learn about the people who have children, the children, communities formed or created to exist in.

With much gratitude to those who allow me into their homes, communities, share their stories, countless volunteers who give their time. With collective voices, I can proudly say that at the end I had to come back to me. I had to understand myself, family, community and people, who were or part of my life, generational beliefs, life experiences, when deeply reflected on, the answers that I have been seeking have always been within.

My life has evolved to know that there's always more to every story that we hear, read and share by everyone. It was important to me that I take responsibility, trust my own process to be fulfilled with what I wanted to know, as I evolve, which sometimes means being a proud, yet curious fool with a big goal to trust your journey to learn what is needed.

Always know that there's power in your life experiences, the work it takes to understand the beauty your life holds, takes becoming a master at being patience to stick with your process, no matter how uncertain it may seem. It's a tall order, if you do not have a community of support to go through the process or afraid to be a responsible sage and fool all at once. The great news is that the community is around you, when you can realize that we all belong to a community that begins our lives, and at times, you have to take a step back to effectively understand the one inside of you, before you can embrace the one you belong or should create to fit the life you wish to live.

Women on Change is your community. We build global thriving communities to help children embrace inner peace. Your time, voice, fund, wisdom, experience and much more is how we are doing it.

We want you to join us to create a legacy of service for everyone to earn their highest self-worth and thrive. I hope this program helps your community.

Sincere gratitude for reading our progress!

*Lexima Jeanose*

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**LEAD & EARN YOUR CREATIVITY**



# LEAD & EARN YOUR CREATIVITY

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## LEAD & EARN YOUR CREATIVITY

**About this Document** – Our Lead and Earn Program is created to empower communities, parents and the youth to create their future by tapping into their creativity. This document can serve as a reference, along with our training for effectively partner for the youth globally.

**What this document is not** – This document is not a template to become an entrepreneur, educate, mentor the youth or use for expert advice on healthcare or other ideas.

**Disclaimer** – We do not promote the online information, policy, religion, specific color, demographic, gender, statistics or business shared in this document.

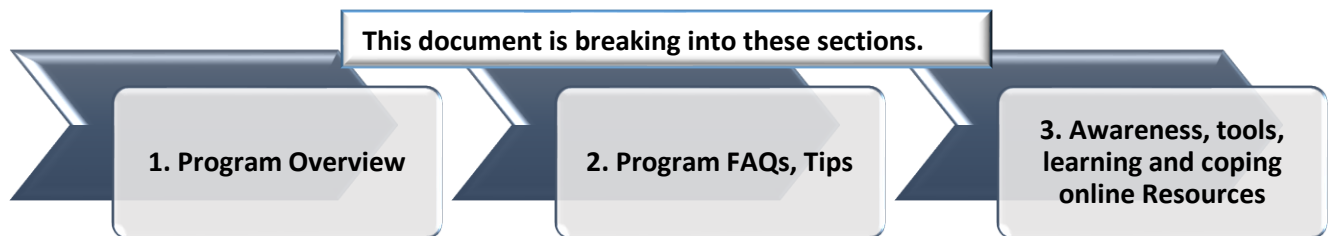
**Translation** – This document is accessible for everyone 18 years old and older for free. When you translate this document in your own language, please share a copy. To obtain a Microsoft Word copy, email us [woc@womenonchange.org](mailto:woc@womenonchange.org)

**Updates** –The program part of this document will be live online for everyone to access. In the meantime, receive PDF updated versions and follow WoC on youtube, facebook and twitter.

**Judgement** – Please make your best judgement about the information found online.

**Question about the program** – Visit [www.facebook.com/womenonchange](https://www.facebook.com/womenonchange) live Q&A each month (last Thursdays).

**We ask kindly for your donation** <https://womenonchange.org/donate-give/>





# LEAD & EARN YOUR CREATIVITY

## 1. Lead & Earn (L&E) Program

The program is a combination of lessons learned executing STEM Mentoring Hope, Math Speak, and other pilot programs to better engage, and understand how to best partner with communities in need of resources.

The program exists to power communities, parents to become aware, prevent trauma, improve economic and social outcomes, by speaking up, sharing skills, investing time, money in the youth early creativity.

**Our approach** – We invest, train, motivated and inspired entrepreneurs, skilled mentors and volunteers age 18-30 years, as they invest in 8-18 years old youth.

- We serve 18 -40 years old who are ready to create their possibility [visit us here](#) for information.

### Program Goal

- Cultivate an understanding of self-awareness to create what drives you
- Foster problem solving early to lead
- Develop science, technology, engineering and math (STEM) fluency
- Develop and grow entrepreneurial mindset
- Exploit untapped creativity to address unique challenges with evolving tools
- Build community resiliency & global leadership

**Why** – If the first 8 years builds foundation for future learning, health and life success for a child? Shouldn't this foundation involve self-awareness as a society, to provide children safe environments to develop into thriving adulthood?

This program is created to provide communities, families lacking the resources for children to thrive into adulthood and raise awareness on the following.

1. Children [parentification and patterns](#), [self-awareness](#), increase [economic and socially safety](#), maintain hope for [self-actualization](#).

**Who** – Everyone can lead their global vision, when vital tools are offered early. Our program is for all youth ages 8-30 years old, as we promote

1. Self-empowerment & hands on projects and entrepreneurship-based learning
2. Exposure to science, technology, engineering and math (STEM)
3. Individual and group problem solving skills

**How** – We support the youth's creativity as decision makers by

1. Investing in early awareness – understand fears, maximize abilities, embrace uniqueness
  1. Create a healthy and resourceful network to thrive into adulthood
  2. Continuously discover tools to improve and go beyond limitations, adapt and thrive
  3. Apply what is learned through peer-to-peer mentoring community service

**Are you ready to lead and earn your creativity?** Complete one of the forms that applies to you.

[Community Partner](#) | [Household/Parents](#) | [Mentors/Volunteers/Entrepreneurs](#) | [Professional/Businessowner mentors](#) | [Speakers](#)

# LEAD & EARN YOUR CREATIVITY

## I. Investment

We host events for 8-18 | 18-30 yearly and invest in creative ideas.

### Leaders 8- 18 Years old

- \$500 total prize
- 1 month coaching & mentoring
- Annual Events
  - November (Virtual for USA) (In Person or Virtually for other countries)



### Leaders 18-30 Years old

- \$5,000 - 25,000 total prize (3 months coaching/Mentoring Consultancy services)
- Annual Event - 2 weeks (Country announced end of November)
  - 18-30 global experience
  - January travel or virtual event

## II. Selection of ideas

We consider ideas based on the below, however, this is not a limited list.



See appendix G for template to help your team evaluate themselves. See [pitch examples - appendix C](#)

- Why did you choose this idea? | Why is this a good idea, right now? What changed in the world?
- Why wasn't this done a few years ago? | What is your proudest accomplishment?
- How far along are you? What's your biggest obstacle? | Who are your competitors? Who is the biggest threat? | What do you understand that your competitors don't? | How will you make money?
- What are the biggest risks? If you fail, what would be the reason? What must go right for you to succeed?
- What do you need the most help with? | How do you positively impact the world?

## III. Select judges for ideas

We seek representatives 18-80 years old globally based on the following and much more.



## IV. Benefits to Judges

- Opportunity to raise funds to travel with your national leadership team annually

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- Access to hire and engage in the development of the youth
- Speak, mentor other leaders/parents
- Become a board advisor for your country and the world
- Annual training about investing locally for change
- Build meaningful relationships to assist you grow, as you change the lives of many with your knowledge
  - We seek at least three to six country representatives for each country
  - Ability to speak English is important, however not required as long you are willing to learn

### V. Global preparation & Timeline

In January, all ideas and groups are selected to participate.

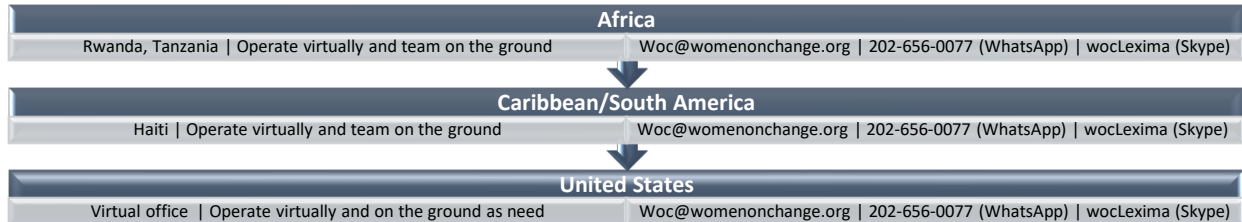


### VI. Global Events location

At this time, our global events will be taking place either in **Rwanda, Haiti or Virtually for 18-30 years old participants**, unless we notify partners six months before of any changes. All 8-17 years old events take place virtually for USA and in person or virtually for other country participants.

### VII. Work location

We go where we can partner for the youth. We currently have partners in the following countries.



**Find us online** - [WoC](#) on [youtube](#), [facebook](#) and [twitter](#).

## 2. Frequently Asked Questions (FAQs) and Tips

This section of the document provides additional information about the Lead and Earn program. In addition to links and text found online to assist you further understand, how to prepare or strategize on your own before our training, or to participate in the program.

### I. How do I join or partner for this program?

Visit our website <https://womenonchange.org> and complete the application.

### II. What we offer partners?

We are a capability partner for social and economic challenges at the lowest levels, by building the people required to lead – the youth. Here are few things we offer partners.

- Ideation & Awareness training | Investing & entrepreneurship development | Program Management
- Cultural Mobilization | Cross-sector Convening | Language translation & interpreters & printing
- Mentoring management & Recruitment | College readiness and coaching | Legal and other business services
- Children and mentoring safety training | Global travel planning

While all lasting change starts within. Our global network can provide you any service that you may need that consists of the following:

Angel investors | entrepreneurs | NGOs | Venture Capitalist | government | foundations | parents | K-12 institutions | advisors – all kind and ages | Colleges/universities | corporations | coaches at all levels | consultants | subject matter experts | Healers | world travelers | artists | volunteers of all kind | Legal advisors | STEM experts | Champions for change

### III. Partnership requirements

Hosting space | Knowledge of the community | Phone and internet access, when needed | Ability to adhere to WoC's program guidelines | You or someone else can speak English or can translate our program to your own language | Can host at least 10-20 youth per month for up to 20 hours of mentoring.

### IV. What types of partners we seek?

Individuals 18 years old and older | Parents | Community leaders and organizations | Business leaders - locally, regionally – specifically in education settings | Inspired entrepreneurs | entrepreneurs - small merchants | Educators Pre-K-12

### V. How do we support partners?

The program requires a set of disciplines to be successful. If you are in a country where trust in institutions, people, time management or savings are difficult. We have partnered locally to support you save (See [appendix E](#)) and create a structure for yourself. We embrace partnerships that supports eradicate challenges.

Once you make the decision to partner with us, our dedicated local leaders will work with you to ensure that you have all the tools to be successful.

**Financial discipline is essential.** The saving group model does not apply to the United States, where banks are widely accessible to guarantee savings.

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**Sponsorship** is based on responsible leadership and peer mentorship service by those in the community and parents. The group mentorship focuses on self-awareness in children and allows room to think, teamwork, and making mistakes.

- We double family annual savings toward girls 8-18 participation in the program for selected countries
- We support families, who take accountability to understand the challenges that affect them and their children and overcoming them, by allowing mentoring. This mentoring focuses on math literacy and project-based project ideas. See examples of math literacy. see appendix C:

**Mentors & mentees selection** – See the online applications. We look for the following from mentors

- All qualified mentors will be selected based on ideas or problem they are looking to solve
- Able to go through security background check if chosen to mentor a child 8-18, when required

**Global Preparedness** – Mentors 18-30 will need to keep in mind the following, if they choose to participate in the entrepreneurship ventures.

- Ability to travel, e.g. country required documentation | Understand some basic English, however, it isn't required | ability to effectively work with others | Can represent their country and idea on the global stage

## VIII. Do we charge and train partners?

The program is free to participate in for youth 8-30 years old. If you wish for us to train you in implementing this program in your community or have a mentor train your child, we charge you for expenses that may be associated with the training. Training cost breakdown example:

### Expense fees - \$15x1

- Local or International Travel
- Translation
- WiFi
- Food
- Lodging

### Your Program fund - \$35 x 5(team) goes toward your training or project.

- Idea investment
- Transportation
- printing the pdf document
- software

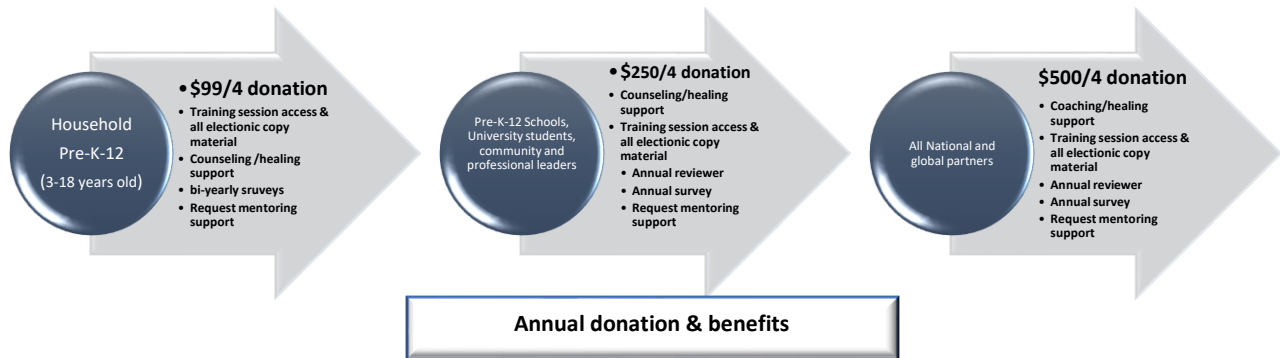
## The training teaches you

1. How to execute this program locally and nationally
2. Practice entrepreneurship and implement the program in your community
3. We also assist you determine your community pricing, if you plan to charge for your program
  - a. Part of this price goes towards expenses and the rest is for your idea
  - b. You learn how the program works by investing that money into the idea identified
  - c. We recommend 50 participants per location for training to save costs

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## IX. WoC membership & training

**Membership discount** – When you are a donor, it means quarterly donations to WoC. For none members, we have a program for 18-40 years old, please visit [www.triventures.today](http://www.triventures.today).



## X. Online payments

All payments are accepted online [our website](#) and we partner locally to process individual payments online safely with receipts, where banks are not accessible for some partners. We take care of the partners processing fees for anyone without access to a bank account.

## XI. Training Timeline

We work closely with local partners, when necessary for training during the flowing months.



## VI. To implement this program, what should I do?

Do your best to not leave out anyone based on labels that you may not agree with, please practice inclusive leadership when possible. Decide your grouping, e.g. categories that best fits your community. For example

- Age (3-5 years old, 6-10, 11-15- 16-21 etc., | Projects | Issues | Ideas | Gender | Self challenges and more.

## VII. Decide your team structure

We suggest no more than 4 teams, or 20 people participate per month for the preparation. For example, you may have 20 schools in your community participating in this program. Each month, we recommend each partner host up to 20 people and no less than 10 per class per hour. The program is peer based because it requires people to work

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in teams. If you choose to work by yourself or in a larger team 3 to 5 people, it will not be effective. See benefits of working in teams in the resources section.

This team structure below can serve as an example of how you set up your program. It is only an example. Your saving groups are independent of our program.



## VIII. Team Work guidelines

Guidelines for groups >>

<http://employees.oneonta.edu/vomsaaw/w/psy220/files/GroupWorkGuidelines.htm>

| Have respect for each other.                                                                                                                                                                                                                    | All group members should do an equal amount of work.                                                                                                                | Your group should have a common understanding of goals that need to be achieved.               | Be open to compromise.                                                                                                                                               | Effective communication.                                                                                                                                                                                                                              | Time management.                                                                                                                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>- Respect each other's ideas</li> <li>- Respect the other group members</li> <li>- Don't interrupt each other</li> <li>- Everyone's opinion should count</li> <li>- Be honest with each other</li> </ul> | <ul style="list-style-type: none"> <li>- Everyone should share the responsibility of the tasks</li> <li>- Don't take over and don't let others take over</li> </ul> | <ul style="list-style-type: none"> <li>- Help each other to understand all concepts</li> </ul> | <ul style="list-style-type: none"> <li>- Be willing to cooperate with others on their ideas</li> <li>- Keep an open mind</li> <li>- Vote on disagreements</li> </ul> | <ul style="list-style-type: none"> <li>- Make sure everyone is able to be vocal about their ideas and problems</li> <li>- Give ideas no matter how "off" you may think they are</li> <li>- Listen effectively</li> <li>- Don't be critical</li> </ul> | <ul style="list-style-type: none"> <li>- Attend and arrive on time to all group meetings</li> <li>- Be flexible about meeting times</li> <li>- Keep on task (limit talk about non-related events)</li> </ul> |

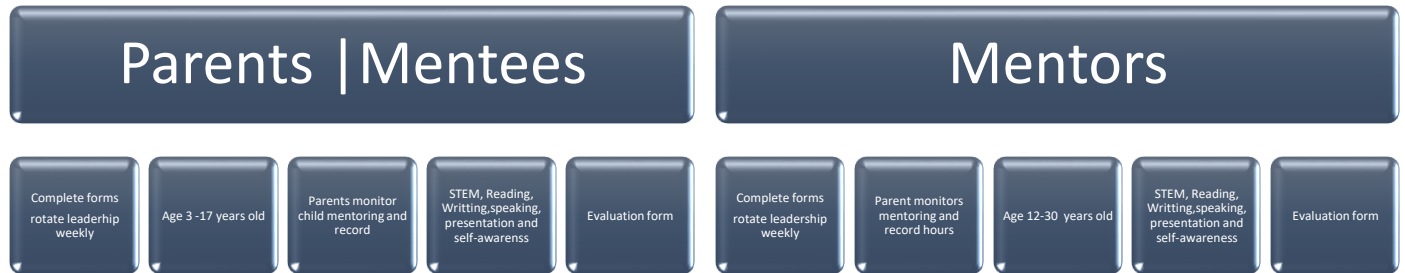
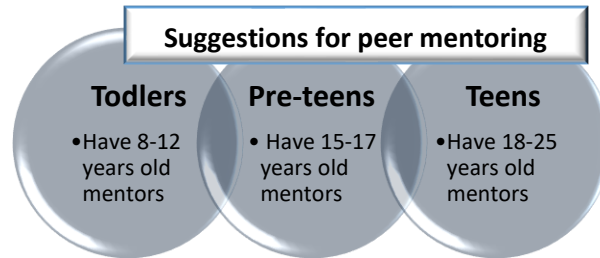
## IX. Determine your local mentoring structure

When it comes time to sponsor any child, you must sign them up for mentoring beforehand, not when they are ready to participate globally. Once signed-up your child to participate for group mentoring or to become a mentor. Both parents and child must attend weekly saving meetings and supervise the peer mentoring that will take place.

We suggest parents rotate each week to supervise mentoring, this ensures your child gets what they need to be successful.

- A parent or anyone, who serves as a guardian can sign the child up for mentoring, once they've joined or created a saving group
- Children, who do not identify with a guardian or family representation, and is under 18 years old can represent themselves in the mentoring program

Regardless, if your child makes it to the national leadership level, the mentoring will help them do well in school, gain entrepreneurship and job skills overtime. Both mentors and mentees qualify for the sponsorship fund. See [Appendix F](#) for mentoring guidelines.



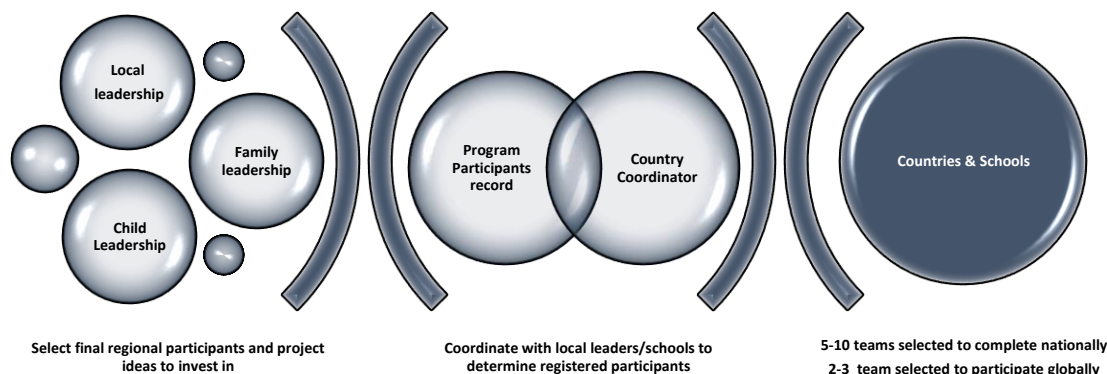
## X. Monitor Mentors

For sponsorship (partners outside USA) purposes, we can only trust the local leadership team, parents, family, and child as leaders to be honest during this process to keep records that will be submitted monthly. In addition, we will confirm, if mentoring is being applied based on the following:

- Number of hours invested by each party as it will show in the development of the child at the national level. see [appendix B](#) and above for mentoring forms for your own program, we can also email them.



## XI. Getting Started



**Determine your community project, who can best lead the change on a global stage**

The above is an example for all partners – it is vital that your community is engaged in the process to be successful. We suggest rotating all leaders monthly to have everyone participate and experience different working styles. Engaging your community to participate in every stage, when possible.

Each idea selected should be presented to peers, parents, community, locally to shape the idea beyond those, who came up with it. Quarterly, identify the best idea to compete nationally and globally. Tips to select the top national leadership ideas.

- Give every child in your community the opportunity to join the monthly program
- Quarterly, select your top leaders and ideas to showcase locally
- Continuously engage new kids as you continue to train existing ones
- Leverage peer mentoring to assist every kid develops talent to execute projects locally, however to lead programs as well
- Age requirement to lead the program in your community – we suggest age 18 and older for those 0-17 years old.

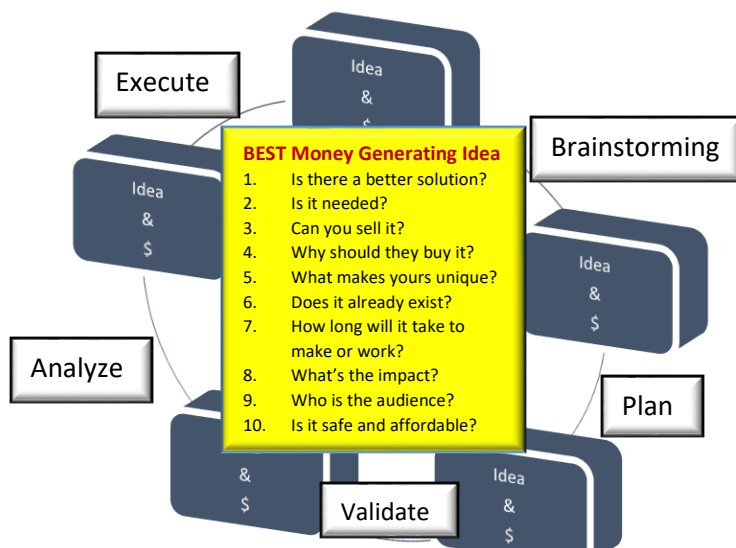
## XII. Pre-Planning Tips

See [appendix E](#) for **saving program template**, if you do not have a saving plan in your home or community, create your own. <https://welldoing.org/article/5-key-benefits-teamwork-and-collaboration>

Your team is easier, if selected from a savings group or another local based savings program, or if you know their specific experience in achieving things. We do encourage you to be very open in choosing your teams, it allows you to embrace diversity, growth and awareness. Sometimes, easy doesn't help us grow. We recommend the following qualities for a great team.

- Vested interest in big problems | Great at managing time and keeping their words | not afraid of taking tasks on and express how and when they are struggling
- Now, to get started, start this small exercise. Have each team member come up with two key things – their investment and best idea. See the depiction below.

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**Lead with your weaknesses, fear, to discover new skills, maximize existing strength for impact.**

### XIII. Project & idea

Ideas can range from planting trees, lemonade stands, designing clothes, photographers, tutors, new recipes, arts, teaching girls, boys how to sew, playground for kids, educate a nurse to serve your community, climate change awareness, building schools, roads, clinics and more, see section on challenges and appendix for help with ideas. Your creativity is limitless!

**Your goal is to get your community to sustain itself**, by leveraging what's already there, and working as a community to make it happen. Before you get started, be sure to figure out what exactly is needed, and skills lacking and exists. For example, do you want to help your community develop a set of skills? Change mindset to resolve problems? Or create a new venture to create opportunities?

### XIV. What's a great idea or businesses?

You cannot have a business without a great idea. A great idea often starts by wanting to see something differently or better for more than one person. Women on Change, the company that you pay for your phone service, your phone was all once ideas, packaged food that you eat, were once ideas. The great news is that in countries where there's so much needed, you can create anything safe and healthy for people.

### XV. Why brainstorming helps?

Focus on growth mindset <https://www.edglossary.org/growth-mindset/>

Brainstorming is where understanding your team members and their power for creativity to rationalize solving problems, you are all looking to solve in your community.

We suggest the following for warming up:

- List two things that you always wanted, for example, your dream having a global passport to go anywhere or learn a new language. Be sure these two things are visible daily for you daily and why it's important to you and others
- Each team should take time to come up with as many ideas possible
  - Always take a break during any activity, after 45 minutes. See appendix for Brainstorming tips:

## XVI. Collaboration

Understand the power of collaboration to win for your community, not only yourself. We suggest the following once all the five members of the team are on board.

- Write down top 2 ideas you each want to tackle or win each other over
- Discuss ideas honestly and champion for them!
- Your goal is to win your team members on your best idea, by showing that it is a winner and can effectively have a sustainable impact
- See the yellow box above to assist you understand what makes a good idea
- Once you select your top idea, present it as a team, to see how it could sound to the community and questions to consider
- You are a leader championing to impact lives and change the world. Think big!

## XVII. Ideas selected

No matter how great your idea is, your team, community, external stakeholders, and investors must get behind one idea at a time. Remember, we can only go far together. Now that you have the best solution to a problem you want to solve. Be flexible. Your idea can take a different direction or change completely, as you get deeper into solving it.

## XVIII. Investment amount

The amount you invest in your project is completely up to your community and the problem you wish to solve. You need to consider expenses that will allow you to continue to keep working on your goal and age group you are working with as well. We hold a workshop with local leaders to help you navigate some of these expenses. We also recommend that you do not leave your saving group, if you choose not to join this program after a month. You can join the program month to month for as long needed. This is a long-term investment, if you wish to make real change, courage is paramount.

## XIX. Planning and mastering skills

You should know some of your team strengths and areas for improvement by now. You each now get to identify how you will tackle this problem that's unique to your community. This is where coaching, mentoring and any other skills or support you need is necessary. We suggest the following to make planning easier.

- Identify your top two skills that can be leveraged or learn to solve this problem and discuss them with your team
- Now pick one thing that you can absolutely do well in and know you are great at it and run with it
  - Determine others you are not great at and how your team members can help you get better at it
- Based on this exercise, assign each team member a role for this idea
- For anything that's missing to solve the problem, look for it outside of your five identified team
- Remember you belong to a community, you are never alone! You need to win the community to win prizes nationally and globally

### Tips on teams:

<https://www.thinkwithgoogle.com/intl/en-gb/marketing-resources/content-marketing/five-dynamics-effective-team/> | Selecting team tips - <https://uwaterloo.ca/centre-for-teaching-excellence/teaching-resources/teaching-tips/tips-students/being-part-team/teamwork-skills-being-effective-group-member>

## XX. Analyze & Validate the idea

During planning, your goal is to understand how feasible it is to solve this problem, which may become a global company. Validation is where you figure it out, if this idea is a real problem and you can tackle it. The team gets to decide if this idea is one that you can tackle with the help they've got, e.g. how big is your community? If it is, keep going and, if it isn't, remember there are 9 great ideas to go back to. Remember to visit what makes a great idea. One of the things to keep in mind is making people the center of your idea.

- Make the community a team, customer and judges to continuously learn how to shape this idea

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- Determine how much resources you each will contribute, and any other investments needed
- Think about how, who will be able to bring additional resources to your team – you are looking for time, brain, money, motivators and more!

### XXI. Marketing & Selling the idea

We will touch on this during our training using Strength, Weaknesses, Opportunity and Threat (SWOT) analysis, which you can also perform this for yourself. This is where you decide, who are customers and measuring results? New relationships are just as important. Can the product sell itself or do you need people to do it? **See appendix for tips below.** [Click here for tips](#)

Timeline is important to help you organize and track your goals. We use a program schedule to understand what we need to do at the national and global leadership level. We suggest you do the same for your local and regional leadership program.

### XXII. How do I plan for my program (schedule & Budget)?

<https://www.workzone.com/blog/microsoft-project-alternatives/>

Build the schedule – we walk you through this during training, when requested.

Budget - This program is your first entrepreneurship exercise. We will walk you through creating your budget.

### XXIII. How Should I Execute this program?

To save time and cost, do not apply for training, unless you complete the above items. Before we work with all partners, complete our **partner form** | [Community Partner Form](#) | [Household/Parents](#)

We work hard to gain as much information about your plan for executing this program. You will work with your respective country coordinator to get you started with hard copy forms.

- Understand your idea & readiness for training
  - Team and existing local structure | How do the program fit in your community?
  - What we can offer | Timeline for execution | Local participants and location
  - Language requirements | Demographic | Budget and more

**Once selected to partner** with you, we send a Memorandum of Understanding (MOU) and schedule a training for your local program.

**Complete Your planning** is important beforehand, and we help validate with the above requirements.

We bring in partners to train you, when needed, however, we handle the following and local teams:

- Training takes place online and in person
  - Investing in your idea | Mentoring program and savings
  - Getting coached & mentoring | Therapy & counseling
  - Go through the process of creating and investing time | Resources needed

### XXIV. What is Entrepreneurship, Mentorship, Coaching

In this program, groups 8-30 years old, who can participate on the national and global level receive the following services. This is also something that we teach you during our training, when you are a partner as well.

1. Entrepreneurship – “The activity of setting up a business or businesses, taking on financial risks in the hope of profit.”
  - It requires hands on experience to learn and support network to be successful
  - It takes gut and ability to stay the course, passion, time and balance

1. Mentorship – “A period of time during which a person receives guidance from a mentor.”
  - It requires willingness to apply the tools and be honest of what you are facing as one or group
  - It takes gut and ability to overcome challenges and transform, while sharing confidential information, receive constructive feedback, empathy without abuse or taking advantage of someone
1. Coaching – “Is unlocking a person's potential to maximize their own performance”
  - What you achieve is your willingness to discover what lies within to apply yourself

### **XXV. What Counseling, Healing and Therapy is offered?**

This document provides many resources to help you understand how trauma, behavior can affect everyone, especially children. When you are a partner, you receive annual virtually and in person counseling, when there's enough people signed up. This program requires a level of commitment from children, parents, communities and local leaders. See the appendix and section 3 of this document for resources.

- The counseling focuses on educating communities on unknown behaviors or historical beliefs that may be hindering them to tackle problem, including mental health, hunger, emotional trauma, abuse and more
- Communities come up with challenges they are personally facing to get answers from experts.

### **XXVI. What Business Coaching is offered?**

We work globally to provide coaching to all partners annually, virtually and in person when necessary, to guide you in areas that you may require additional support to succeed, once you have identified a solution to the problem you wish to solve. The program provides workshops annually in countries we have partners. [See appendix I](#) for free and paid resources.

- The goal of a coaching is to support your entrepreneurship idea. These workshops will be tailored based on challenges that you may be facing as groups. Once the challenges are identified, we work with coaches in your respective country to support virtually or in person.

### **XXVII. College & Education Readiness**

Students in our mentoring program are qualified for two college readiness workshops working with mentors and professionals. The workshops are held online and in personal for selected countries.

### **XXVIII. How do we recruit mentors for our program?**

All local leaders, who wish to participate supporting kids under the age of 18 years old get support for recruiting mentors. Where partners are unable to submit the forms electronically, they will have hard copies to complete and provide to our local team. If international mentors are required, we can recruit globally per request.

#### **How do we select mentors for the global program?**

Mentors under 30 years old are selected through a similar process that we select partners. They go through a different training, screening process as first-time entrepreneurs, and option to become a mentor.

#### **Where we recruit mentors, and how you can recruit?**

- National universities in the United States | Colleges and university job boards | Partner with companies and NGOs | Word of mouth | Our website and own programs | Professional network

**Mentor Requests** – There will be 5-10 mentors travelling yearly for requested partners, when mentors are able to raise the fund to pay for their flights and partners can provide a space for them to stay safely. We can also support recruit mentors in your respective country, when you are a WoC member. All requests must be submitted three months before required execution date. We can provide a translator to work with your team.

## XXIX. Do we pay mentors?

Not all students can afford or safety travel to give their time. In the USA, our mentors are virtual only. We help keep excellent mentors, by providing transportation and food stipend when necessary. We suggest you consider the same for the mentoring program in your community.

## XXX. What mentoring training & material offered

We walk partners through the training and provide documentation, once you have identified your program needs. All the information below is available for free, when you sign up for our training. Training mentors is based on the types of program you are running, at a minimum we include the following:

- Responsible leadership | STEM Mentoring Hope –
  - Computer coding
    - WoC's
  - Girls Who Code
  - Math Speak
- Clarity on the mentoring – peer and professional
- Matching – fit is everything and flexibility to change quickly
- Skills assessment – hard and soft | Safety
  - Background check, roles & expectations and boundaries
- Anything else that may be required based on your program

**Here's tips** – see appendix <https://www.youtube.com/user/mathantics>

<http://www.mentoringpittsburgh.org/pages/training-for-mentors>

<https://www.nationalacademies.org/our-work/the-science-of-effective-mentoring-in-stemm>

<https://codakid.com/coding-for-kids-the-ultimate-guide-for-parents-2/>

Parents generational trauma and kids - <https://www.sciencemag.org/news/2019/07/parents-emotional-trauma-may-change-their-children-s-biology-studies-mice-show-how> | <https://www.nctsn.org/>

## XXXI. How to help kids pitch their ideas and win prizes?

See appendix C and links below

<https://ozobot.com/blog/26-tech-tools-teachers-can-use-inspire-classroom-creativity>

<https://www.rootsofaction.com/nurturing-childrens-creativity/>

## XXXII. How to prepare youth for the global events

Practice pitching for a month before the national event. You will know a child is ready, when they are able to get more than 50 people to believe in their idea.

To practice good ideas, have children come up with as many ideas per day by asking the following:

Each day, whether you have one child or not, do this activity helps your critical thinking

- Identify one idea per day and pitch it to five different people
  - Give three ways you can make it happen
- Drop them in a box and go through them every Sunday
  - Pick one idea that is easy to implement and pitch it to five people and ask if they would give you a dollar or hour towards working on it – start with people closed to you.
- Each week sharpens your ideas, as you increase the amount of dollar and hour you ask to make it happen.
  - See the prize total for WoC's events to give you some ideas.

### How to identify the best ideas to pitch?

1. Identify one idea that you've got 10-30 people to invest in, e.g. time, excitement or money

## LEAD & EARN YOUR CREATIVITY

- Give three reasons how you will bring it to life and practice doing so
- What helps you need to bring it to life?
- One skill that you need to help bring it to life
- What is one skill that you have, and how do you plan to offer it to someone else?

If you are a parent, mentor or community leader, submit the idea to us via our website and see if your idea gets selected to pitch for prizes. Do this in your community FIRST.

### XXXIII. Online Safety awareness

WoC security awareness program helps build a safer and secure environment by raising the children awareness of the physical and cyber threats. We provide essential tool such as knowledge to combat the adversary and make the community safer. See section 3 in this document for more on safety. The program cover topic such as

- Phishing | Social Engineering | Privacy | Cyberbully | Post with common sense and more | Adversary does not discriminate | Continuous education | Discussion | Engagement | Classroom discussion | Too-much information



Learn more online - <https://womenonchange.org/>

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