



**European Innovation Council**  
**Women Leadership Programme**  
**EIC WLP**  
**5th cohort**

**Frequently Asked Questions**

Version 2.0



20 February 2024

## VERSIONS

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## GLOSSARY

Alumni group	A group of 180+ former WLP participants
Coaching	Experienced professional provides advice, guidance, and support to enhance your business skills, performance, and growth
EIC	European Innovation Council
EIC Community	An (online) community of all entities receiving EIC funding
Mentorship	Guidance and support offered by an experienced individual to help you grow professionally and personally
WLP	Women Leadership Programme



# 1. About the Programme

## 1.1. What type of support will I receive if I am selected to participate in the programme?

The EIC WLP 5<sup>th</sup> cohort offers a skills and networking enhancement programme dedicated to female researchers and aspiring female leaders in the EIC Communities. The entire programme comprises four elements listed below:

1. **Training Sessions** tailored to your needs and covering critical leadership skills relating to team management, talent acquisition, and other growth and scale-up related issues. Examples of training sessions include identifying your leadership style, building inclusive teams, getting buy-in, and effective decision-making.
2. **Networking Events** to leverage on the EIC Community and expand your network. Each networking event will have a distinct focus, for example a challenge circle, meeting our alumni or connecting with inspiring role models.
3. **Mentorship Scheme** to connect you with one of our suitable mentors. Mentors will support you on challenges related to your leadership and career growth.
4. **Business Coaching Scheme** to provide you with the essential tools to address the specific business challenges you are encountering.

## 1.2 What skills will I obtain during the programme?

The programme offers a catalogue of profile-based and tailored journeys of training sessions, for example, how to develop your personal leadership and brand, negotiate with partners, pitch in front of investors, and other key topics for innovators to thrive. Based on a needs analysis carried out before the start of the trainings, each session will be tailored to participants' needs.

The skills will be further developed during the exchanges with personal mentors and business coaches.

## 1.3 What will I gain during the Mentoring Scheme?

Each participant will have the opportunity to work with Mentors – experienced entrepreneurs, investors, innovators, and senior managers who will share their extensive managerial experience and provide access to their diverse professional networks.

Mentors will help participants define their career path, overcome the existing career challenges and set the next steps. You will receive valuable inputs and advice to support you in your career progression by sharing your ambitions and fears with someone that has been in a similar position.

In addition, you will grow your professional network and expand your personal and professional perspectives by connecting with our Mentors.

## 1.4 What will I gain during the Coaching Scheme?

Each participant will have the opportunity to work with a Business Coach, who will help participants to discover innovation opportunities and provide insight on their entrepreneurship potential and



improve their business plans, implementation strategies and the market entry. Your coaching priorities may vary from go-to-market, or acquiring partnerships, organisational or financial development. The coach will challenge your assumptions and will let you consider new options in a learning-and-solving manner.

### **1.5 What is the difference between Mentoring and Coaching Scheme?**

Mentors will support you with career related challenges and provide support based on their own experiences. Their advice can include reflections on work-life balance, guidance on interpersonal relations within your teams, and introductions to their networks. Business coaches, on the other hand, will help you with business challenges. For example, they can help you discover innovation opportunities and provide insight on their entrepreneurship potential or help you to improve business plans.

### **1.6 Do selected participants also receive funding?**

No. No funding of financial support or compensation is associated with the participation in the programme. Please note that travel and accommodation costs for in-person events are to be borne by the participant.

### **1.7 Will participants have the opportunity to interact with fellow participants?**

We will be adding all participants in an exclusive Alumni Group in the EIC Community Platform where you will be able to network, share relevant news, files and learn from your cohort peers, as well as from the female leaders that joined the previous cohorts of the programme. In addition, we will organize three networking sessions during the programme. These will allow participants to not only connect with their peers, but with the broader EIC Community.

## **2. Implementation of the EIC WLP 5th cohort**

### **2.1 When will the cohort be implemented?**

The 5<sup>th</sup> cohort of the EIC WLP will take place from April to June 2024.

#### **Timeline of Events**

<b>Event name</b>	<b>Date &amp; Venue (TBC)</b>
20 February 2024	Open Call for Applications
19 March 2024	Application deadline
12 April 2024	Confirmation of participation
23 April 2024	Introductory workshop and mentor speed dating, online
25 April 2024	Kick-off meeting and first training, online
April- June 2024	Training sessions and networking activities, online or in person (TBC)

*\* Please kindly note that EIC will not cover your travel & logistic expenses to attend any in-person event.*



## 2.2 How will the programme be implemented?

The programme will launch its activities with an online introductory workshop in April, followed by an online cohort kick-off meeting.

The **Introductory workshop** provides a first opportunity for participants to meet their peers. During this meeting, we will present the objectives of the EIC WLP, give a comprehensive overview of the program, in particular on the Business Coaching and Mentorship Schemes. Moreover, participants have the opportunity to meet and speed date with mentors.

During the **Kick-off meeting** in March, we will focus on team building and present the topics of the training sessions that are taking place weekly between April and June.

Between April and June, we will organize one 2-hour **training session per week**, taking place online (on Zoom). Through these training sessions, participants will develop and acquire essential leadership and business skills. The trainings are led by experts from the industry and are interactive. Participants will familiarize themselves with new skills through discussions, case studies and role-play.

The programme will enhance the opportunities to network with fellow leaders, EIC Community members, and other relevant stakeholders from the ecosystem through **2 online networking events** and **one in-person networking event (to be confirmed)**. .

The programme will be concluded with a **Closing Ceremony** in June, to acknowledge all implemented activities and concrete impact on your daily innovator life.

## 2.3 How will the Mentoring Scheme work?

During the introduction workshop organised on 23 April, participants will have a chance to speed-date with mentors from our mentoring pool. After this session, participants will be able to check our full mentor pool and select mentors they would like to work with. The WLP team will support participants in finding a suitable mentor.

Once participants are matched with mentors, they will schedule bi-weekly meetings with their mentors and meet regularly for a period of 6-months. In May, the WLP team will check-in with participants and mentors to ensure the matching was successful and meetings are taking place regularly.

## 2.4 How will the Coaching Scheme work?

From our large pool of EIC Business Coaches, participants will be able to find a coach with ample experience in specific industry and market context. We will assist participants with the pairing process so that the participants will work directly with the EIC Coach of their choice.

Participants are entitled to benefit of 3 days of business coaching broken down in a number of exchanges suiting your agenda and needs. Meetings can be implemented in the best suitable virtual platform.

## 2.5 What are the obligations of the selected participants in regard to the participation in the programme?

By joining the EIC WLP, participants commit to attend and participate in at least 85% of the training



sessions (8 sessions in total, 85% attendance rate = attending at least 7 sessions).

The sessions are important steps that will provide participants with valuable knowledge and tools, so you should really strive to be present. If that is not possible, please inform the organisation team as soon as you can. Your attendance will be linked to your conclusion of the programme, with the receipt of our EIC WLP Conclusion Certificate. Only the participants that achieve our attendance regulation will be able to claim their EIC WLP Completion Certificate.

### 3. Application process

The 5th cohort of the EIC WLP is ONLY accepting applications from EIC supported women who are either in researcher roles or are female aspiring leaders. We do not accept applications from (co)founders, CEOs or leaders in chief positions. We invite these profiles to apply in the next cohort

#### 3.1 What do I need for the application?

Besides simple personal and career-related questions, you must elaborate on:

- Your future aspirations as regards your professional career.
- Challenges you are currently facing on your professional path.
- Motivation to participate in the Women Leadership Programme.
- Expectations from the Women Leadership Programme.

You will also have to provide us with:

- EIC instrument your company has benefited from/ EIC project ID / acronym / abstract of the EIC project conducted by your organisation.
- Your CV in English with a max. of 2 pages in pdf (CVs in other languages or/and larger than 2 pages will be disregarded).

#### 3.2 What are the EIC funding instruments eligible for application?

Female (co)founders, CEOs and leaders in other chief positions in EIC & EIT supported SMEs under the following instruments are eligible to apply:

- EIC Pathfinder
- EIC Transition
- FTI under Horizon 2023
- FET Open and FET Proactive under Horizon 2023

#### 3.3 To apply, I am required to provide the EIC project ID (project number) and acronym or Where do I obtain this information?

The person who coordinated your organisation's EIC project has this information. Please consult with them.

#### 3.4 I am employed by the EIC beneficiary, but I was not involved in the EIC-supported project. Can I still apply for the Women Leadership Programme?

No, during the application you must explain your role in the EIC funded project, which is one of the



requirements for your participation in the programme. Please keep in mind that you will need to keep being part of the EIC supported organisation for the whole duration of the WLP cohort.

### **3.5 How many participants associated with the same EIC project can benefit from the programme?**

The number of women participants associated with the same EIC project is not limited. However, each applicant will be evaluated on her own merit and not based on the EIC/EIT project she has participated in.

### **3.6 Should the applicant be part of a team working on an ongoing EIC project or could the project be already finished?**

The applicant can work both on an ongoing or a finished EIC project.

### **3.7 Who can I contact if I have a technical issue with my application?**

Please use the “Contact Form” option on the side of the application tab to indicate potential technical issues with your application.

### **3.8 What happens if I am no longer employed by the company which received EIC support – can I still apply to be part of WLP?**

The EIC Women Leadership Programme is dedicated to female members of EIC funded organisations. You cannot apply for the programme if you are no longer employed by an EIC beneficiary.

## **4. Evaluation**

### **4.1 How will you evaluate my application?**

Your application will be evaluated based on your motivation, expected impact of participation in the EIC WLP on your future career path and on your profile assessment.

### **4.2 Who will assess my application?**

Your application will be assessed by a panel of experts active in the community promoting women engagement in innovation and entrepreneurship. They all have hands-on experiences in leading their own businesses and/or mentoring prospective women entrepreneurs to grow their own businesses.

### **4.3 When will I receive the results of my application?**

The results will be communicated by mid-April 2024. All applicants will be contacted by the organising team to be informed of the results.

## **5. Contact**

### **5.1 Who can I contact in case of further questions or comments?**

In case of further questions, please contact Anna Arato (anna.arato@[impacthub.net](mailto:anna.arato@impacthub.net)), acting on behalf of EIC.