

What is the Tällberg Leaders Mentoring Leaders (TLML) program?

TLML aims to identify and nurture emerging leaders with outsized potential, leveraging the Tällberg Foundation's global network to accelerate their growth as impactful leaders.

The Tällberg Foundation has a deep commitment to encouraging global, values-based leadership wherever we can find it. In a world beset by existential challenges, we believe the only sustainable solutions are the ones imagined and pursued by leaders who operate with courage, creativity, persistence, commitment to universal values—but, above all, an understanding that global challenges demand global solutions.

The concept is simple: in our messy world, we need as many extraordinary leaders as possible. TLML matches emerging leaders from a wide range of countries and disciplines with equally diverse established leaders in a focused, year-long process of conversation and collaboration designed to accelerate the development of high-potential leaders.

How long has TLML been operating?

The mentoring program, which has important antecedents during the Tällberg Foundation's 40-year history, was piloted during 2023.

Who are the mentees for the Class of 2025?

The 14 participants were chosen by a jury with a wealth of experience, diverse perspectives, and valuable insight.

This year, over 818 applicants from 109 countries were submitted.

The 2025 TLML mentees are:

- Molade Adeniyi (Nigeria): CEO of Teach for Nigeria, an organization dedicated to empowering Nigerian leadership to ensure that children receive their human rights and can reach their full potential;
- Iffat Zafar Aga (Pakistan): Co-founder and Chief Operations Officer of Sehat Kahani, a telemedicine startup bringing healthcare to underserved communities in Pakistan;
- Kidist Amedie (Ethiopia): CEO of Guaro Farms, working to reduce food loss and improve the livelihoods of farmers in Ethiopia;
- Lanka Bandaranayake (Sri Lanka): Founder & CEO of Lanka Cine, a filmmaker and activist committed to social change through film and media;
- Laila Berchane (Morocco): Co-founder of Robots & More, raising awareness of STEM education among young people in Morocco and Africa;

- Áurea Carolina de Freitas e Silva (Brazil): Executive Director at NOSSAS, Brazil's largest civic engagement platform, and former politician advocating for gender, racial, and environmental justice;
- ElsaMarie D'Silva (India): Founder & Managing Director of Red Dot Foundation and creator of Safecity, using crowdsourced data to combat sexual violence in public spaces;
- Shana Fatina (Indonesia): Founder of Tinamitra Mandiri, leading projects in clean energy, eco-tourism, and waste management;
- Kingwa Kamencu (Kenya): Founder of BlackStar Media, using media and popular culture to drive social change and sustainability;
- Daniel Shin Un Kang (Canada): CEO & Co-founder of Flowbo, a fintech company enhancing financial access for freelancers and creators;
- Edith Ndiwa (Kenya): Founder of Color My Dreams Africa, promoting literacy and fighting gender inequality through education;
- Fajer Rabia Pasha (Pakistan): Executive Director of Pakistan Alliance for Girls Education, advocating for girls' education rights;
- Collins Santhanasamy (Malaysia): Founder of Youth4DRR, engaging youth in global disaster risk-reduction efforts;
- Peter Ward (Sweden): Co-founder of Enablers, focusing on improving health equity with affordable and accessible diagnostics for underserved communities.

Learn more about them on our website, tallbergfoundation.org/tlml.

Who are the mentors for the Class of 2025?

- Mark Abdollahian, (U.S.): CEO, ACERTAS and Professor, Claremont Graduate University and board member, Tällberg Foundation;
- Eduardo Amadeo, (Argentina): Economist, social innovator, rancher, and politician;
- Tom Cummings, (Netherlands): Leadership advisor to corporate boards and board member, Tällberg Foundation;
- Rana Dajani, (Jordan): Molecular biologist and human rights advocate;
- Vishakha Desai, (U.S./India): Asia scholar with a focus on art, culture, policy, and women's rights and board member, Tällberg Foundation;
- Moneshia zu Eltz, (U.S./India): Facilitator and corporate leader in tech, specializing in M&A and venture investment;
- Helena Nilsson Friberg, (Sweden): Business leader and organizational development expert;
- Jocelyn Goh, (Singapore): Entrepreneur and executive coach;
- Mads Schack Lindegaard, (Denmark/Zimbabwe): Humanitarian NGO executive;

- Daniel Martinez Valle, (Mexico): CEO of Grupo Proeza, investor, and sustainability advocate;
- Katherine Milligan, (U.S./Switzerland): Social entrepreneurship leader, educator, and board member with extensive involvement in global innovation networks and advisor on social impact initiatives;
- Sitawa Namwalie, (Kenya): Poet, playwright and performer;
- Diane Osgood, (US): Sustainability strategist;
- Marthe Reinette, (Netherlands): Human relations business executive.

Why did the Foundation establish the TLML?

The Foundation's board believes that many societies, as well as the global system, are at or approaching inflection points. Institutions, paradigms, and societal norms are under enormous pressure to change, but old habits die hard, even if they no longer are adequate to deal with new realities. That puts great value on courageous leaders and innovative leadership.

The mentoring program leverages Tällberg's global network to accelerate the mentees' growth as impactful global leaders by enhancing understanding, skills, and readiness for values-based leadership in whatever professional trajectory unfolds for the individual participant.

Our hope is to leverage mentors' experiences and learnings—successes as well as failures—so that emerging leaders can seize their leadership opportunities as fully and as soon as possible.

Who is eligible for the TLML Program?

Anyone, anywhere. Mentee candidates must submit an application through an open, online process and are ultimately selected by a jury of international leaders. This year the application process began on March 15 and ended on May 15, 2024.

How are the mentees selected?

Potential mentees must submit applications online that will be reviewed and researched by Tällberg staff and then vetted by a pre-jury of leaders from Tällberg's global network. The mentees are ultimately selected by a jury that is comprised of global leaders. The selection process involves rigorous deliberation and assessment to ensure that the chosen high-potential mentees embody the program's overarching criteria: demonstrated courage, creativity, persistence, commitment to universal values, and, most importantly, an understanding of the need for global solutions to address global challenges.

What types of leaders are serving as mentors?

What's unique about Tällberg is the idea that while borders—between countries, disciplines, religions, thought systems, and cultures—are important to our identities, they are too often obstacles to the solutions demanded by the problems confronting our societies. Leaders active in the Tällberg network understand that, thereby positioning them to help high-potential leaders grow their leadership skills in a world that demands global approaches and solutions.

How is the program structured?

In essence, TLML centers on leadership. The goal is to enhance participants' understanding, skills, and readiness for values-based leadership on their respective professional journeys. The method focuses on matching each participant with an accomplished global leader from Tällberg's worldwide network.

Mentors and mentees are matched through a process of interviews, surveys, and research—the key element of which is finding the right personal chemistry.

The TLML program formally starts with an in-person workshop at the University of Pavia in Italy from January 20-23, 2025. That program will be designed to encourage conversation about leadership as well as about the global context in which leaders need to operate—today and tomorrow. The goal is to jump-start mentee/mentor relationships, as well as to generate insights into the complexities of leadership, and counsel on coping with the kinds of challenges that characterize the early 21st century.

Subsequently, mentors and mentees meet virtually at least monthly over the balance of the year. Those meetings are supplemented by group “pulse checks” as well as other meetings, typically virtual, to explore various leadership issues as a group.

Graduates of the program will receive a certificate of completion and become integral members of Tällberg's global network.

Who leads the TLML?

Tällberg's team leader for the development and management of TLML is Michael Niconchuk. Michael is a practitioner and researcher in mental health and psychosocial support, peacebuilding, and violence prevention. For 15 years he has worked alongside Syrian refugees and others affected by conflict in Southwest Asia and the Horn of Africa to develop and implement psychosocial support programs, with a focus on trauma and healing with persons involved directly in violence, including the reintegration of persons affiliated with ISIS. He is an author of *The Field Guide for Barefoot Psychology*, co-author



of the US Institute of Peace's RISE Action Guide for the Reintegration of Extremism-Affiliated Persons, and the author of numerous publications on trauma-responsive peacebuilding. He is also a Tällberg Foundation director.

He receives support from Tom Cummings, who advises corporate and non-corporate leadership and is also a Tällberg Foundation director, as well as Ulla-Britt Fräjdin-Hellqvist, an experienced mentor to emerging leaders and professionals. In his capacity as Tällberg's chairman, Alan Stoga provides overall guidance to the team.

Who is the Tällberg Foundation's lead supporter?

The Stavros Niarchos Foundation (SNF) is one of the world's leading private, international philanthropic organizations, making grants to nonprofit organizations in the areas of arts and culture, education, health and sports, and social welfare. SNF funds organizations and projects worldwide that aim to achieve a broad, lasting, and positive impact for society at large, and exhibit strong leadership and sound management. The Foundation also supports projects that facilitate the formation of public-private partnerships as an effective means for serving the public welfare.

Since 1996, the Foundation has committed more than \$3.8 billion through over 5,500 grants to nonprofit organizations in more than 130 countries around the world.

Learn more at SNF.org.

Where can I find more information?

Information can be found on the Tällberg Foundation website: tallbergfoundation.org. In addition, contact info@tallbergfoundation.org.