



ZiWON

Zambia Institute of Human Resource
Management Womens Network

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INTRODUCTION

- The Zambia Institute of Human Resource Management Women's Network (ZIWON) was created by female members of the Zambia Institute of Human Resource Management to contribute more to the development of Human Capital in the country on this day 5. This formation was approved by the governing council of ZIHRM on 26th October 2017 on account that it will serve ZIHRM Council aspirations of inclusiveness in the governance agenda as well as contribute to the work of the governing council around functions stipulated in the ZIHRM act.
- In 2022 a new ZIWON Executive team was elected to continue the same aligned aspirations and mandated operations with additional & revised incentives centered around benefiting members.
- With women taking center stage and rising to senior positions and achieving more, it is the networks desire to create a community that celebrates, educates, lifts and supports all its members and cultivate the same ambition for the next generation of Human Resource Practitioners in the country.

VISION & MISSION

Our vision - to provide a network where diversity, equality, inclusion and belonging are part of the fabric of the institute and the entire profession at large.

Our mission - to participate in the global revolution of women networking for collegiate, recently graduated women and women working in Human Resource to achieve a community of women that celebrate, support each other and desire to prepare the next generation of Human Resource Practitioners.

IMPLEMENTATION

- **NETWORKING EVENTS** – The network will have major events every quarter to promote engagement and collaboration amongst women from all industries
- **WEBINARS** – Using Glueup, the network will hold monthly townhalls on different topics and conversations.
- **SOCIAL MEDIA** – Instagram, Facebook and LinkedIn. Social media activities such as *Makwebo Mondays for members in business*, *Woman Crush Wednesdays* on Facebook to recognize and celebrate Female HR veterans and *Member spotlight* on Instagram to showcase women in HR success stories as well as general posts and updates.
- **BUSINESS HUB** – Advertising & showcasing for practitioners in business.
- **INTER-PROFESSION NETWORKING** – Collaboration and partnerships with other professions and stakeholders.

- **MENTORSHIP CERTIFICATION** – ZHIRM to offer Mentor Certification to qualifying Female members who will then fulfill mentorship obligations to students.
- **LEADERSHIP SKILLS & TRAINING** - that will produce coaching and speaker opportunities within the network
- **SKILLS SHOWCASE** – The network and institute will support members with qualifying skill set within the network before outsourcing eg MC's, décor, catering etc will be prioritized.
- **ZIWON FOUNDATION** – The network will be active on charity work with different engagements and activities.
- **MENTORS & COACHES** – Students will have access to mentors and coaches within the network
- **INTERNSHIP** – Students will have direct access to different industries for internship opportunities
- **STUDENT CAREER WORKSHOP** – Female students in major learning institutions.
- **EXCELLENCE AWARDS**- Annual awards of excellence in recognition of past and present to female HR practitioners

MEMBERSHIP & BENEFITS

The ZIHRM Womens Network exist as a separate branch within the institute & we have to sustain our events, operations and put value to belonging hence the creation of voluntary membership categories as follows;

ZIWON ORDINARY MEMBER

ZIWON STUDENT ORDINARY MEMBER

ZIWON ELITE MEMBER

ZIWON ELITE STUDENT MEMBER

PROPOSED MEMBERSHIP CATEGORIES

ZIWON MEMBER K500 ANUALLY

- Access to all social media platforms.
- General Funeral Contribution for Spouse, Biological Child and Parents.
- Priority access to paid trainings.
- Priority access to paid mentorship & coaching training and certification.
- Priority access to paid major trainings and events.

ZIWON ELITE MEMBER K1, 500 ANUALLY

- Access to all social media platforms
- Funeral grant for Spouse, Biological Children & Parents
- General Funeral Contribution
- Free Business Advertising on media platforms
- Access to discounts with various business e.g gym, salons, nail parlor, stores etc
- Free mentorship and coaching training & certification
- Free access to some trainings and events
- Discounts on major trainings and events
- Free business hub opportunities
- Feature stories on social media platform

PROPOSED STUDENT MEMBERSHIP



ZIWON STUDENT K500 ANUALLY

- Paid access to Mentors and Coaches
- Access to internship
- Priority access to free trainings and events
- Access to paid events and trainings
- Access to sponsorship opportunities
- Partial Graduation Sponsorship opportunities for awarded students

ZIWON ELITE STUDENT K1,000 ANNUALLY

- Free access to Mentors and Coaches
- Priority access to internship
- Priority access to free trainings and events
- Discounts to events and trainings
- Priority access to sponsorship opportunities
- Full Graduation Sponsorship opportunities for awarded students



I WILL DO WHATEVER I CAN

Women are shattering glass ceilings that once limited their ability to aspire, grow, take a seat at the high table or be the final decision maker.

You don't have to choose between Family and Career because you can have it all.

Men, support Women in HR.

Women, take your place.

In this story the Hummingbird represents Women working hard and being the change they want to see and the support received achieved so much.



Zambia Institute of Human Resources Management

The Zambia Institute of Women's Network Elect



Ms Natasha Mbewe Munthali
Chairperson



Ms Olive-Anne Nunkwe Tembo
Treasurer



Ms Jane Shibatani Nyambe
Secretary



Ms Hellen Phiri Mubanga
Resource Mobilisation,
Marketing and Publicity



Ms Alice C. Chabatani
Resources mobilisation
Marketing and Publicity



Ms Hanene Heather
Resource Mobilisation
Marketing and Publicity



Ms Florence musongole
Committee Member



Ms Susan mwamba Mutepuka
Committee Member