



To: Secretaries / Chief Executive Officers of Unions and Regional Associations in Membership of World Rugby

**From: Sally Horrox
Chief of Women's Rugby**

Date: 28 February 2024

Re: 2024 Capgemini Women in Rugby Leadership Programme

I am writing to introduce the 2024 Capgemini Women in Rugby Leadership Programme and to invite you to identify potential candidates eligible to apply for the 2024/2025 programme.

Since 2018, the Women in Rugby Leadership Programme has been awarding scholarships to the current and next generation of female leaders globally with the aim to support their personal and professional development, and ultimately increase the number of women in key positions within unions, and regional associations.

The programme has been very successful and we now have 73 scholars globally. The 2022/2023 programme culminated in a Leadership Summit which we hosted in Paris, at the Rugby World Cup at Capgemini's HQ and University. Scholars from all over the world met and participated in panels, workshops and learning opportunities with Capgemini leaders.

With Capgemini's ongoing support as a Global Partner of Women in Rugby, the programme continues to evolve as we move forward to the Women's Rugby World Cup. Please find attached information relating to the 2024 application and selection process.

If you have any questions, please contact Anne Grumelard, Programme Manager Women's Rugby, via anne.grumelard@worldrugby.org

Many thanks for your support with the important initiative.

Yours sincerely,

A handwritten signature in black ink that reads "Sally Horrox".

**Sally Horrox
Chief of Women's Rugby**

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2024 Capgemini Women in Rugby Leadership Programme

Thanks to Capgemini's involvement as a Global Partner of Women in Rugby, the Capgemini Women in Rugby Leadership Programme and Scholarship now offers a range of prestigious courses, coaching, mentoring and wider opportunities for women in sport and business.

Capgemini will provide 2024 Scholars with the following:

- **Leadership Coaching Sessions:** scholars will be connected to a Leadership Coach from Capgemini who will provide coaching sessions
- **Access to NEXT Learning Platform:** a one-stop shop for scholars to learn about leadership with leading content from Harvard Business Review and much more
- **Connected Manager:** a Harvard Business certified programme. Scholars can join a team to discover HBR best in class content and practical management tools
- **Leadership Series:** scholars can sharpen their leadership practices and impact through experiential and peer learning
- **Leadership Summit hosted in Paris at Capgemini La Fontaine Campus:** connect together, participate in panels, workshops and be inspired by Capgemini leadership speakers

In addition, scholars will receive a **World Rugby discretionary grant of up to £5,000 on leadership and learning activities**. This is subject to activity plan and approval from World Rugby. Each scholar will also be matched to a mentor from the world of rugby, other codes or business.

Applications will open through our World Rugby websites on 29th February 2024, and we will announce successful scholars in May 2024.

Criteria for applications

- Applicants must be involved in their rugby union or region as a board member, or staff member or volunteer.
- Applicants must have leadership aspirations and demonstrate their professional development plan in their application.
- Applicants must send their C.V. and a letter of endorsement from their union.

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Application Process

With Capgemini, we want to ensure that we continue to raise the profile of the programme and make it as inclusive and accessible as possible. As a result, we have agreed that the application process will be promoted more widely to applicants, rather than just through internal channels. We will now open and advertise the application process on World Rugby websites and candidates will be able to apply directly.

World Rugby Regional Associations, and member unions still have an important role to play in promoting this programme and identifying female leaders, however, please instruct candidates to apply directly to World Rugby and we will update and co-ordinate with you

Applicants must complete their application on this form

<https://www.surveymonkey.com/r/womeninrugby> and attach their CV and letter of endorsement from their union. Note that failure to send the letter of endorsement will disqualify them; this is to ensure that applicants are involved in their union/region.

We would like to ask the unions to help us promote the launch of the applications to the programme by reposting our press release and/or our social media posts. We will send you the links once they are live.

The deadline for applications is 31st March 2024.

Selection Process: World Rugby + Regional Associations Selection Panel

We will keep you updated on the selection process and successful appointments. On the road to RWC (Rugby World Cup) 2025, we are selecting '25 for 2025' with the ambition is to appoint four scholars from each of World Rugby's six regions, but we are also exploring how we can create additional scholar and next generation, young leader opportunities.

If you have any question, please contact Anne Grumelard at anne.grumelard@worldrugby.org