

WOMEN ON BOARDS Awards Gala

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ELIGIBILITY CRITERIA

LIFETIME ACHIEVEMENT IN CORPORATE GOVERNANCE

ELIGIBILITY

Recognises a woman who has demonstrated an exceptional and sustained contribution to corporate governance over an extended career.

ELIGIBLE NOMINEES MUST:

- Have at least 15 years of demonstrated professional or board-level experience in governance, leadership, board service, regulation, legal, corporate affairs or a closely related field.
- Have served on 3 or more boards or held senior governance-related responsibilities.
- Demonstrate significant contributions to strengthening governance practices, institutions or board effectiveness.
- Demonstrate integrity, ethical leadership and professional excellence.
- Have made a lasting contribution that extends beyond her individual organisation.

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ELIGIBILITY CRITERIA

TRAILBLAZER AWARD

ELIGIBILITY

Recognises a woman who has broken new ground and demonstrated exceptional courage, innovation or leadership in advancing governance, board leadership, business, public service or institutional development.

ELIGIBLE NOMINEES MUST:

- Have introduced or championed a significant new approach, initiative, institution or practice.
- Demonstrate measurable impact resulting from their trailblazing work.
- Have overcome significant barriers or challenged established norms.
- Demonstrate leadership that has created opportunities or opened pathways for others, particularly women.
- Have a credible record of achievement within the last 5–10 years.

DISTINCTION

This award is about breaking new ground, rather than simply being successful or senior.

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ELIGIBILITY CRITERIA

FEMALE BOARD CHAIRPERSON/BOARD MEMBER OF THE YEAR

ELIGIBILITY

Recognises an outstanding woman serving as a board chairperson or board member who has demonstrated exceptional board leadership and governance effectiveness.

ELIGIBLE NOMINEES MUST:

- Currently serve, or have served during the eligibility period, as a board chairperson or formally appointed board director/member.
- Have served on the board for at least 12 months during the award period.
- Demonstrate strong board leadership, oversight and strategic contribution.
- Demonstrate evidence of improved organisational performance, governance or accountability.
- Demonstrate effective engagement with management, fellow directors and stakeholders.
- Have a strong record of ethical and fiduciary leadership.

DISTINCTION

This category rewards board performance and governance contribution, not executive management performance.

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ELIGIBILITY CRITERIA

BOARD DIVERSITY CHAMPION OF THE YEAR – FEMALE INDIVIDUAL

ELIGIBILITY

Recognises a female individual who has made a significant contribution to advancing diversity and inclusion in boardrooms and leadership structures.

ELIGIBLE NOMINEES MUST:

- Be a board member, executive, governance professional, shareholder, investor, policymaker, governance advocate or other relevant leader.
- Have actively championed greater diversity and inclusion in boards or senior leadership.
- Demonstrate commitment to gender diversity and broader inclusive representation.
- Show evidence that their advocacy has influenced appointments, policies, board composition, talent pipelines or governance practices.

DISTINCTION

The award recognises the person advancing board diversity, rather than an organisation or board that has achieved diversity.

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ELIGIBILITY CRITERIA

WOMAN CEO OF THE YEAR

ELIGIBILITY

Recognises an outstanding woman serving as Chief Executive Officer, Managing Director, Executive Director or equivalent head of an organisation.

ELIGIBLE NOMINEES MUST:

- Be a woman serving as CEO, Managing Director or equivalent chief executive.
- Have held the position for at least 12 months during the eligibility period.
- Demonstrate strong organisational leadership and strategic performance.
- Uphold measurable organisational, financial, social or institutional impact.
- Uphold sound governance and ethical leadership.
- Demonstrate commitment to developing women and other emerging leaders.

DISTINCTION

The award recognises the person advancing board diversity, rather than an organisation or board that has achieved diversity.

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ELIGIBILITY CRITERIA

WOMAN EXECUTIVE LEADER OF THE YEAR

ELIGIBILITY

Recognises an exceptional woman executive serving below the CEO/Managing Director level who has demonstrated outstanding leadership & measurable impact.

ELIGIBLE NOMINEES MUST:

- Be a woman holding a senior executive position below CEO/Managing Director level
- Must hold at least one board position
- Typically hold a position such as Chief Financial Officer, Chief Marketing Officer, Chief Operations Officer, Executive Director, General Manager, Director, Head of Function or equivalent.
- Have held the position for at least 12 months during the eligibility period.
- Demonstrate exceptional leadership within her function and organisation.
- Demonstrate measurable contribution to organisational performance.
- Demonstrate leadership of people, innovation, transformation or strategic initiatives

DISTINCTION

CEOs and Managing Directors shall be considered under Woman CEO of the Year.

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ELIGIBILITY CRITERIA

RIISING STAR IN CORPORATE GOVERNANCE / EMERGING FEMALE BOARD LEADER

ELIGIBILITY

Recognises an emerging professional who demonstrates exceptional potential and achievement in corporate governance and board leadership.

ELIGIBLE NOMINEES MUST:

- Be aged 38 years or below at the closing date for nominations.
- Be a governance professional, board director, executive, company secretary, legal/finance professional or other professional actively involved in governance.
- Be serving or having served on a board.
- Demonstrate significant achievement relative to their career stage.
- Show evidence of board or governance contribution.
- Demonstrate leadership potential and commitment to ethical governance.
- Demonstrate a clear trajectory toward future board or governance leadership.

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ELIGIBILITY CRITERIA

MALE CHAMPION FOR WOMEN'S LEADERSHIP

ELIGIBILITY

Recognises a man who has demonstrated sustained and meaningful action in advancing women's leadership, gender equity and inclusive governance.

ELIGIBLE NOMINEES MUST:

- Be a male leader or professional actively working in Uganda or contributing significantly to women's leadership in Uganda.
- Should be able to demonstrate concrete actions that have advanced women's participation in leadership, governance or decision-making.
- Should have supported women's recruitment, promotion, board appointments, mentorship, sponsorship or professional development.
- Demonstrate sustained commitment rather than one-off participation.

DISTINCTION

This is not an award for simply being a supportive colleague. It recognises demonstrable advocacy and action.

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ELIGIBILITY CRITERIA

MENTORSHIP EXCELLENCE AWARD - INDIVIDUAL

ELIGIBILITY

Recognises an individual who has demonstrated exceptional commitment and impact in mentoring and developing the next generation of women leaders.

ELIGIBLE NOMINEES MUST:

- Have a minimum of three years of demonstrated mentoring experience.
- Have mentored multiple individuals or demonstrated sustained impact on one or more emerging leaders.
- Demonstrate structured or intentional mentorship.
- Have contributed to the professional, leadership or governance development of mentees.
- Demonstrate measurable outcomes such as promotions, board appointments, career progression, entrepreneurship or leadership advancement.
- Demonstrate integrity and serve as a credible role model.

DISTINCTION

This award recognises the mentor and the impact of their mentorship, not an organisation's general talent-development program.

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ELIGIBILITY CRITERIA

ESG EXCELLENCE AWARD - ORGANISATION

ELIGIBILITY

Recognises an organisation that demonstrates outstanding leadership in Environmental, Social & Governance (ESG) practices, underpinned by strong corporate governance, accountability, transparency, ethical leadership and responsible business practices.

ELIGIBLE NOMINEES MUST:

- Be legally registered and actively operating in Uganda.
- Demonstrate a clear ESG strategy, framework or set of commitments aligned with the organisation's material ESG priorities.
- Demonstrate meaningful integration of environmental, social and governance considerations into organisational strategy and operations.
- Demonstrate measurable efforts to reduce and manage environmental impact, including areas such as climate action, energy efficiency, waste management, resource efficiency, biodiversity or emissions, where relevant.
- Demonstrate strong social impact and responsible business practices, including employee wellbeing, diversity and inclusion, community impact, human rights, customer responsibility and stakeholder engagement.
- Provide evidence of measurable ESG outcomes and impact such as sustainability reports, rather than relying solely on policies or commitments.
- Have no unresolved major environmental, social or ethical violations that would materially undermine its eligibility.

JUDGING FOCUS:

The award will prioritize organisations that demonstrate credible, measurable and sustained ESG performance, with clear evidence that ESG principles are embedded in the organisation's strategy, culture, operations and value creation—not simply presented as corporate social responsibility activities.

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ELIGIBILITY CRITERIA

EXCELLENCE IN BOARD DIVERSITY & INCLUSION

ELIGIBILITY

Recognises an organisation with demonstrably strong and effective practices for achieving diversity and inclusion at board and senior leadership level.

ELIGIBLE NOMINEES MUST:

- Have a formally constituted board.
- Demonstrate measurable progress or achievement in board diversity.
- Have policies or practices supporting inclusive board recruitment and succession.
- Demonstrate meaningful representation of women at board and/or senior leadership level.
- Demonstrate inclusive leadership and talent-development practices.
- Show that diversity is incorporated into governance and succession planning rather than treated solely as a symbolic initiative.

**THEME: GOVERNING WITH PURPOSE
CELEBRATING WOMEN WHO LEAD**

**SHERATON KAMPALA HOTEL
FRI. 30TH OCT. 2026**
