



EXECUTIVE OFFICE OF THE PRESIDENT
OF THE PRESIDENTIAL ADVISOR
ON WOMEN RIGHTS

Speech by
Hon. Harriette Chiggai, the President's Advisor on Women Rights
during the Launch of the Professional Association of Nyanza Women (PANY) Strategic Plan
on
Friday, 12th April 2024 at Serena Hotel, Nairobi.

Salutations,

- Your Excellency the First Lady, Mrs. Rachel Ruto, EGH
- Cabinet Secretary, Ministry of Information; Communications and the Digital Economy, Eliud Owalo;
- Xxxxxx
- Xxxxxx
- Esteemed Members of PANY;
- Ladies and Gentlemen.

Good morning everyone.

For years, the **Professional Association of Nyanza Women** has been a beacon of empowerment that has fostered professional development in Nyanza. It has created a network of support, and advocated for the advancement of women in the workplace. We have achieved remarkable things together. But the world is constantly evolving, and so must we.

This Strategic Plan that we are launching today, is the culmination of dedicated effort and collaboration. In it are our needs, identified trends, and envisioned future we want to create. The Plan also outlines key focus areas like the need to equip our members with the skills and confidence to excel in leadership roles.

It reminds us to embrace mentorship and sponsorship by building a robust network where experienced members empower and guide emerging professionals. Through this Strategic Plan, we can also champion policies and initiatives that promote equality and opportunity for women in different chosen fields.

At the same time, this Strategic Plan is a road map to our professional development as a Community. It provides ongoing learning opportunities to enable us stay current in a dynamic work environment.

Through this Strategic Plan, we are assured of building a thriving community. This community helps foster a sense of belonging through networking events, mentorship programs, and online platforms.

Your Excellency, Ladies and Gentlemen;

The statistics around Strategic Planning paint a clear picture of its importance for organizational success. According to the Journal of Management Studies, companies with written business plans grow 30% faster. Another study by the Journal of Small Business Management and Bplans found that 71% of fast-growing companies have Strategic Plans. This is affirmation that we are on the right path.

Overall, Strategic Planning offers a roadmap for growth, improves goal achievement, and fosters better alignment within an Organization. While challenges exist in execution, the statistics highlight the significant benefits for entities that prioritize Strategic Planning.

This Plan we launch today, we must agree, is not just for the PANY Board or the Executive team. It is for every single one of us. Our active participation in its implementation therefore, is paramount. I thus encourage each member of PANY to join Committees, attend workshops, mentor others, and share their voice. Through our contributions, we will turn this roadmap into a thriving reality.

Together, we can build a future where professional women are not just at the table, but leading the conversation. This is a future where our voices are heard, our skills are valued, and our potential is limitless.

Indeed, the only Black woman in 2021 at the helm of an S&P 500 company (stock market index tracking the stock performance of 500 largest companies listed in the United States), **Rosalind Brewer** put it like this. “Don’t be silent in the room. Even if you think you’re gonna make a mistake, that’s better than sitting there quiet because you begin to suffocate... So just get it out there and feel like you have value.”

Let this Strategic Plan be the catalyst for a new era of empowerment, growth, and success for all our members and Nyanza at large. Let us unlock the collective power of this amazing community and make a lasting impact in our Counties and the whole Country.

Together, let us make this Strategic Plan a blueprint for a brighter future for professional women everywhere.

The Future is Female – and United!

Thank you.

**Hon. Harriette Chiggai,
President’s Advisor on Women Rights**