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Narrative Report

AfterTomorrow NGO

Reporting Year: 2025

після завтра

ABOUT THE ORGANISATION

«AfterTomorrow» is a Ukrainian NGO working at the intersection of gender equality, inclusive leadership, trauma-informed development, and social innovation.

Since its establishment in 2015, the organisation has focused on transforming vulnerability into capacity — individual, institutional, and societal.

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«AfterTomorrow» operates through

research

leadership
development

cultural change

evidence-based
policy

practice
advisory

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In 2025, the organisation functioned both as an implementer of donor-funded programmes and as an analytical and intellectual hub, shaping discourse on inclusion, leadership, wellbeing, and post-crisis recovery in Ukraine.

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CONTEXT OF THE YEAR (2025)

The year unfolded under conditions of **prolonged war, institutional fatigue, labour shortages, and psychosocial exhaustion**. For organisations and individuals alike, resilience was no longer a question of endurance but of structural support. Gender inequality deepened through unpaid care burdens, workforce disruptions, and stalled leadership pipelines. At the same time, backlash against DEI globally created a more hostile external narrative environment.

Against this backdrop, Pislyazavtra's work was grounded in a clear understanding: **inclusion and wellbeing are not auxiliary values in crisis — they are stabilising infrastructure.**

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Mission, Vision and Positioning

Mission

To transform vulnerability into leadership by creating trauma-informed, gender-responsive systems that enable people and institutions to realise their full potential.

Vision

A Ukraine where origin, gender, or experience of trauma does not limit participation, leadership, or belonging

In 2025, Pislyazavtra strengthened its position as:

- a **trusted expert organisation** for international donors and corporate partners;
- a **producer of national-level evidence** on inclusion and wellbeing;
- a **methodology developer**, rather than a project-only implementer.

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Strategic Focus of the Year

The organisation concentrated its efforts around five strategic priorities:

- ▶ **From programmes to systems** — embedding inclusion into policies, governance, and decision-making.
- ▶ **Evidence before advocacy** — expanding national research as a basis for action.
- ▶ **Leadership under pressure** — supporting women and professionals operating in high-stress environments.
- ▶ **Institutional accountability** — translating DEI commitments into operational change.
- ▶ **Next-generation inclusion** — piloting long-term approaches for children and youth with compounded vulnerability.

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**Key Contributions
and Outcomes**

I. Progresiya 2.0



Successfully completed the **second cohort of Progresiya**, supporting 150 Ukrainian women leaders and changemakers.

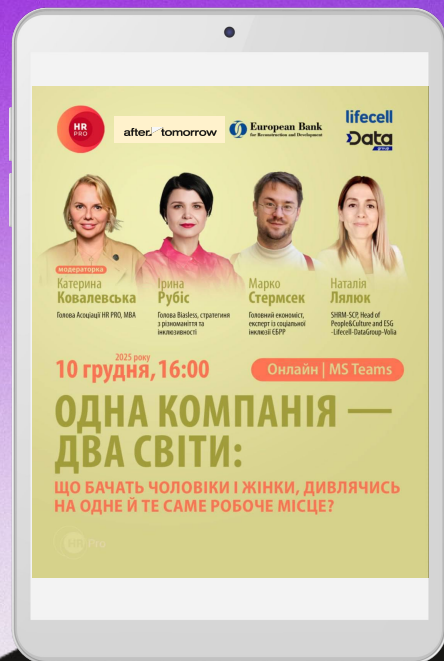
Delivered a six-month blended programme combining education, mentoring, coaching, and psychological support.

Achieved high participant retention and satisfaction reinforcing Progresiya as a flagship leadership methodology.

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II. EBRD & DVL Group: Women's Retraining and Activation Programme



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- Led a full-cycle EBRD-supported assignment for Datagroup-Volia-lifecell.
- Conducted baseline gender and pay gap diagnostics, policy review, and organisational analysis.
- Supported development and launch of an Equal Opportunities & D&I Policy.
- Enabled the launch of an internal retraining platform for women in non-traditional roles.
- Confirmed satisfactory performance and contractual compliance by the EBRD.

III. National Research and Analytics

Continued leadership of the [“Riven” \(Level\) inclusivity research](#), the fourth annual wave measuring inclusivity, belonging, and engagement in Ukrainian organisations. The 2025 wave highlighted stagnation in institutional DEI development alongside high individual readiness for change.

Co-authored analytical publications on [belonging, quiet quitting, and crisis-era organisational culture](#), contributing to public and professional debate.

Partnered with Gradus Research [on gender and wellbeing studies](#), documenting rising stress levels alongside increased leadership readiness among women.



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IV. Kicked-off activism through artivism

Supported the development and positioning of short film *STILL ILL* as an artistic and analytical exploration of vulnerability, mental health, and agency, extending Pisyazavtra's cultural and narrative work.

“When art collides with war, innocence must choose how to survive”.



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V. Education and Training

Delivered the module “Inclusive Thinking” for **100 change-makers** within national School of New Thinking project, working with professionals and educators to strengthen applied inclusion competencies in 3 cities.

Kyiv

Dnipro

Lviv

Delivered **2 training sessions of inclusion** at **Kyiv Mohyla Business School**, taught **1500 employers of DVL** within school of inclusion format and **200 teachers** of A+ academy.



VI. Founded Talantarii

Advanced the conceptual and methodological foundation of **Talantarii**, a long-term initiative focused on adolescents with institutional care experience.

Positioned Talantarii as a future system-level intervention rather than a short-term project.

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professional allies and co-creators united

3

world leading institutional care researchers and academics addressed and verified the hypothesis of Talanatarii format development

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Partnerships and Professional Engagement



In 2025, AfterTomorrow NGO
expanded and deepened its
international engagement through
strategic partnerships and
consortium-based collaboration.

VII. ReRootED (Erasmus+)



Within an international consortium, Pisyazavtra became a partner of **ReRootED**, a two-year Erasmus+ project (2025–2027) focused on supporting migrant women's emotional resilience, wellbeing, and engagement with social entrepreneurship.

Through ReRootED, Pisyazavtra contributes its expertise in trauma-informed design, gender-responsive learning, and narrative-based methodologies. The project aims to co-create educational resources that help migrant women rebuild confidence, strengthen community connections, and develop new personal and professional trajectories.

The ReRootED consortium includes partners from **Spain (KlemKa CoLAB, Llanero Solidario)**, **Italy (FacilitAscolto)**, **Germany (Outside Media & Knowledge)**, and **Ukraine (Pisyazavtra NGO)**.

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XIX. Civil Society Leadership Programme for Ukraine (CLPU)

In 2025, Pislyazavtra was also selected to participate in the **Civil Society Leadership Programme for Ukraine**, a competitive capacity-building programme designed to strengthen leadership and organizational resilience within Ukrainian civil society.

The programme is developed by **NGO Academy**, a joint initiative of the **ERSTE Foundation** and the **Vienna University of Economics and Business**, and is implemented in Austria and online.

Participation in CLPU included:

- a 10-day residential module in Austria combining training, peer learning, field visits, and expert dialogue;
- advanced modules on resource management, governance, organisational growth, leadership, and strategic communication;
- access to individual online coaching sessions with international experts;
- integration into a European network of civil society leaders and organisations.

Engagement in the CLPU strengthens Pislyazavtra's institutional capacity, leadership sustainability, and strategic positioning within both Ukrainian and European civil society ecosystems.

SUPERVISORY BOARD



KRISTEN ANDERSON,

Leadership Committee of How Women Lead, Global Advisor for Women Leaders for the World, Former CEO/Vice Chair/Board Member at European Women on Boards, Ex-Chief DEI Officer, Advisory Board Member, [USA-Italy](#)



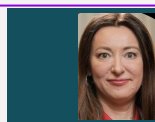
LAUREN ANDERSON,

Global Security & Risk Governance Leader | Former FBI Executive | Independent Public Board Director | Council on Foreign Relations | Cyber Risk & Geopolitics Expert, [USA](#)



KATERYNA HODGSON,

Business Coach & Strategy Mentor, Psychologist | Startup Advisor | Co-Founder & Investor | Lady from "Ladies in Hats" [UK-Ukraine](#)



NATALIA KONOVALOVA

Strategic Communication and Reputation Management, Brand Comms, CSR, Reputational Institute Ukraine expert, [Germany-Ukraine](#)

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Organisational Development and Governance

Strengthened internal governance through clearer role distribution and expert board engagement.

Maintained a lean operational model with high expert involvement.

Invested in documentation, reporting quality, and methodological consistency.

Created membership opportunity for our beneficiaries and attracted 30 members of NGO

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Resources and Sustainability Approach

Pislyazavtra operated through a **mixed-resource model**:

Donor-funded
programmes

Expert consulting
and analytical work

Long-term
investment in
intellectual
capital and
methodologies

The organisation deliberately prioritised **quality and depth over scale**, ensuring sustainability through reputation, expertise, and evidence.

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Reflections and Lessons Learned

- ▶ **Institutional change requires patience**; readiness among people often outpaces systems.
- ▶ Trauma-aware design significantly increases programme effectiveness.
- ▶ Inclusion without belonging produces compliance, not commitment.
- ▶ **Evidence remains the strongest defence** against political and ideological backlash.

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Looking Ahead: Priorities for 2026

For 2026, Pislyazavtra sets the following priorities:



Scaling **Progresiya** and embedding its methodology in institutional contexts.



Advancing **Talantarii** from concept to pilot implementation.



Deepening research on belonging, leadership, and post-crisis recovery.



Expanding international partnerships while preserving Ukrainian contextual depth.



Continuing to position inclusion as a structural necessity for recovery and development.

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