



MOVING AHEAD

# The 30% Club cross-company mentoring programmes

BY MOVING AHEAD

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*Advancing diversity, equity and inclusion*

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# Who we are

## Moving Ahead

Founded in 2014 by Liz Dimmock, Moving Ahead is a specialist award-winning social impact development, diversity and inclusion organisation. Our mission is to create an inclusive society where individuals and organisations can thrive. One of the core levers in how Moving Ahead creates change is through its structured cross-company programmes delivered on behalf of the 30% Club. Operating cross-sector, cross-company and cross diversity-strand, these award-winning programmes help organisations and individuals achieve diversity of thought and better performance.

“Mentoring is the oldest, and most simple, form of people development, yet is sometimes seen as the poor relation to coaching. Having worked with both for 20 years, I'm delighted to see mentoring evolve, taking its rightful place as a powerful tool for creating positive change for individuals and organisations.”



**Liz Dimmock**

FOUNDER AND CEO, MOVING AHEAD;  
30% CLUB AMBASSADOR

## The 30% Club

The 30% Club is a global campaign that calls on chairs and CEOs to commit to gender diversity as a business objective and aim for at least 30% female representation at board level, with parity as its ultimate goal. It now has 19 chapters all over the world - from the US and Mexico to Malaysia and Australia and its global chair is Ann Cairns, executive vice chair of Mastercard. More than 1000 business leaders, of the world's biggest companies, are counted in its membership.



**Baroness Helena Morrissey DBE**

FOUNDER, THE 30% CLUB

Hear about the programme's success from Baroness Helena

[WATCH THE FILM ▶](#)



**Ann Cairns**

GLOBAL CHAIR

“With Moving Ahead, The 30% Club is delighted to build on the success and impact of our cross-company mentoring programme through the rollout of Mission Include. While our focus on gender continues to be central to building the pipeline and achieving parity of women in leadership and board roles, Mission Include furthers our aspirations for a world in which organisations foster truly inclusive cultures – cultures that embrace people who look, act and, importantly, THINK differently – so they can reach their full potential to positively impact their people, their markets and their communities.”

# The programmes on offer

Mission Gender Equity and Mission Include are global, cross-company, cross-sector mentoring programmes. They are nine-month programmes in which mentees are matched with senior mentors from another organisation.

## Mission GENDER EQUITY



Mission Gender Equity **focuses on gender diversity** in order to build and strengthen necessary pipelines and achieve parity of women in leadership and board roles.

The programme is proven way to achieve greater gender balance at senior levels within organisations, as well as delivering on gender pay gap reporting, and broader diversity, equity, and inclusion goals. Moving Ahead is inclusive of all gender identities.

### Mentees:

High potential women from all levels within organisations

### Mentors:

Seasoned leaders of all genders, 15+ years' career experience

## Mission INCLUDE



Mission Include supports all **protected characteristics** as well as **broader diversity strands** such as socio-economic background, thinking styles, and all intersectionalities.

This programme advocates the view that we are all diverse, with unique experiences and outlooks, and results in increased diversity of thought, a strengthened pipeline, and greater parity beyond the typical DE&I agenda. While our focus is on the mentoring journey, each event within the programme highlights a different diversity characteristic or allyship to support the conversation and growth opportunities.

### Mentees:

High potential individuals from under-represented groups across all levels within organisations

### Mentors:

Experienced leaders, 15+ years' career experience

Please note, both programmes are delivered in English and participants are required to speak English fluently to participate

Since 2014, Moving Ahead's 30% Club cross-company mentoring programmes have supported:

681  
organisations

20,000  
mentors and  
mentees

Across  
50  
countries

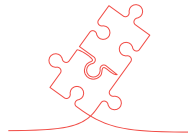
Over  
30  
sectors

# How it works

## Mission Gender Equity and Mission Include



Global programmes delivered in English with mentoring pairs connecting digitally across the world.



Require organisations to nominate equal numbers of mentors and mentees.



Nine-month programmes where mentees and mentors commit to meeting at least five times throughout.



Feature a series of three core learning events delivered online (and live in the UK when safe to do so) in addition to three masterclasses and optional networking sessions – equating to more than 26 hours of CPD.

“ Cross-company mentoring is invaluable as it allows people to hear and learn from other organisations; how they operate; how they do business. It enables mentors and mentees to share successes with pride. ”

**Tanya Gordon**

LEADERSHIP CONSULTANT AND COACH; MOVING AHEAD FACILITATOR



# What it costs

	Mission GENDER EQUITY	Mission INCLUDE	COMBINED
<b>10 mentoring pairs</b> (20 participants)	<b>£8,500</b>	<b>£8,500</b>	<b>£12,750</b>
<b>20 mentoring pairs</b> (40 participants)	<b>£13,500</b>	<b>£13,500</b>	<b>£20,250</b>
<b>30 mentoring pairs</b> (60 participants)	<b>£18,500</b>	<b>£18,500</b>	<b>£27,750</b>
<b>40 mentoring pairs</b> (80 participants)	<b>£23,500</b>	<b>£23,500</b>	<b>£35,250</b>

If you wish to submit more than 40 pairs across each programme, please contact a member of the Moving Ahead team at [contactus@moving-ahead.org](mailto:contactus@moving-ahead.org)

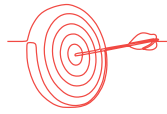
All costs exclude VAT

# The impact of our programmes

Why choose Mission Gender Equity and Mission Include?



Retain, accelerate, and build visibility of diverse talent while engaging and developing your leaders as inclusive allies and role models.



Clear impact on your diversity and inclusion goals, reporting and potential charter/campaign commitments.



Tangible personal and professional development for mentees and mentors advancing diverse talent while also engaging the support of leaders as advocates.



“ Being paired with a mentor from a different industry and background provided me with the lens of someone who hadn't been on my journey... I wanted to break the glass ceiling and the programme helped me get my first leadership role.”

**Pushpita Mukherjee**

MENTEE AND A MANAGER OF BUSINESS ANALYSIS  
AT NHS PROFESSIONALS



“ In the past I'd applied for internal roles but hadn't been successful. Being mentored gave me the confidence to apply for and be successful in applying for my role within the company.”

**Mamtha Ethiraj**

MENTEE AND SENIOR BUSINESS ANALYST  
AT T. ROWE PRICE

How have these programmes already helped to create **individual and organisational change**?

## Promotion

**47%** of the mentees from our 2018 Mission Gender Equity cohort **secured a promotion** within three years of starting the programme.\* Mission Include saw a similar, if not even larger, impact on promotions.



## Building powerful connections

OVER

**80%** of mentors and mentees across both programmes rating their **match as 'good' or 'very good'**.

## Building confidence

**70%** of mentees **felt more confident** because of the programme.

## Equipping mentees to network and self-promote

**15-30%** more mentees feel equipped to make themselves **more visible in their organisations** because of the programme.

## Inspiring change

Mentors were **inspired to change** their management and leadership styles to be **more considerate, inclusive and inspiring**.

\*This is estimated to be 10-27 points higher than control groups for this same time period

# Moving Ahead's other offerings

Development programmes, Speaker Academy and on-demand digital content

## LEAD

Lead is a targeted development programme for women. We can provide our standard nine-month programme or bespoke this for your audience. For example, at Coca Cola this was to retain and further accelerate 15 of their global heads, and at the Guardian this was for their middle-mangers to ensure acceleration to senior management. It includes a series of engaging speakers and workshops as well as opportunities to connect as a cohort.

[WATCH A SHORT FILM ABOUT LEAD ▶](#)

[READ MORE ABOUT LEAD ▶](#)

## Inclusive Leadership

A four-workshop programme for Exec Co/SLT level to develop their awareness, skills and competencies in how to be an inclusive leader.

## Momentum

A digital toolkit with more than 30 films and workbooks to equip line managers and leaders in how to have inclusive everyday conversations – on topics ranging from how to support a colleague going through IVF, bereavement, transition, depression, anxiety, menopause – and how to have better conversations around race, disability, culture and faith, part time working and more. This on demand content can sit on your internal systems or our own digital learning platforms.

[WATCH A SHORT FILM ABOUT MOMENTUM ▶](#)

[READ MORE ABOUT MOMENTUM ▶](#)

## Speaker Academy

We believe in the power of stories to create connection and inspire change. Our Speaker Academy consists of powerful storytellers, insightful facilitators and passionate educators within inclusion and diversity.

[MEET OUR SPEAKERS ▶](#)

## Summit Series

Large-scale digital TED-type events to celebrate International Women's Day, National Inclusion Week and International Men's Day and each with around 25 speakers sharing their personal stories, poetry or performance.



They are held in partnership with the 30% Club and Diversity Project and provide on-demand live or post event content for access throughout the year.

- ▶ All content can be shared on partner intranet sites for affinity group events or individual learning.
- ▶ This year's Summit features speakers such as award-winning author and journalist Christina Lamb OBE and mental health campaigner and comedian Ruby Wax OBE.
- ▶ Other recent speakers have included bestselling author Otegha Uwagba, the Paralympic athlete Baroness Tanni Grey-Thompson, autism awareness speaker Michael Barton, and British racing driver and LGBTQ+ activist Charlie Martin.

[WATCH A SHORT FILM ABOUT THE SUMMIT SERIES ▶](#)

[READ MORE ABOUT THE SUMMIT SERIES ▶](#)

If you would like further information please schedule a call with a member of the Moving Ahead team or contact us at [contactus@moving-ahead.org](mailto:contactus@moving-ahead.org)



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