

A decorative pattern of stylized leaves in white and light blue, arranged in a curved, flowing line across the top right of the slide.

Improving inclusion and diversity through cross-company mentoring

Creating a more **diverse and inclusive business community**
and ultimately, a more **equitable society**.



Introducing...



MOVING AHEAD



Liz Dimmock

Founder and CEO, Moving Ahead;
30% Club Steering Committee Member



Dawn Hare

Head of Programmes
Client and Programme Delivery



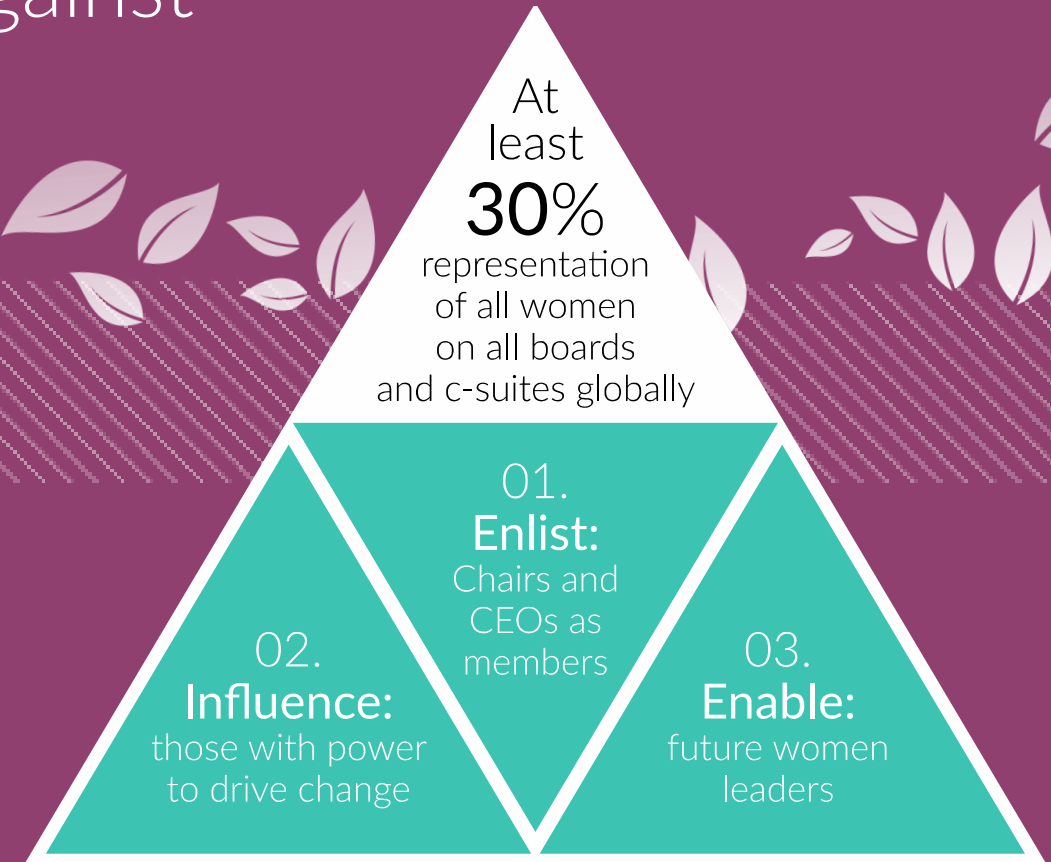
Tomi Isaacs

Team Lead: 30% Club Programmes
Client & Programme Delivery Team

30% Club mentoring – delivering against the three-pillar strategy



- Builds and strengthens the necessary pipelines to achieve parity of women in leadership and board roles.
- Matches women mentee from all levels of the career pyramid to more senior mentors (men and women) from another organisation.
- Over 12,000 mentors and mentees across 220 organisations have



30% Club cross-company mentoring –
practical, proven, powerful



8

years

239

organisations

12,330

mentors and
mentees

31

countries

More than

30

sectors



MOVING AHEAD

Participating organisations include...



Participating organisations include...



Headlines

- Focuses on gender diversity in order to build and strengthen necessary pipelines and achieve parity of women in leadership and board roles.
- The programme matches women from all levels mentors from another organisation. Now entering its eighth year, in the UK, we are delighted to be launching this year in the US, Mexico and are in conversations with South Africa, Dubai and Hong Kong.
- The programme is a proven, practical and powerful way to achieve greater gender balance at senior levels within organisations, as well as delivering on gender pay gap reporting, and broader diversity and inclusion goals.
- Core mentoring training will be delivered in Polish, and events will include global speakers and films in English (with Polish subtitles).

How the programme works



Nine-month programme launching in October 2021. c20 organisations in the pilot year, with up to ten mentoring pairs each. Seed funded by one or more organisations; each joining organisation pays a nominal €500 EUR.



Series of five core, digital, online learning **events and 26 hours of CPD** which include mentoring training, keynotes, panels, films and guide books.



Commitment – pairs are expected to meet at least five times, attend the launch event and share feedback.



Matching process based on factors such as mentoring objectives, skills, expertise and values. All mentoring is virtual in 2021.



Comprehensive materials and guidance from mentoring experts at Moving Ahead – this includes over 20 short films to promote mentoring skills development and conversations, as well as core guide books to support participants every step of the way.



Measurement and evaluation is carried out centrally by Moving Ahead data and insight experts and measures this impact of this programme against its ultimate goal.

Mentor and mentee criteria



Mentees:

High potential colleagues who are committed to their personal growth and development. Mentees are women only.

Mentors:

Leaders from middle management up to board level, who are committed to developing their skills and muscles around being an inclusive leader and walking in the shoes of others.

Matching:

Considers skills development, values, learning styles and mentoring preferences.

A connected community of leaders committed to change



Mentoring toolkits and films

