
30% CLUB CROSS-COMPANY MENTORING PROGRAMME 2023

MISSION GENDER EQUITY POLAND



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 revolutionise the world's workplaces, by advancing diversity, equity and inclusion. We do this by delivering world-leading programmes, content and events for individuals and organisations.

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.



Liz Dimmock

FOUNDER AND CEO, MOVING AHEAD;
30% CLUB AMBASSADOR

“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.”

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

16,300
mentors and mentees

260+
organisations

globally in all
regional chapters

Who we are

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, 30% CLUB



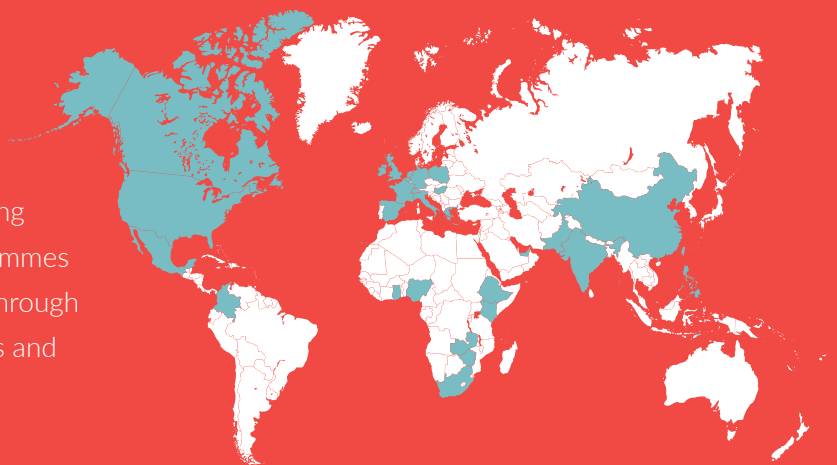
Ann Cairns

GLOBAL CHAIR, 30% CLUB;
EXECUTIVE VICE CHAIR, MASTERCARD

“ 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. ”

Our global presence

Our 30% Club programmes offer mentoring opportunities on a global scale. All programmes bring a cohort together as a community through event connection, strong communications and small group sessions.



Our mentoring programme

The Mission Gender Equity Poland 30% Club mentoring programme is a cross-company, cross-sector mentoring programme. It is a nine-month programme in which mentees are matched with senior mentors from another organisation.

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 a 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

Please note the programme is delivered in English

“One connection that I love between my mentor and I is a shared value for vulnerable leadership. Seeing how he lives this out in his own career and work helps me better understand that vulnerability is a powerful tool and can be adapted regardless of personality and gender.”

A US mentee

“This experience has opened my eyes to challenges that exist in other organisations which will impact how I recruit.”

A mentor

“It was an honor to be a part of this program and see the progress that women are making in corporate America and in the Boardroom.”

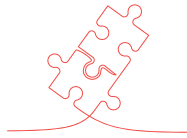
A mentor

How our programme works

Mission Gender Equity



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



Require organisations to nominate equal numbers of mentors and mentees.



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



Feature a series of three core learning events delivered online in addition to two masterclasses and optional networking sessions.

“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

MOVING AHEAD FACILITATOR



“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

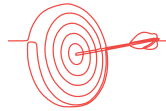
MENTEE AND SENIOR BUSINESS ANALYST
AT T. ROWE PRICE

The impact of our programme

Why choose Mission Gender Equity?



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

Building
powerful connections

92%

of mentors and

89%

of mentees from our 2021 US Mission Gender Equity cohort rating their match as “Good” or “Very Good”.

Mentoring for change

94%

of mentees feel inspired to create change in their career or organisation.

Building
confidence

84%

of mentees

felt more confident

because of the programme.

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

Programme overview

Programme of events

- ▶ Three core event (launch, midway and close) with high energy, inspirational content focusing on the mentoring journey
- ▶ Two masterclasses, focusing on a different diversity characteristic or allyship to support the conversation and growth opportunities
- ▶ World class speakers, business leaders, expert facilitators and sports people

Learning resources

- ▶ Access to tools, tips and resources via our website. Mentors receive all the training they need from Moving Ahead.
- ▶ Regular check-ins from Moving Ahead via surveys and programme partner calls



Participants

Programme Partner

Each organisation provides a Programme Partner who is the internal lead for the programme and the Moving Ahead touchpoint

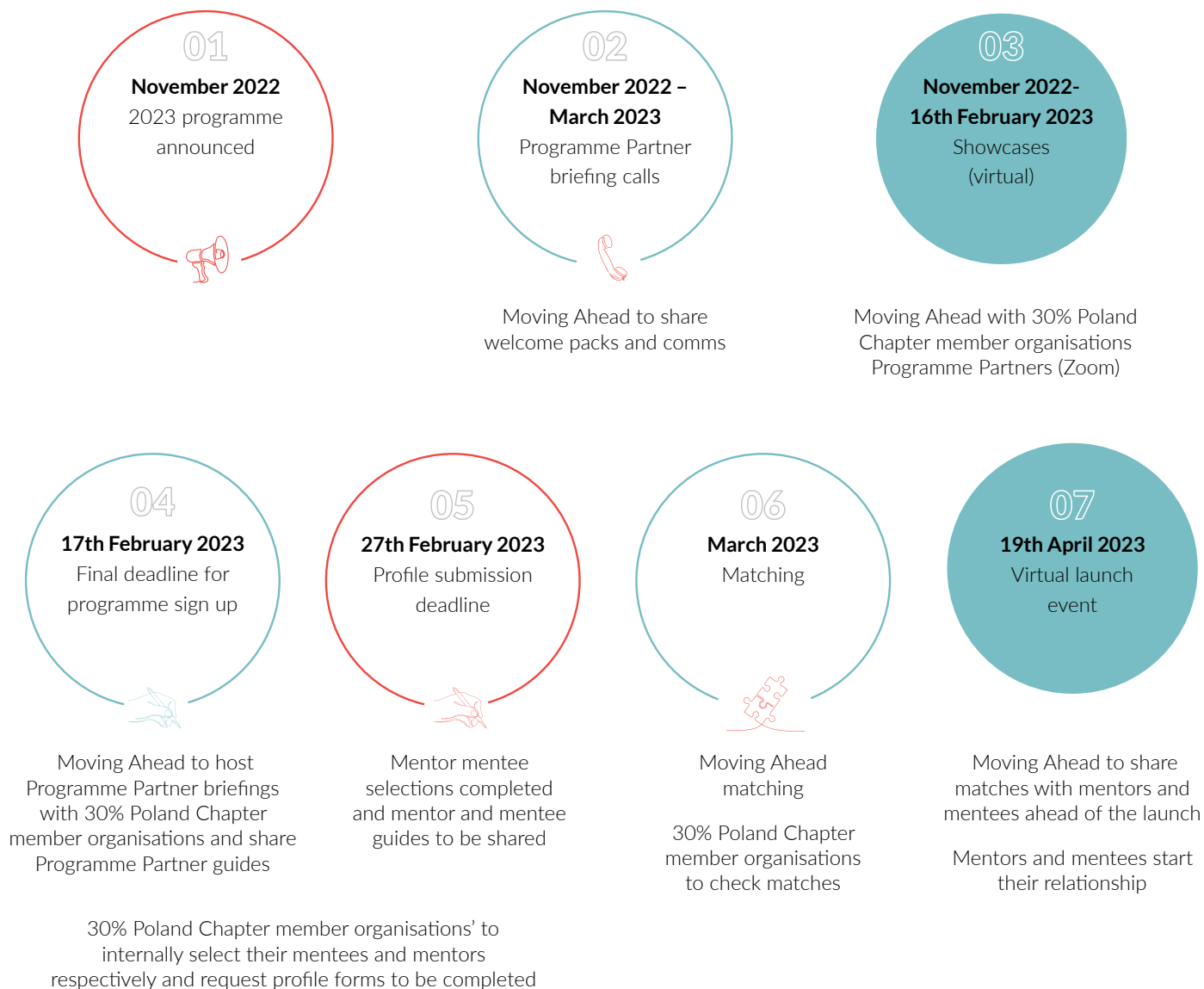
Mentees

High potential women from all levels within organisations

Mentors

Experienced leaders from all genders with 15+ years' professional experience

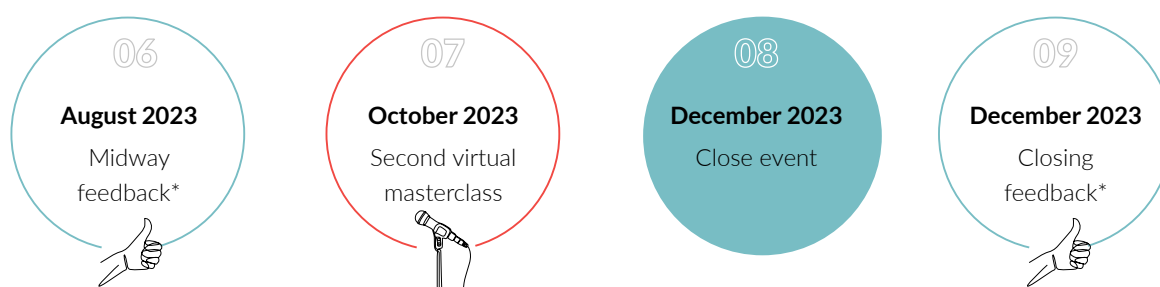
Timeline to launch



Programme journey



Your Golden Thread facilitator will be with you throughout the programme



Participants will have access to digital learning hub and feedback will be collected throughout the program by Moving Ahead

*Formalised feedback request via survey

Terminology

Moving Ahead

A social impact development, diversity, and inclusion organisation. Creating change through our structured, global, cross-company, cross-sector mentoring programmes. Moving Ahead deliver this programme.

Programme Partner briefings

These core sessions are to give a greater insight into the onboarding process, expectations and responsibilities in the run up to the launch event

Mentor and mentee guides

A tactical guide for both mentors and mentees throughout a mentoring journey, including how to prepare for the first meeting, navigating the mentoring road map, and self-reflecting exercises.

Programme showcases

We run digital showcase events to invite organisations to consider joining the programme. These events inform and inspire audiences about the programme and how it works to create sign up.

Programme Partner

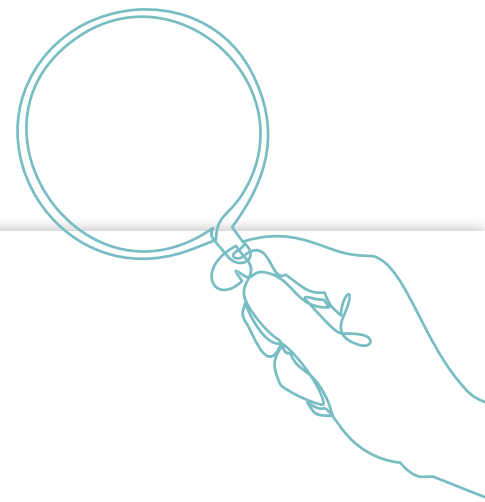
The single point of contact in your organisation who is accountable for the programme and the cohort, they will manage the internal onboarding process and have regular contact with Moving Ahead throughout the programme

Programme Partner guides

A guide to the programme partner role, the programme requirements, how to support your participants. This guide outlines how we will work with your organisation through a single point of contact.

Profile forms

Mentor and mentee complete an online profile form which is used to create unbiased matching for the programme. Each part of the online profile form aims to build a descriptive picture of the mentor and mentee, professional experience, geographic location, interests and perceptions.



What it costs

Per organisation **€7,000**

Maximum of 10 mentoring pairs (20 participants)

If you wish to submit more than 10 pairs across each programme, please contact a member of the Moving Ahead team at poland-30pcmentoring@moving-ahead.org

All costs exclude VAT

REGISTER NOW

to take part in the April 2023 programme

Thank you to our participating organisations



If you would like further information about the cross-company mentoring programmes, or our other offerings, please email:
poland-30pcmentoring@moving-ahead.org

