



30% Club Ireland

New development opportunities for women - supporting talent pipeline

- *30% Club Ireland launches 27 executive education scholarships, supported by key Irish Education providers*
- *Announces new initiative with AIB to offer 30 new access opportunities for women in SMEs on the IMI/30% Club cross company mentoring programme*

Dublin, Ireland, 1 March 2023: The 30% Club Ireland, whose aim is to achieve better gender balance at all levels in Irish businesses, has announced two new development opportunities for women in business – a 2023 programme of 27 postgraduate and executive education scholarships and, in partnership with AIB, 30 access opportunities for women in SMEs on the IMI/30% Club cross-company mentoring programme.

The scholarship programme, which is delivered in partnership with key education providers, covers a range of executive education disciplines including prestigious MBA programmes and technical masters programmes in STEM, Healthcare, Public Policy and other specialist areas. First offered in 2015, the annual programme aims to raise participation rates for women in, and general awareness of, executive education and to provide financial support for women interested in executive education, who may be limited by funding concerns.

Gillian Harford, Country Executive with the 30% Club commented: “International Women’s Day takes place on March 8th. But it is about more than celebrating just one day, it is about taking real and practical steps that will help to bring about more balanced investment in talent and career progression.

“Having offered just three scholarships in year one, we are delighted now to be offering 27 scholarships for 2023”, said Ms Harford. “In addition to providing great opportunities for talented women, the programme gives us, and our education partners, the opportunity to encourage more diversity in executive classrooms for greater learning outcomes.”

The scholarship programme is open to all women and is not restricted to 30% Club member company supporters.

In partnership with AIB, the 30% Club has also announced a new 3-year initiative that will provide sponsored access for 30 women from the SME sector to the IMI/30% Club Cross Company Mentoring programme. The IMI/30% Club programme started in 2015 and brings together experienced leaders and mid-career high potential individuals for mentoring focused on both professional and personal development.

Successful applications for the new initiative will partake in the year-long mentoring programme where they will have a mentoring partner, provided by AIB, access to the resources of the IMI, and the opportunity to build a network with other mentors and mentees.

Geraldine Casey, Chief People Officer, AIB said “AIB has a proud tradition of supporting women business owners and we are delighted to further enhance this through the AIB Mentoring Access Initiative for Women in SMEs. It will provide participants with a mentoring partner for a 12-month programme of support and networking opportunities. As a company



with a strong track record in promoting gender diversity, we want to extend this to support women in businesses across Ireland to recognise their talent and potential.”

Gillian Harford added “our intention within the 30% Club is to build talent across all women, and the generous support from AIB gives access to this great initiative to talented women in smaller organisations which may not have had the financial capacity to fund participation”

In further comment, Shane O’Sullivan CEO, IMI added “IMI is delighted to be partnering with the 30% Club and AIB to provide this key opportunity for women leaders in SMEs. This is a further endorsement of our Cross Company Mentoring Programme which has provided significant developmental support to more than 2,000 participants since 2015. We can now, in collaboration with AIB, support a brand new audience in a sector that is critical to Ireland’s continuing economic success.”

Issued by Murray on behalf of the 30% Club Ireland

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About 30% Club Ireland

The 30% Club is a global campaign supported by Board Chairs and CEOs of medium and large organisations, committed to achieving better gender balance at leadership levels and throughout their organisation, for better business outcomes. Established in 2015, the Irish chapter is supported by more than 300 leading Irish businesses and organisations across all business sectors, representing more than 650,000 employees.

<https://30percentclub.org/chapters/ireland/>

[For details of the 2023 scholarship programme click here](#)

About IMI

Leadership. It’s more than a job – it’s a mindset. It’s the capacity to inspire, empower and create new possibilities. IMI’s mission, and passion, is to equip leaders to build the future. Founded by business leaders for business leaders, we’ve been empowering world-class executives for over sixty years. In partnership with UCC’s expert research faculty and a global network of thought leaders, our globally-ranked executive development will challenge, support and inspire you to unlock your potential and fulfil your ambition. Surrounded by passionate, like-minded executives, you’ll be equipped with the tools and insight to shape the future of your organisation. IMI. Inspiring Leadership Performance.

<https://www.imi.ie/imi-30-club-network-mentor-programme/>



About AIB

AIB Group is Ireland's largest financial services provider with almost 3 million customers. Its main business activities are retail, business and corporate banking. AIB is committed to supporting the transition to a low-carbon economy, backing sustainable communities and building an inclusive and diverse culture with a focus on the promotion of gender balance. AIB's Executive Committee and Board are gender balanced, with AIB Group named Best Practice Leader in the 2021 European Women on Boards Gender Diversity Index.