

POLAND 30% CLUB MISSION GENDER EQUITY 2023



ADVANCING WORKPLACE DIVERSITY, EQUITY AND INCLUSION



WELCOME



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Who we are

At Moving Ahead, we are on a mission to revolutionise the world's workplaces, by advancing diversity, equity and inclusion.

One of the core levers in how we create change is through our structured cross-company mentoring programmes delivered on behalf of the 30% Club. Now in its tenth year, our Mission Gender Equity programme has transformed the careers of many high potential women.

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

681 **20,000** across **50** and over **30**
organisations mentees and mentors countries sectors

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.



Hanneke Smits

Global Chair, 30% Club; CEO of BNY Mellon

“Time and time again, research shows that the more diverse a company, the better its performance. Its that simple.”

Our programme

Mentees:
High potential
women from all
levels

This 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.

Mission
GENDER EQUITY

FOCUS ON:
gender

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

Our programme



Programme delivered in English with mentoring pairs connecting digitally



Require organisations to nominate equal numbers of mentors and mentees.

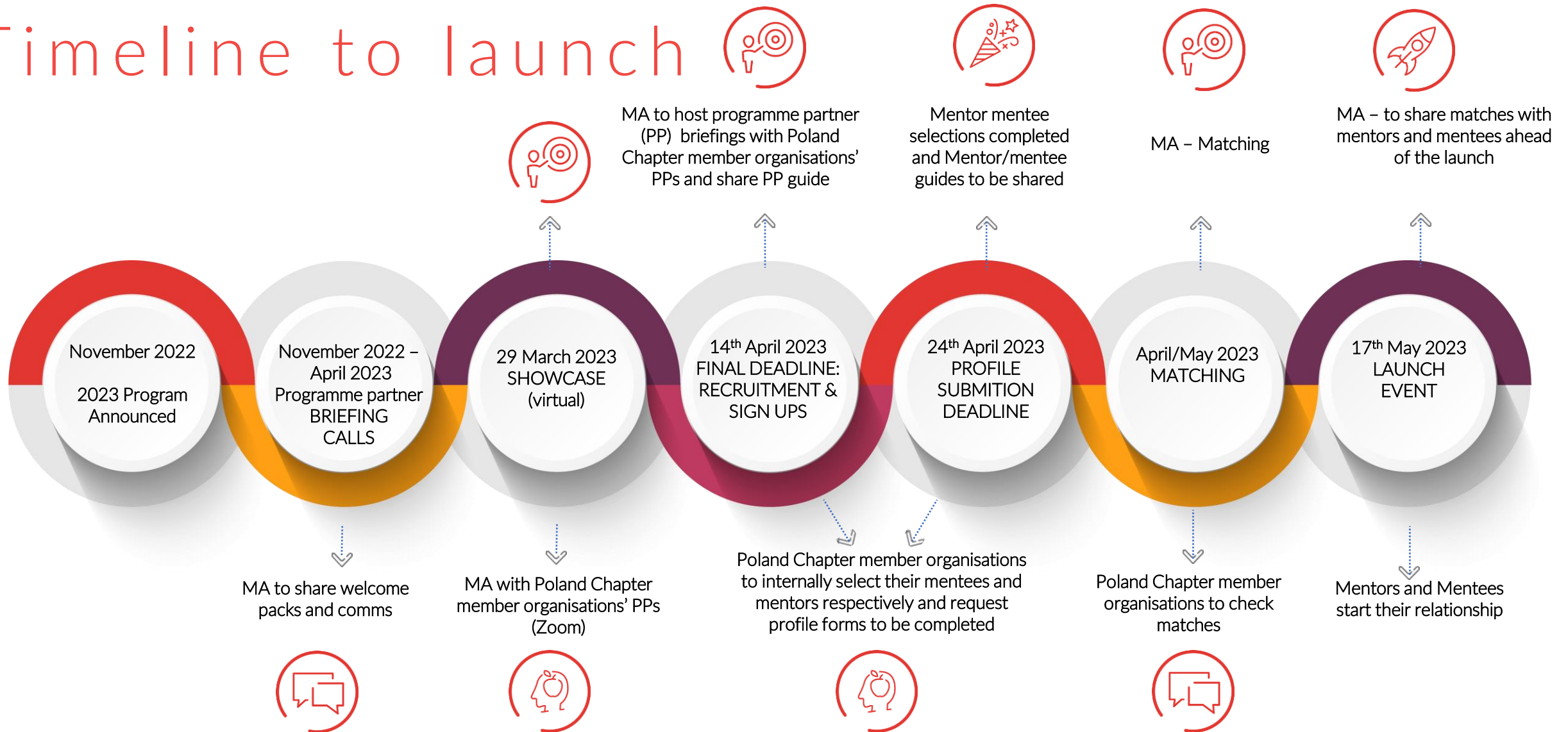


Nine-month programme where mentees and mentors commit to meeting at least five times throughout.

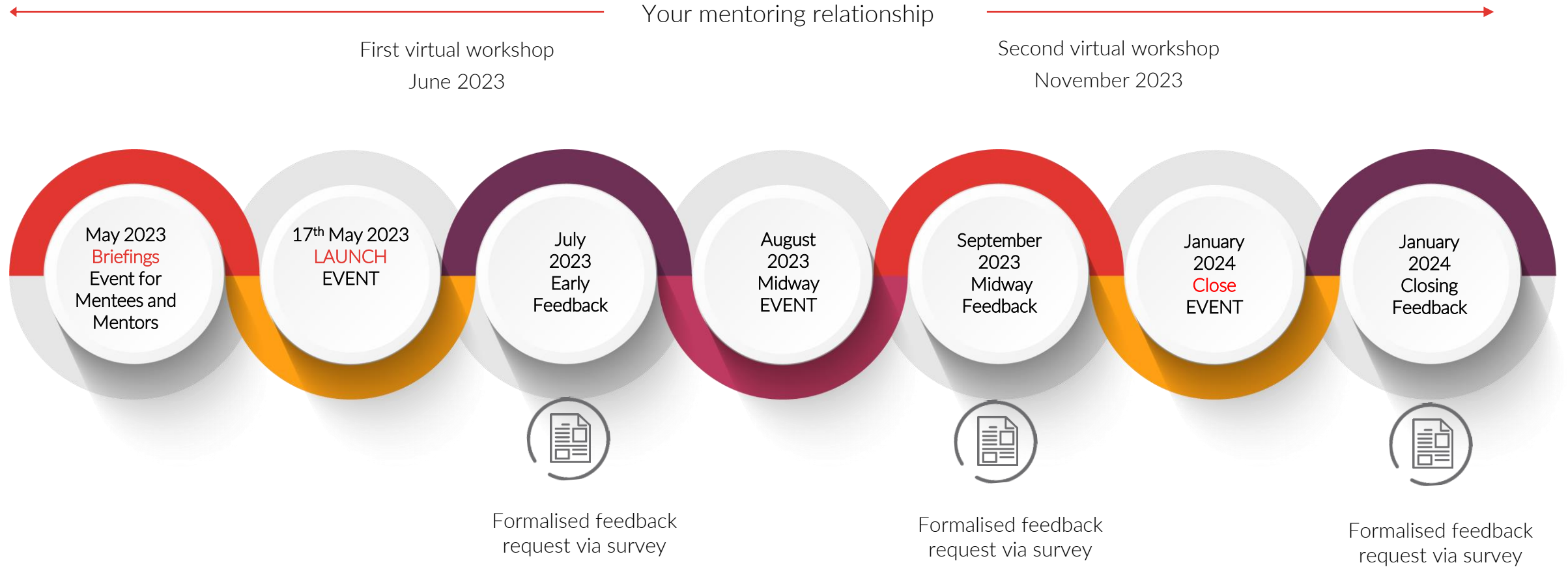


Feature a series of three core learning events delivered online in addition to two masterclasses and networking sessions.

Timeline to launch



Programme journey



Access to digital learning hub and feedback will be collected throughout the program by Moving Ahead

Programme learning journey

A mentoring partnership

- A cross-company match
- Approximately five meetings with your mentor or mentee
- Practical tools and guidance to support your mentoring journey

Content, events and speakers

- Three core event (launch, midway and close) with high energy, inspirational content focusing on your 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 a private, bespoke hub of digital learning resources via our website. This will include your mentoring and onboarding companions, in addition to event recordings and slides, as well as useful mentoring tools and videos.
- Separate Mentor and Mentee guides
- Online participant briefings with the Moving Ahead Team

Programme benefits for...

The organisation

Proven, powerful and practical way to exceed your goals

Retain, accelerate, and build visibility of diverse talent

Delivers personal and professional development

Mentees

Expands networks and develops networking skills

Delivers practical skills, knowledge and confidence

Empowers, inspires and supports progression

Mentors

Makes issues tangible and creates changemakers

Broadens careers and stretches beyond the norm

Generates cross organisational insight and builds networks

Impact at scale

We're advancing careers and representation...

...by tackling personal barriers



50%

of mentees have been **promoted**, had **expanded responsibilities** or **moved roles** since the programme began



71%

of mentees feel more **confident** and **empowered** as a result of the programme

83%

of mentees feel well **equipped to network** and **self-promote**

58%

of mentees feel the programme has provided them with **time to reflect** and **think about their career**

We're unlocking diversity of thought...

...by challenging systemic biases

42%

of mentees are having **new ideas** due to the learnings from the programme



These range from **implementing behavioural changes around DE&I**, **promoting inclusive practices** and **fostering inclusive return to office environment**

71%

of mentees and **42%** of mentors **are looking at their workplaces differently**

75%

of mentees and **42%** of mentors **feel inspired to create change in their career or organisations**



Data represented is compiled from the 2022 cohort

Mentee criteria

- ▶ High potential individuals from all levels of the career pyramid
- ▶ Individuals with a growth mindset who are eager to develop
- ▶ Ready to be mentored with a willingness to seek and receive feedback
- ▶ Clarity of objectives and goals for the programme
- ▶ Willing to take ownership of the mentoring relationship and a clear commitment to furthering development
- ▶ Time commitment to meet with the mentor every four to six weeks for programme duration (minimum of five meetings)
- ▶ Programme is delivered in English and participants are required to speak fluent English to participate

Mission Gender Equity:

➤ Women only*

*Inclusive of all people who identify as women

Mentor criteria

- Individuals with line management responsibilities
- Can act as a positive role model
- Understands how an organisation works and can share broad perspectives based on their experiences
- Are committed, reliable and discrete
- Have great listening skills and can provide guidance and challenge to their mentees
- Dedicated allies and champions of mentees
- Time commitment to meet with the mentee every four to six weeks for programme duration (minimum of five meetings)
- Programme is delivered in English and participants are required to speak fluent English to participate

The programme:

- Seasoned leaders of all genders
- Possess a minimum of 15+ years' professional experience

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 delivers this programme.
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 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
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.
Mentee and mentor 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.
Profile forms	Mentee and mentor 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.