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 organisations
- 20,000 mentees and mentors
- Across 50 countries
- And over 30 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. It’s that simple.”
Our programme

**Mentees:**
High potential women from all levels

**Mission**
GENDER EQUITY

**FOCUS ON:**
gender

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.

**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**

- **November 2022**
  - 2023 Program Announced

- **November 2022 – April 2023**
  - Programme partner BRIEFING CALLS

- **29 March 2023**
  - SHOWCASE (virtual)

- **14th April 2023**
  - FINAL DEADLINE: RECRUITMENT & SIGN UPS

- **24th April 2023**
  - PROFILE SUBMISSION DEADLINE

- **April/May 2023**
  - MATCHING

- **17th May 2023**
  - LAUNCH EVENT

**MA to share welcome packs and comms**

**MA with Poland Chapter member organisations' PPs (Zoom)**

**MA to host programme partner (PP) briefings with Poland Chapter member organisations’ PPs and share PP guide**

**Mentor mentee selections completed and Mentor/mentee guides to be shared**

**Poland Chapter member organisations to check matches**

**Mentors and Mentees start their relationship**
Programme journey

Your mentoring relationship

First virtual workshop
June 2023

Second virtual workshop
November 2023

May 2023
Briefings
Event for Mentees and Mentors

17th May 2023
LAUNCH EVENT

July 2023
Early Feedback

August 2023
Midway EVENT

September 2023
Midway Feedback

January 2024
Close EVENT

January 2024
Closing Feedback

Formalised feedback request via survey

Formalised feedback request via survey

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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

<table>
<thead>
<tr>
<th>Term</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>Moving Ahead</strong></td>
<td>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.</td>
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<tr>
<td><strong>Programme partner</strong></td>
<td>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</td>
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<td><strong>Programme partner briefings</strong></td>
<td>These core sessions are to give a greater insight into the onboarding process, expectations and responsibilities in the run up to the launch event</td>
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<td><strong>Programme partner guides</strong></td>
<td>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.</td>
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<td><strong>Mentee and mentor guides</strong></td>
<td>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.</td>
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<td><strong>Programme showcases</strong></td>
<td>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.</td>
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<td><strong>Profile forms</strong></td>
<td>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.</td>
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