



PROUDLY CELEBRATING

10 years

MISSION INCLUDE AMERICAS

mentoring program

2025 COHORT



ADVANCING WORKPLACE TALENT, INCLUSION AND BELONGING

A cross-company mentoring program
in support of the 30% Club strategy.



CONTENTS

<u>An introduction to Mission Include</u>	<u>3</u>
<u>Investment</u>	<u>3</u>
<u>How to register</u>	<u>3</u>
<u>How cross-company mentoring works</u>	<u>4</u>
<u>Program timeline: from selection to celebration</u>	<u>5</u>
<u>Program time commitment (nine-months)</u>	<u>6</u>
<u>Results of Mission Include program</u>	<u>7</u>
<u>Testimonials</u>	<u>8</u>
<u>More from Moving Ahead</u>	<u>9</u>



AN INTRODUCTION TO MISSION INCLUDE

Introducing the Mission Include Americas cross-company mentoring program, a flagship initiative of the 30% Club campaign, recognized globally to advance workplace inclusion and belonging.

At Moving Ahead, we are passionate about the power of mentoring and have data to support that **structured mentoring programs improve manager-level representation for strategic talent by up to 24% over five years.**



Launching for the eleventh year in the U.S., our previous cross-company programs have connected thousands of professionals across different organizations, offering:



Fresh perspectives

Gain insights from peers across industries.



Open conversations

Engage in candid discussions in a neutral, supportive space.



Diverse approaches

Learn how others solve challenges and foster innovation.

If you're seeking to accelerate a sense of inclusion and belonging, develop future leaders and provide opportunities for your leaders to expand their networks, the Mission Include mentoring program offers an impactful solution.

Join us in this transformative initiative to drive meaningful progress and create a more equitable workplace.

READ ABOUT THE

[30% CLUB CAMPAIGN](#)



INVESTMENT

Pairs	USD excluding taxes	Cost per mentor/mentee (USD excluding taxes)
5*	\$5,000	\$500
10	\$8,000	\$400
10+	\$4,000 for every additional five pairs	\$400

*Five pairs means five mentors and five mentees, 10 participants in total.

HOW TO REGISTER

Join the hundreds of organizations who have benefited from this program

Please contact us at us-30pcmentoring@moving-ahead.org to arrange a call or [register](#) for the program.

HOW CROSS-COMPANY MENTORING WORKS

Creating meaningful mentoring relationships is at the heart of our approach.

Unique to our programs is the cross-company matching methodology, where mentors are paired with mentees from entirely different organizations. This model encourages honest dialogue, innovative thinking and personal growth.

The benefits of this approach offer fresh perspectives, exposure to alternative ways of working and the opportunity to learn how other organizations address challenges.

Mentors and mentees are matched based on shared goals, expertise and interests, ensuring a meaningful and productive mentoring relationship.



HOW THE PROGRAM WORKS

The Mission Include framework focuses on advancing high-potential talent and is proven to build strong pipelines for people in leadership and board roles, build valuable connections and create real change.

Here's how the Mission Include program works to drive inclusion and belonging:

Participating organizations

1. Select a program partner

Each organization identifies a program partner who serves as the key point of contact. They strategically select mentors and mentees and support them throughout their journey, sharing regular feedback with Moving Ahead.

2. Select mentor and mentee pairs

Mentees are high potential individuals from strategic talent groups across all levels of your organization. Mentors are experienced leaders with 15+ years' professional experience.

Moving Ahead

1. Expertly match mentor-mentees

Mentors and mentees are expertly matched by

Moving Ahead based on goals, experiences and areas of development, creating meaningful and impactful mentoring relationships.

2. Provide structured support

Resources, guidance and a clear roadmap are shared with mentors and mentees to fuel engagement in productive and transformative discussions to gain the most benefit from the program.

3. Measure outcomes

Moving Ahead partners with organizations to track progress and showcase internal impact while contributing to a collective mission of workplace parity.

PROGRAM TIMELINE: FROM SELECTION TO CELEBRATION

PRE-LAUNCH ▼

January to March 2025

- ▶ **Register:** Organizations confirm participation in the program by registering [here](#).
- ▶ **Attend program briefing:** Program partners attend a call with a Moving Ahead client partner who will offer guidance for mentor and mentee selection and next steps.
- ▶ **Select mentors and mentees:** Program partners conduct an application process to recruit potential participants.
- ▶ **Confirm mentors and mentees:** Program partners submit details of confirmed mentors and mentees to Moving Ahead.
- ▶ **Make payment:** Organizations submit payment to Moving Ahead.
- ▶ **Prepare and onboard:** Mentors and mentees receive and complete their personal profile and gain access to their learning hub, program materials and mentoring guidance, setting the stage for a productive journey.

April 2025

- ▶ **Match mentors and mentees:** Moving Ahead expertly matches mentors and mentees, ensuring successful and meaningful partnerships. Matches are cross-company, free of organizational conflicts and consider preferences for gender and meeting format (in-person or virtual).
- ▶ **Review matches:** Program partners review and approve their organization's matches. They also provide feedback and additional insights as needed.

LAUNCH ▼

May 2025

- ▶ **Receive matches:** Mentors and mentees receive their matches prior to launch in early May.
- ▶ **Launch event (in person and live streamed)**
2 hours: Launch of the program with an inspirational ceremony featuring world-leading faculty and speakers. This event sets the tone for a powerful mentoring experience and offers opportunities to network.

June 2025

- ▶ **Development Lab one (virtual)** An in-depth exploration of a topic for both mentors and mentees, led by a Moving Ahead faculty expert. Sample topics include 'Mastering the Art of Negotiation at Work'.

July 2025

- ▶ **Program partner event (virtual):** A facilitated opportunity for program partners to network, share ideas and hear from inspiring speakers.

August

- ▶ **Midway survey:** Mentors and mentees are invited to complete a midway survey that will gauge the impact of the program so far.

September 2025

- ▶ **Midway event (virtual):** A fully facilitated peer-to-peer learning session, designed to reflect on progress, share experiences and provide support.
- ▶ **Midway survey:** Insights are shared with organizations.

October 2025

- ▶ **Development Lab two (virtual)** A second deep-dive session into a specialized topic to support mentors' and mentees' personal and professional development.

November 2025

- ▶ **Development Lab three (virtual)** A third deep dive session into a specialized topic to support the personal and professional development of mentors and mentees.

December 2025

- ▶ **Close survey:** Mentors and mentees are invited to complete a close survey that will provide key insights on the impact of the program.

February 2026

- ▶ **Close event (virtual):** Close of the program with a session to celebrate achievements, provide next-step advice and focus on active allyship. The event includes thought-provoking guest speakers and panel discussions featuring industry leaders.
- ▶ **Close survey:** Insights are shared with organizations.

ONGOING ▼

- ▶ **Checkpoint calls:** Program partners attend a minimum of three 30-minute calls with a dedicated client partner from Moving Ahead. During these calls, the client partner will share recommendations supported by dashboard data from the wider range of Moving Ahead programs as well as reflections on best practices and consolidated mentor and mentee feedback. Program partners will also share feedback from mentors and mentees.
- ▶ **Survey insights:** How the program impacts our mentors' and mentees' hearts, minds and careers to illustrate the impact of mentoring across your cohort. These can also be shared with stakeholders, Inclusion and Belonging leads, Talent and Development colleagues.
- ▶ **Post-program follow-up:** Feedback is provided to organizations, alumni engagement opportunities are offered and mentors and mentees may join special events hosted by Moving Ahead and partners.

PROGRAM TIME COMMITMENT (NINE-MONTHS)

Role	Activity	Approx time commitment
Program partner	Program briefing	45 mins
	Selection process	Varies
	Review matches	1 hour
	Program partner event	1 hour
	Program events (Launch/Midway/Close)	5.5 hours
	Development Labs (optional)	3 hours
	Check-in calls with mentors and mentees	5 hours
	Checkpoint calls with dedicated client partner x3	1.5 hours
	TOTAL (minimum)	12-25 hours (approximately 3 hours per month)
Mentee/mentor	Application	1 hour
	Personal profile	1 hour
	Learning hub	2 hours
	Program events (Launch/Midway/Close)	8 hours
	Development Labs x3	3 hours
	Mentoring sessions (minimum 5)	5 hours
	Surveys x2	1 hour
TOTAL (minimum)	21 hours (2.3 hours per month)	

RESULTS OF THE PROGRAM

In 2023, the U.S. 30% Club Cross-company mentoring program helped to...

EVOLVE CAREERS AND REPRESENTATION...

51%

of mentees have been **promoted, expanded their responsibilities or moved roles** since the program began.



...BY TACKLING PERSONAL BARRIERS TO PROGRESSION

Mentees are increasingly confident **in their skills and decisions.**

74%

of mentees agree that their mentor has boosted their confidence.

The majority

of mentees have learned **practical skills and tips** and are **seeing the workplace differently**, leading to **increases in their resilience and wellbeing.**



UNLOCK DIVERSITY OF THOUGHT...

42%

of all mentors and mentees say they have **unlocked new ideas** to help their organization as a result of the program.

Two thirds

of mentors and mentees say program events have **taught them new things that will change their behavior.**

...BY CHALLENGING SYSTEMIC BIASES

54%

of mentors say their mentee has **heightened their awareness of barriers** for others in the workplace.

Half

of mentors **now vocally advocate for inclusion** in the workplace, with a third contributing to internal mentoring or sponsorship.

TESTIMONIALS

“Having a professional outside of my current organization to mentor me was more valuable than I had expected. I was empowered to speak more freely and candidly about my challenges and be vulnerable to my weaknesses.”

Mentee 2024

“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 program helped me get my first leadership role.”

Mentee 2024

“I had two mentees, one in my industry and one outside. With the mentee in my industry, we shared common pain points/challenges/opportunities. There was a lot of shared understanding of our environments and our peers/partners so we learned a lot from each other and supported each other through the year. With my mentee in a different industry, I was able to learn how corporate structure and culture varies between banking and the medical field, however, the challenges that women leaders face are still similar. We all have to learn how to find our voice and feel confident in male dominated rooms.”

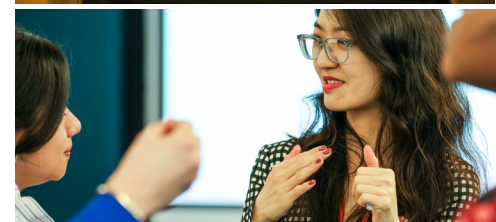
Mentor 2024

“I was reminded about the challenges faced by junior colleagues and how important it is to provide a supportive and nurturing environment where they can grow and feel appreciated. I am now more intentional in my interactions with junior colleagues that I work with, checking in on them to ensure they are being heard and supporting their career growth wherever possible.”

Mentor 2024

“Women continue to have to overcome more barriers in the workplace and supporting one another is more important than ever.”

Mentor 2024



REGISTER NOW

Please contact us at us-30pccmentoring@moving-ahead.org
to arrange a call or [register](#) for the program.

Join the list organizations who have already benefited from this program.

Ariel
investments

ATLAS AIR
WORLDWIDE

ANZ

BANK OF AMERICA

Bloomberg

BNY

BROWN
BROTHERS
HARRIMAN

citi

CONDUENT

Fidelity
INVESTMENTS

Freshfields

genpact

HEIDRICK &
STRUGGLES

IMPAX Asset
Management

JLL

MarshMcLennan

Morgan Stanley

NAVIENT

NOMURA

Vanguard

VOYA
FINANCIAL

MORE FROM MOVING AHEAD

Our focus at Moving Ahead is to develop exciting new approaches
to creating high-performance, high-inclusion workplaces.

[Learn more](#) about our experience and what we have to offer.

If you'd like to explore our offerings further, or discuss a specific
challenge you'd like help to overcome, please email us at:

contactus@moving-ahead.org.



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