



WOMEN IN RAIL
CROSS-INDUSTRY MENTORING
PROGRAMME
2020



MOVING AHEAD



CONTENTS

About Women in Rail	1
About Moving Ahead	2
The Women in Rail cross-company mentoring programme	3
The programme impact by numbers	4
Top three benefits for your organisation	5
Top three benefits for your mentees	5
Top three benefits for your mentors	6
The programme journey	7
Four factors that make a world-class programme	8
Two steps to set up for success	9
How to take part in the programme	10
FAQs	11
Dates for your diary	12
Thank you	13
Working together	14
Open amplifiers	15
The Summit Series	16



MOVING AHEAD



ABOUT WOMEN IN RAIL

A pioneering cross-industry mentoring programme designed to help women progress in their career and to improve gender balance, diversity and inclusion in the UK railway industry. The programme has received endorsements from the DfT, RDG, BEIS and key rail companies.

The Women in Rail cross-industry mentoring programme has been hugely successful with participation growing year on year. To ensure the continued success of the programme, we decided to “repower” this cutting edge cross-industry mentoring initiative and reach out to organisations in UK rail, encouraging them to proactively support the scheme and help us run it as a sustainable, scalable and transferable cross-industry mentoring programme.

The aim of Women in Rail mentoring to date has been to retain women within the profession, through ongoing career advice and development. While this is still a focus for the programme we are moving towards a wider aim of creating a culture

of inclusion within the profession through also helping to normalise flexible working and supporting those returning to work, male or female. Gender diversity is also evolving and organisations are coming to understand that women’s career development is not only about women, but also about their male allies. Therefore, working closely with Moving Ahead our expert advisors, the criteria has expanded so this year organisations taking part in Women in Rail mentoring can invite applications from mentees who are female and male. It is important to note that male mentees will be matched to a female mentor and female mentees will be matched to male or female mentors, unless explicitly specifying that they would like a female mentor.

“The feedback from mentors, mentees and Programme Partners on the 2019 Programme has been tremendous and we are delighted to strengthen our collaboration with Moving Ahead in 2020. Their extensive experience of running mentoring schemes across a wide range of industries has enabled us to create a unique cross-industry mentoring programme where skills, personal preferences but also gender can be taken into account to ensure a matching of mentor and mentees that supports our core objectives. We were also able to support three pro-bono mentees women in need which fully aligns with our charitable aims. The Women in Rail Mentoring Programme is now sustainable, scalable and transferable with the ability to encourage inclusion and promote gender balance and diversity in the UK, in rail as well as transport, and with the potential of being career changing for women as well as men.”

Adeline Ginn,
Founder and Chair, Women in Rail



Watch our videos:

[WR MENTORING PROGRAMME ▶](#)



[CAREERS IN THE RAILWAY INDUSTRY ▶](#)



MOVING AHEAD



ABOUT MOVING AHEAD

Moving Ahead is a social impact organisation dedicated to bringing about workplace inclusion and diversity.



Mentoring is one of our core levers, and specialisms, in how we create tangible change.

Moving Ahead and Women Ahead were established in 2014 with the aim of finding practical, tangible ways to improve inclusion and diversity across sport, industry and wider society. These sister social enterprises have since grown rapidly. We manage the world's largest cross-company mentoring programme on behalf of the 30% Club and host more than 300 events each year. To date, more than 15,000 mentors and mentees, from more than 300 organisations and more than 30 sectors, have taken part in a Moving Ahead or Women Ahead programme.

Everything we do is underpinned by robust research. Our research programmes include mentoring, networks, and workplace wellbeing and mental health.



Liz Dimmock,
Founder and CEO, Moving Ahead
and Women Ahead

THE WOMEN IN RAIL CROSS-COMPANY MENTORING PROGRAMME IS...



Designed to improve gender balance, diversity and inclusion within the UK Rail Industry



Endorsed by the DfT, RDG, BEIS and key rail companies



A nine-month programme where females mentees will continue to be given priority in their matching choice and male mentee will be matched with a female mentor to the extent possible

Moving Ahead has partnered with WR since

2018

and have supported

119

mentors and mentees

from

11

participating rail organisations

“ The purpose of the Programme is to provide a support platform for men and women in UK rail, champion diverse thinking, cross-fertilisation of ideas and networks and promote diversity in rail, starting with gender diversity as the core focus, but embracing broader diversity over time. Inviting male mentees to join the programme and, to the extent possible, matching them with female mentees, will promote a better understanding of gender differences and, in time, help promote gender diversity and inclusion in UK rail and transport. ”

Adeline Ginn,
Founder and Chair, Women in Rail

THE PROGRAMME IMPACT BY NUMBERS...

96 mentoring pairs so far

87%

of mentors and mentees are making the time to participate fully on the programme and

97% fully understand the purpose of the mentoring programme

11 different rail organisations

84%

of participants joined the progress event

12

The number of Continued Professional Development hours each participant can access from mentoring meetings, events and online learning material

84%

said the programme provides a fresh and different perspective

76%

said the programme has given them energy and inspiration



MOVING AHEAD





TOP THREE BENEFITS OF THE PROGRAMME FOR...

YOUR ORGANISATION



The programme is a proven, powerful and practical way to impact D&I goals, gender pay gap reporting and gender balance, beyond internal programmes



This tried and tested programme represents global best practice and continual innovation in mentoring. Delivered by mentoring experts.

79% felt that the programme was assisting with **career development planning**

TOP THREE BENEFITS FOR YOUR MENTEES



The programme develops skills, knowledge and confidence through transferable skills, human relationships, with built-in accountability



The programme supports mentees in taking control of their careers and gives them inspiration, support and challenge to move forward



The programme exposes mentees to a global community of like-minded individuals, expanding their network while also developing networking skills

“ The opportunity to be mentored by someone external to my organisation is eye opening in itself. I value the time we have already spent together and look forward to future meetings. ”

Mentee

60% agree there is increased levels of **employee engagement**
53% feel the programme is aiding the **attraction and retention of high potential individuals**

TOP THREE BENEFITS OF THE PROGRAMME FOR...

YOUR MENTORS



The programme makes gender diversity issues tangible for mentors, turning them into advocates and facilitators of wider culture change



The programme helps leaders connect to meaning in their own careers and inspires them to stretch further



The programme gives mentors a vital insight into other rail organisations, builds and develops transferable skills and expands their network further

“ I decided to join the Women in Rail mentoring scheme to continue my own commitment to equality and diversity in the rail industry that has provided so many opportunities for me. I have spent the last year working with a thoroughly professional, enthusiastic and experienced lady who was just looking for a second voice to help her with her career planning. I've gained as much from the time Jane and I spent together as I hope she has and we'll be catching up regularly moving forwards. I'm looking forward to the 2020 programme and would encourage everyone to get involved. ”

Keith Foley, Mentor, Atkins

“ I've really enjoyed acting as a Mentor on the scheme and been impressed by the commitment of my mentee and the interesting discussions with her ”

Bridget Eickhoff, Mentor, RSSB

“ Its a great opportunity to meet new people and understand their challenges. It's great to be able to bring some different perspective for people. ”

Mentor

64% feel more
valued and engaged
at work and
65%
have increased
confidence
and feel more empowered

THE PROGRAMME JOURNEY



27TH NOVEMBER 2019 2020 WOMEN IN RAIL MENTORING PROGRAMME LAUNCH

This event will bring to life the 2020 WR cross-industry mentoring programme: how it will run, the roles and responsibilities for those taking part, and information on how organisations can register



27TH FEBRUARY 2020 MENTORING RELATIONSHIP KICK-OFF EVENT

The nine-month programme starts with a kick off event – live in central London, led by an inspirational keynote speaker and a Moving Ahead facilitator



4TH JUNE 2020 PROGRESS EVENT

Specially designed to maintain momentum, participants come together at this mid-way point to hear from an inspirational keynote speaker and deepen their mentoring skills



29TH OCTOBER 2020 CLOSING CELEBRATION

At this final programme event, participants celebrate their progress and the most engaged and committed mentor, mentee, programme partner and organisation is recognised with awards

FOUR FACTORS

THAT MAKE A WORLD-CLASS PROGRAMME

76%

of mentors and mentees rate their mentoring match as 'excellent' or 'very good'



Our matching

Our bespoke matching algorithm and process creates unbiased mentoring matches at scale, while our mentoring experts oversee everything manually. We've learned that contrast is a powerful factor in successful mentoring, so our process is designed to connect two people who would be unlikely to meet, but who can build rapport around shared values and interests. This approach broadens not only their networks, but their perspectives.



Our mentoring education

We equip every mentor and mentee with the tools and information to become an outstanding mentoring partner. Resources include a pre-programme guide and digital mentoring toolkit, which contains more than 20 short films on topics including, 'How to have great mentoring conversations', and insights from our experts, mentors and mentees. Every programme event includes a mentoring skills session.



Our digital platform

Our digital platform is built on our belief in the power of mentoring to form connections and deliver learnings. Dynamic, intuitive, GDPR compliant and accessed through web and a smartphone app, it enhances the experience of mentors, mentees and programme partners in several ways.



Our events

Creating an engaged community and giving participants unrivalled networking opportunities is absolutely key to the success of the programme. The nine-month programme is structured around launch, progress and graduation events, featuring world-class learning experts and faculty from Moving Ahead to equip and develop the skills of mentors and mentees.

“The programme is a great way of sharing best practice and learning for me, from a mentor who shows encouragement and even excitement in what I do and what I now know I am capable of doing within my organisation. I am sure he will be a helpful contact not only during this programme but in the years to come.”

Mentee

TWO STEPS

TO SET UP FOR SUCCESS

“ Partnering with Moving Ahead has been an absolute pleasure. The support they provided throughout the mentoring programme has been solid and they were always available and flexible when required. I highly recommend the programme and look forward to continuing our partnership. ”

Jean-Félix Callens,
Programme Partner, Eurostar



Identify a dedicated programme partner and sponsor

The programme partner is an important role, acting as an internal contact for the programme and working closely with a Women Ahead Client Partner to manage it internally. We provide guidance on how to select a programme partner, information about their role, and ongoing support, as well as a detailed programme partner guide.

An internal sponsor from your senior leadership team should also be recruited to support and oversee the programme. This is a key factor in the success of mentoring programmes.



Strategically select mentors and mentees

Organisations approach mentor and mentee selection in different ways. We support you in finding the best approach for your organisation across invitation, application and nomination stages.

- ▶ Mentees should be high-potential men and women from every level of the career pyramid.
- ▶ Our guidance is that mentors are male and female leaders, with at least 10–15 years' experience. More importantly, they must be excellent representatives for your organisation and fulfil the criteria laid out in the programme partner guide.
- ▶ Both parties take part voluntarily. It's essential that they understand the programme, why they have been nominated, be committed to it and to meeting their mentoring partner.

HOW TO

TAKE PART IN THE PROGRAMME

UP TO **6** pairs

£3,000

UP TO **10** pairs

£5,000

UP TO **20** pairs

£10,000

To discuss joining the Women in Rail cross-company mentoring programme, or find out about any aspect of it, please contact WRMentoringTeam@moving-ahead.org from the Moving Ahead and WR mentoring team

To register your organisation, please

[CLICK HERE](#) ▶

FAQs

What are the key headlines about the programme to help me get internal buy-in?

- ▶ Delivered by diversity mentoring experts at Women Ahead and Moving Ahead who have now worked with more than 145 organisations and 4,500 mentoring partnerships.
- ▶ A tangible, high impact talent and/or diversity strategy deliverable (we are happy to talk to you about how other organisations have integrated this).
- ▶ Mentees: this year - high potential males and females from within and across all levels of the organisation.
- ▶ Mentors: male or female leaders.
- ▶ Timing: runs for nine months from January 2019.
- ▶ Numbers: your organisation would nominate equal numbers of mentors and mentees.
- ▶ Fee: a contribution of £3,000 per organisation for up to six pairs, £5,000 per organisation for up to ten pairs and £10,000 per organisation for up to 20 pairs.
- ▶ Events: three core events with excellent opportunities to network and high profile key note speakers e.g. Kirk Vallis, Chief Disruption and Innovation Officer at Google, Sarah Winckless MBE, business coach and Olympian.

Is there a risk of poaching?

Confidentiality and ethics is a key part of the initial training and materials that will be shared with mentors and mentees. Ultimately, mentors and mentees are responsible for managing their own boundaries and building a one-to-one relationship. Of the 300 organisations we have worked with, this has never been reported as an issue.



What are the benefits of a cross-company scheme?

We firmly believe that we can all learn by escaping from our silos and through connecting to people with differences to ourselves. This is a key differentiator of the programme and aims to provide participants with access to broader perspectives and fresh insights, as well as helping to open up new networks. We believe that there is a huge amount to be learnt and gained from working with someone who has an “outsider’s” perspective and that this often allows for more creative thinking and more open and honest conversations.



What are the benefits for the mentors?

Mentoring is a collaborative experience, and the benefits are not one-sided.

In the experience of Moving Ahead, mentors often report that their mentoring relationship is two-way and that they have learnt from the committed and talented people they are mentoring. They say that their mentees are driving them to improve their own performance. They also describe how they return from mentoring sessions with a deeper understanding of the workplace as it is experienced by people with other backgrounds, and how this will change their own management practices for the better.



Who is the target audience for mentees?

We ask that each participating organisation defines the pivot point at which it sees a divergence between career paths of men and women, and invites key men and women in this ‘danger zone’ into the mentoring scheme.



DATES

FOR YOUR DIARY



ORGANISATIONS REGISTER BY 18TH DECEMBER 2019

Following the launch, the 2020 programme will be officially launched and organisations will be able to register their participation



MENTORS/MENTEES COMPLETE THEIR PROFILES BY 24TH JANUARY 2020

Selected mentors and mentees will need to fill out their profile forms no later than 24th January, to allow for the matching to take place



MENTORING RELATIONSHIP KICK-OFF EVENT 27TH FEBRUARY 2020

The nine-month programme starts with a kick off event - live in central London, led by an inspirational keynote speaker and a Moving Ahead facilitator



CLOSING CELEBRATION 29TH OCTOBER 2020

At this final programme event, participants celebrate their progress and the most engaged and committed mentor, mentee, programme partner and organisation is recognised with awards

2020 WOMEN IN RAIL MENTORING PROGRAMME LAUNCH 27TH NOVEMBER 2019



This event will bring to life the 2020 WR cross-industry mentoring programme: how it will run, the roles and responsibilities for those taking part, and information on how organisations can register

MENTOR/MENTEE SELECTION CONFIRMED BY 10TH JANUARY 2020



Registered organisations will be asked to select equal numbers of mentors and mentees, from varying levels of the career pyramid, to take part in the programme. Moving Ahead will be available to provide guidance where needed.

MATCHING COMPLETED BY 14TH FEBRUARY 2020



The Moving Ahead team will complete all the matches for the programme and share with the programme partners for final checks before they are shared with the mentors and mentees

PROGRESS EVENT 4TH JUNE 2020



Specially designed to maintain momentum, participants come together at this mid-way point to hear from an inspirational keynote speaker and deepen their mentoring skills

“ I am grateful to be given the opportunity to participate in the WR Mentoring Programme which has benefited me in so many more ways than expected. A huge thanks goes to my mentor for making the time for this and sharing his wealth of experience or just providing general advice. ”

Mentee



MOVING AHEAD



Since **2018** we have worked with

11

different rail
organisations
and over

190

mentors and mentees.

We would love for you to be part of
this community dedicated to change.

Thank you

To discuss joining the
Women in Rail cross-company
mentoring programme, or find out
about any aspect of it, please contact
WRMentoringTeam@moving-ahead.org
from the Moving Ahead and
WR mentoring team

Hear the about exciting developments
with the 2020 mentoring programme at the
**Women in Rail launch event on Wednesday
27th November 2019,
5pm - 7pm**

REGISTER HERE ▶

WORKING TOGETHER:

ADDITIONAL EVENT
INFORMATION AND
ORGANISATIONAL
PROGRAMME SUPPORT



OPEN AMPLIFIERS

Type: External, cross-company, at RSA House, London or the Royal Institution, London

Purpose: To amplify inspiration, education and networking for cross-company programme participants in a dynamic learning environment.

Delivered by: Moving Ahead subject matter experts

21ST JANUARY 9.00-12.00 (RI)

How to optimise wellbeing for performance and become a corporate athlete

with Ashleigh Wallace, Olympic and corporate performance expert



ASHLEIGH'S SHOWREEL

[BOOK TICKETS ▶](#)

25TH MARCH 9.00-12.00 (RI)

How to own your mental health story and support others with theirs

with Melissa Doman M.A., Mental health expert; counselling and organisational psychologist



[BOOK TICKETS ▶](#)

13TH MAY 9.00-12.00 (RI)

How to craft and share your career story

with Simon Arrowsmith, Storytelling expert; Head of Story, Moving Ahead



SIMON'S SHOWREEL

[BOOK TICKETS ▶](#)

5TH FEBRUARY 13.30-16.30 (RSA)

How to future-proof your skillset through everyday creativity

with Kirk Vallis, Expert in creativity, problem solving and disruptive thinking; Global Lead for Creative Capability Development, Google



KIRK'S SHOWREEL

[BOOK TICKETS ▶](#)

27TH APRIL 13.30-16.30 (RI)

How to get the best out of your children and anyone else

with Rachel Vecht, Trainer and facilitator in parenting and work-life balance



[BOOK TICKETS ▶](#)

Duration: 3 hours

Timing: Open Amplifiers are scheduled throughout the year.

Cost: £195 (individuals)
£1,755 (up to 10 participants) £3,510 (up to 20 participants) excl. VAT.

To find out more, or to book onto an Amplifier, please contact WRMentoringTeam@moving-ahead.org



THE SUMMIT SERIES

Our flagship events

Twice a year we host flagship summits marking International Women's Day (click [here](#) to see the event brochure) and National Inclusion week. Live and live-streamed globally, these TED-style events held in September and March can provide year-round content, inspiration and education for all Rightmove colleagues at internal cinema events, or simply for colleagues to watch in their own time or at their desk.

Speakers at our 2019 International Women's Day event included:



RUBY WAX ▶

comedian, mental health campaigner



DAME STEVE SHIRLEY DBE ▶

tech entrepreneur and philanthropist



KARL LOKKO ▶

former gang member, poet and activist

The three videos above are password protected. Password: IWD2019



HANNAH COCKROFT MBE

Paralympian



DANIEL DANSO

D&I expert and male feminist



DAME HELENA MORRISSEY

CEO and diversity
campaigner

WATCH THE HIGHLIGHTS ▶