



Women in Rail PROGRESS REPORT





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MOVING AHEAD



PROGRAMME OVERVIEW

The WR Mentoring Programme is designed to improve gender balance, diversity and inclusion within the UK Rail industry by facilitating a better understanding of the issues facing women in rail and promote cross-fertilisation of ideas and thoughts.

Women in Rail has been running a cross-industry mentoring Programme for the last 5 years. The Programme has been hugely successful with participation growing exponentially from 12 pairs in 2013 to 260 pairs in 2018. Up until last year, the matching of mentors and mentees was an entirely manual process carried out by the volunteers of the WR Mentoring Team.

To ensure the continued success of the Programme, Women in Rail decided to “repower” it as a cutting edge cross-industry mentoring initiative. The WR Mentoring Team reached out to Moving Ahead for support and to organisations in UK rail, encouraging them to proactively support the scheme.

Objectives of the mentoring scheme:



Stimulate and increase diversity of thought and experience for mentors and mentees.



Create a step-change in the number of women attaining senior leadership and board roles in their organisations.



Enable one-to-one learning and development through structured mentoring.



Provide a confidential and safe place for mentees to talk openly about their career paths.

“Our aim is to make the WR mentoring programme a sustainable, scalable and transferrable initiative available to all.”

PROGRAMME OBJECTIVES

Women in Rail have partnered with Women Ahead to repower the WR Mentoring Programme so that women working in the UK railway industry continue to receive advice and support from a more senior industry professional for their development, personal growth and confidence and have the necessary tools to further their career and realise their full potential

Moving Ahead are honoured to be collaborating with Women in Rail and are committed to supporting the charity create tangible practical changes for individuals, organisations and society at large and to make the WR mentoring programme a sustainable, scalable and global initiative.

Moving Ahead are a social impact organisation with mentoring as a core specialism. Having supported more than 10,000 individuals across more than 250 organisations and sectors, Moving Ahead bring their research, practice and experience to the WR Mentoring Programme so that it can be the best it can be and represent global best practice.

Moving Ahead are repowering the WR Mentoring Programme and delivering it for – and in collaboration with - WR to the UK rail industry.

Moving Ahead lead the day-to-day management and end-to-end delivery of the mentoring scheme and are the main point of contact for all participants, including:

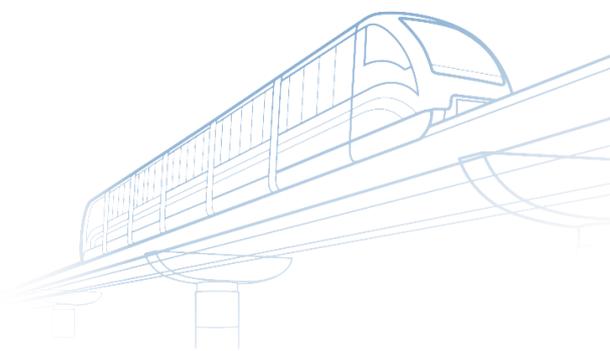
1. Following up on leads and connections from WR and championing WR
2. Programme set-up (Programme Partner briefings, materials design and production, matching system set up etc)
3. Programme delivery (e.g. hosting events, programme communications, Troubleshooting issues, feedback, reporting and evaluation, filming, communications and support).



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DELIVERABLES



To encourage organisations to take part in the WR mentoring programme, Moving Ahead performed the following:

Organisational engagement, sign up and support

- Hosted a **showcase event** to prospective organisations with Global Head of Creativity Capability Development at Google and Moving Ahead Speaker - Kick Vallis
- Carried out several **check in calls** with 11 Programme Partners, **including a pre event check in session open to all programme partners** taking part, to understand participant and organisational feedback to enable ongoing development of organisations, future scheme improvements and retention of organisations

High touch pre programme support for organisations

- **Hosted briefings with participating organisations** – to understand their selection process and capture insights about mentors and mentees to support matching.
- **Facilitated** the collection of 186 mentor and mentee profiles onto the mentoring platform.
- **Matched** 93 pairs as well as controlling the quality of matching using key checks across all pairs.
- Designed best in class **programme materials** for Programme. Partners and stakeholders, including; Pre-launch guide, information pack and FAQs doc.
- Filmed and edited two **programme films** showcasing the scheme and how it works as well as a film highlighting **Careers in the railways industry**

PROGRAMME DELIVERY AND COLLATERAL

- Creation and sharing of best in class mentoring learning materials including **access to Athena Moving Ahead's online mentoring toolkit** - so that mentors/mentees and programme partners have the baseline knowledge for their mentoring relationships.
- Design and delivery of two of the three key events with over 180 participants attending to date.
- Captured, collated and evaluated **feedback collation and evaluation** – ongoing collation the key themes. Our Head of Learning is now engaged to improve this process.
- Ongoing identification of improvement areas e.g. Enhanced engagement with Programme Partners pre-launch
- Carried out regular one to one Programme Partner calls as well as a pre event PP checking meeting

[Why Mentoring Film](#)

[Careers in Rail Film](#)

[Pre-launch guide](#)

[WR Information pack](#)

[FAQs](#)

TIMELINE

4th October 2018
Showcase event

Guest Speaker: Kirk Vallis – Global Head of Creative Capability Development, Google; Moving Ahead ambassador

17th January 2019
Launch event

Sarah Winckless MBE - Olympian; neuroscience expert; Moving Ahead facilitator and speaker

May 2019
Early check-in feedback requested



28th May 2019
Midway Progress Event

Cath Bishop - Olympian; former diplomat; Moving Ahead facilitator and speaker

July 2019
Midway check in feedback requested



October 2019
Final feedback will be requested



6th November 2019
Graduating Celebration and 2020 Showcase

Facilitated by Cath Bishop Olympian; former diplomat; Moving Ahead facilitator and speaker and
Keynote by Dr Kate Goodger Olympic performance psychologist; Moving Ahead speaker



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How is the WR Mentoring Team measuring the impact of the WR mentoring programme?

The WR Mentoring Team measures success by a continued increase in the number of women developing and progressing in their roles.

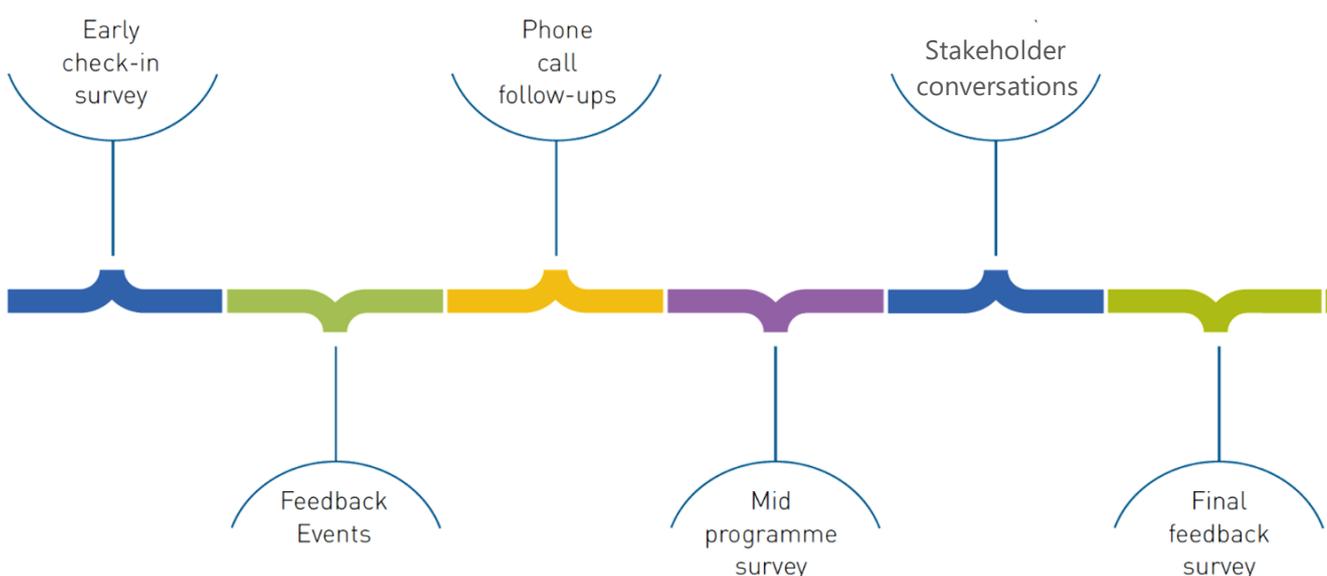
There's a direct correlation between short-term, practical activities and job progression - resulting in the development of women in the rail industry. Both are measured.

To make change measurable and to ensure the WR mentoring programme is an integral part of that change, the WR Mentoring Team has identified a number of indicators of a successful and impactful programme.

These include:

- **Personal impact measures** - the application of learning, greater confidence and increased networks
- **Perceived value measures** - feeling positive about the programme in terms of personal development and thinking about challenges differently
- **Engagement measures** - attending events, utilising the learning materials and being present for mentoring meetings

The WR Mentoring Team captures feedback throughout the duration of the programme, in a variety of mediums shown below:



FEEDBACK SO FAR



My mentor has encouraged me to think of opportunities externally to widen my network. I now have an interview lined up for a NED position and am also registered to become an external mentor.

The mentor is really knowledgeable and we have been meeting regularly.

Very good initiative which I fully endorse and support

It's a fantastic idea and a wonderfully rewarding process.

All positive, developing emotional intelligence both sides.

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.

75%

Assisted career development planning

71%

Feel that they are developing transferable skills as part of this programme.

87% are making time to participate fully in the programme.

196

Mentors and mentees

76%

Rate their match as excellent or very good

4

The average number of times partners have met

84%

Fresh and different perspective

73% of participant continue to feel supported on this programme with 90% identifying that they have all the knowledge and information they require in their role



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I am enjoying being a mentor very much. I feel inspired in assisting another female in developing her thinking/career

I am pleased and flattered that my experience can hopefully bring some benefit to a person of high potential at an early stage of their career.

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

So happy that I am participating on this programme, I have really seen positive benefits.

Very positive programme and feedback generally seems very positive.

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.

Great opportunity to meet new people and understand their challenges. Great to be able to bring some different perspective for people.

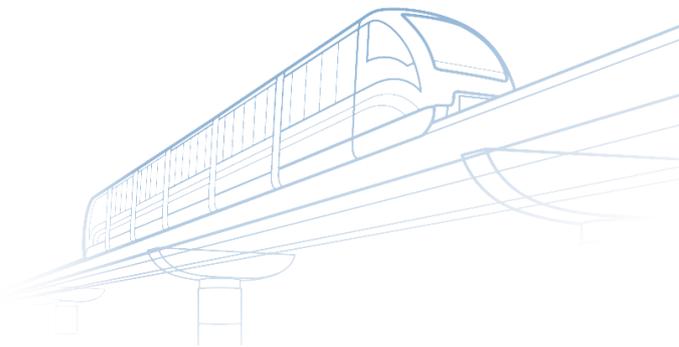
I am grateful to be given the opportunity to participate in the WR Mentoring Programme which **has benefitted me in so many more ways than expected**. A huge thanks goes to my mentor for making the time for this and sharing his wealth of experience or just providing general advice.

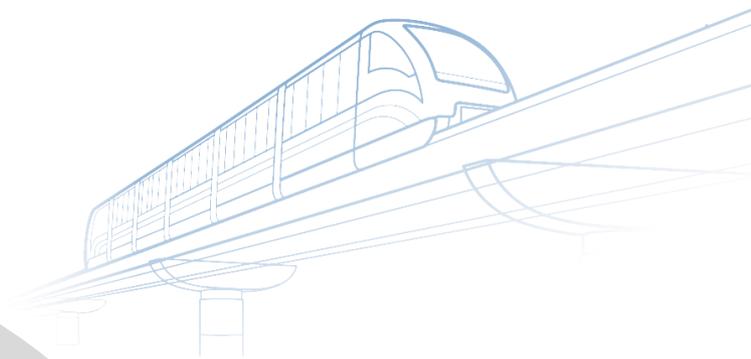
It is a great way to meet other women in rail and get advice on career development from an experienced professional who is unbiased and has no vested interests.

It's been interesting to talk to someone outside of Network Rail about life on the railway

Networking events with everyone together have been really worthwhile

Very proud to be part of the programme.





How the programme

IS BENEFITTING ORGANISATION

- ▶ 55% of participants agree that the WR mentoring programme is helping them grow and transfer business critical knowledge as well as creating more cross team / departmental collaboration
- ▶ 60% agree there is increased levels of employee engagement, while 53% feel the programme is aiding the attraction and retention of high potential individuals
- ▶ Improving diversity, inclusion and gender parity was identified as a benefit by 60% of individuals

The WR mentoring programme provides a **fresh and different perspective** for **84%** of those involved, with a future **76%** saying it has given them **energy and**

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

How the programme BENEFITS THE MENTORS AND MENTEES

- ▶ 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
- ▶ 71% of those participating identified that they are developing transferable skills and behaviours and a further 64% said it was helping to expand their network
- ▶ 64% feel more valued and engaged at work and in addition 65% identified as having increased confidence and feeling more empowered



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Event

FEEDBACK

- ▶ Of the 104 participants who RSVP'd, 87 attended the event (industry standard for event turn out is at about 30%, we saw a very strong turnout at 84%!)
- ▶ The majority of the people enjoyed the progress event and 62% found that the time of day and flow were satisfactory
- ▶ 81% found the materials helpful and 85% found the speaker to be knowledgeable and interesting. The venue was liked by 81% of attended and 71% found the opportunity for networking and Integration
- ▶ It's also encouraging that 86% would recommend the event to a colleague.



How would you describe THE EVENT

insightful
uninspiring Unexpected
reflect Useful
something Interactive **Interesting** Networking
Collaborative boring Awkward
Educational **Inspiring** Quiet GOOD
Worthwhile Timely Organised
Engaging Time
Inspirational **Fun** Helpful Friendly
Comfortable Motivating different Short
Reassuring expecting Positive Encouraging
Informative
Uplifting
Enjoyable

Suggested

NEXT STEPS

The WR Mentoring Team will:

- ▶ Share newsletter and report with all participants
- ▶ Update the WR website to make it more engaging
- ▶ Update WR collateral for the 2020 cohort
- ▶ Prepare for graduation/showcase on 6th November
- ▶ Invite, retain and recruit organisations for 2020
- ▶ Open up the 2020 programme to male mentees

Recommendations AND IMPROVEMENTS

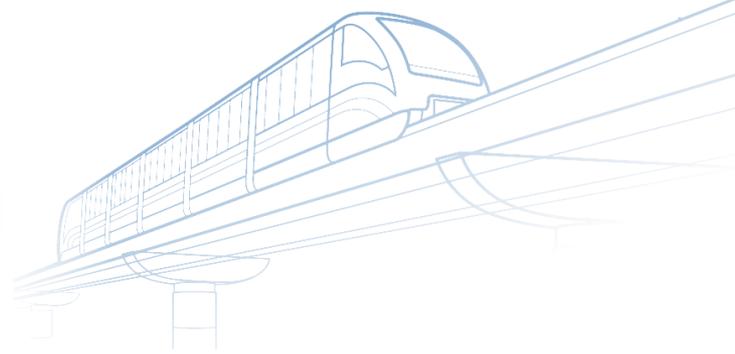
- ▶ Better briefing and engagement of all the programme partner from the very start
- ▶ Initial mentor/mentee briefings for every organisation
- ▶ More engaging online platform allowing better connectivity
- ▶ Improved feedback collation and evaluation. Our Head of Learning is now engaged to improve this process.
- ▶ Possibly host events further north for those based outside of London?
- ▶ Plan/book all session and events from the very start
- ▶ Continue to grow the support for the programme through the WR network



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THE MOVING AHEAD DELIVERY TEAM PART OF THE WR MENTORING TEAM



Liz Dimmock

Founder and CEO

Liz is the overall lead for this programme and will bring perspectives from different sectors, programmes and partnerships to ensure continual innovation and improvement throughout the partnership.



Rebecca Davies

Head of Programmes

Rebecca is accountable for the programmatic delivery of this partnership.



Lucy Parsons

Marketing and Communications

Lucy is responsible for bringing the content to life, from creating tailored communications to event invitations, from social media to spotlight blogs and interviews with stakeholders.



Martina Petkov

Client and Programme Partner

Martina is the dedicated client partner from Moving Ahead, working on the planning design and delivery of WR's mentoring programme from early 2018 until November 2019



Felix Santos

Research

As a scientific researcher, Felix brings an expanse of experience in conducting research studies. He will act as a pivotal part of the research team, assisting in the design of the programme



Sarah Winckless MBE

Lead Facilitator

Inclusive leadership, mentoring and coaching expert; Olympic rower; Team England Chef de Mission for Commonwealth Games

[Watch Sarah's showreel](#)



Michelle Billington

Interim Head of Learning and Development

Michelle brings her background of global executive talent development, allowing her to create bespoke learning programmes for your participants



Katherine Godsmark

Operations Team Lead

The team has designed and delivered events from 10 to 100,000+ people. Katherine has access to leading technology so that we can live-stream our events, ensuring global and local inclusion for those not in the room.



Cath Bishop

Lead Facilitator

Cath Bishop is an Olympic rowing silver medallist and diplomat. She speaks on themes including teamwork and leadership and unlocking potential.

[Watch Cath's showreel](#)



Dr Kate Goodger

Lead Facilitator

Mindset specialist; Olympic performance psychologist; high-performance coach and facilitator; 'Chimp Paradox' expert

[Watch Dr Kate's showreel](#)

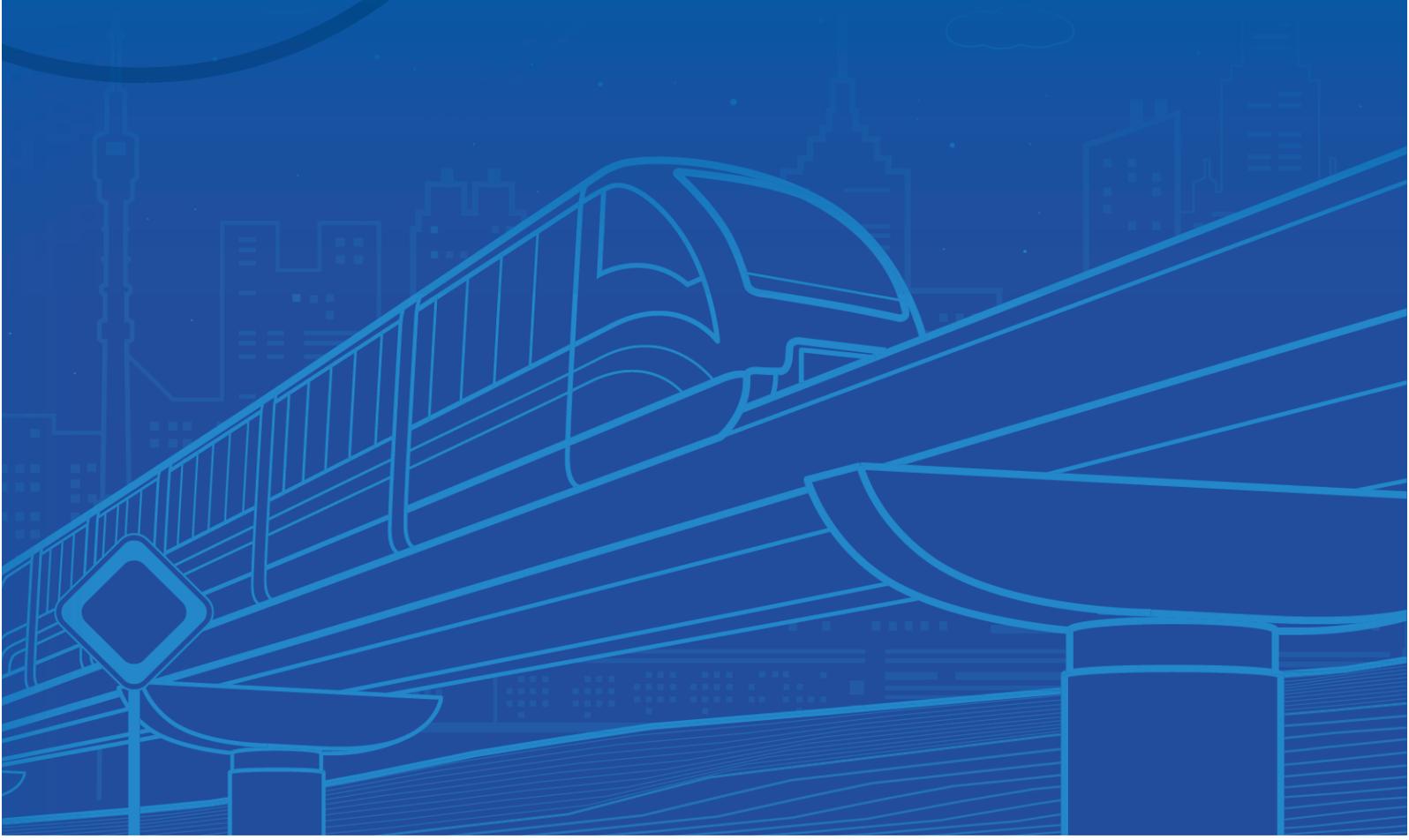


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THANK YOU



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