



# WOMEN IN RAIL

## MENTORING PROGRAMME FAQ

### About Moving Ahead

Moving Ahead are an award-winning team of development and diversity experts who are committed to creating tangible change for individuals, organisations and we hope ultimately society at large. Moving Ahead's sister organisation, is a social enterprise that supports the development of women in sport and business. The group was founded with the belief that parity between men and women will benefit individuals, organisations and society as a whole.

We are a team of global mentoring and development experts supported by first- class programme managers, researchers and communications experts. Since launch in 2014, we have worked with more than 130 organisations across both sport and business (including The London Stock Exchange, HSBC, Deloitte, Ricoh, PwC and Warner Music). We have supported more than 3,500 mentors and mentees. Our schemes are rooted in the belief that no matter what our choice of career, we can all benefit profoundly from escaping our silos and engaging with different perspectives.

One of our core partnerships is with the 30% Club where we deliver their cross-company mentoring scheme and have grown this, over the last four years, from an initial eight participating organisations and 22 mentors and mentees, to 100 participating organisations and 2,500 mentors and mentees. Women Ahead provide all programme management, communications, learning materials, matching, training delivery, and evaluation. Participating organisations include BT, EY, BNY Mellon, M&S, Centrica, Nomura and KPMG.

The experience gained from working with these organisations has provided a rich knowledge base to pass on to other client organisations. The impact and success of this scheme has been overwhelmingly.

“One of the 30% Club initiatives I am most proud of is our cross-company mentoring scheme. Women Ahead have been invaluable. We’ve gone up a notch since they came on board, and we’re delighted to be working with them in significantly extending the scheme.”

**Helena Morrissey CBE,  
Founder, 30% Club and Chair Newton  
Investment Management**

## 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 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 £5k per organisation for up to five pairs and £10k per organisation for up to ten 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.

## 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.

“I always find myself taking things out of it and learning things from this programme, because it pushes me in the directions that I’ve never been before.”


**Robert Schukai MBE,  
Thomson Reuters**

“Being a mentor is hugely humbling. It has forced me to consider the challenges women can face in career progression, and encouraged me to help find solutions. These in turn are shaping my own recruitment and career development. I am also who I am because of the mentors I have had.”

**Michael Cole-Fontayn,  
BNY Mellon Chairman and CEO**

### 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.




“The improvement in the Ricoh mentors has been extreme – they’ve been highly interested, highly motivated, more engaged. They’re also developing individual skills and also one of the other benefits is bringing back into the workplace the skills that they’re learning from going outside; talking to people outside of your own organisation brings a different perspective.”

**Ricoh Board Member**

### 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 145 organisations we have worked with, this has never been reported as an issue.



“I would rather they excelled elsewhere than stay and be miserable. I believe in the ‘boomerang’ effect and hope that they will come back and bring back all their great learning.”

**LTA Programme Partner**

### Who is the target audience for mentees?

In this pilot phase, 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 women in this ‘danger zone’ into the mentoring scheme.