

30% Club cross-company mentoring programme

A pioneering UK-wide and global cross-company, cross-sector mentoring programme led by the 30% Club and delivered by mentoring, diversity, inclusion and development experts at Women Ahead.

Launching for its eighth consecutive year in November 2020, the 30% Club cross-company mentoring programme is a proven, practical and powerful way to achieve greater gender balance at senior levels within organisations, as well as delivering on gender pay gap reporting, and broader diversity and inclusion goals.

[WATCH A FILM ABOUT THIS PROGRAMME ▶](#)



Since 2014, the 30% Club cross-company mentoring programme has supported

more than
9,000
mentors and
mentees
across

220
organisations

30
sectors

“It’s opened up a new world for me and helped me step forward as a leader”

Jo Melanophy, Team Leader,
Chief Executive’s Directorate, Environment
Agency and 30% Club Programme Partner for
seven years across 90 mentoring pairs



The programme is designed to support and develop a broader pipeline of women attaining senior leadership roles. The nine-month programme matches female mentees with senior male or female mentors from another organisation.

The programme also includes a series of live and virtual events that provide high touch learning and a platform for building networks. In the long-term, the goal of the 30% Club cross-company mentoring programme is to create a step-change in the number of women attaining senior leadership and board roles in their respective organisations.

New for 2020, Women Ahead will be delivering refreshed learning content incorporating a new perspective on mentoring and sponsorship, building a mentoring mindset and an emphasis on how to cultivate connection, embrace challenge and release creativity.



The 2019/20 programme includes

2,743
leaders

across
118
organisations

from
30
countries

“ One of the 30% Club initiatives I am most proud of is our **cross-company mentoring programme**, and that’s because of its scale ”

Dame Helena Morrissey DBE, Founder, 30% Club



Headline dates



Now

Register your interest with Rebecca.davies@moving-ahead.org

Early 2020

Join a showcase event to learn more about how the programme works – [click here](#) for more detail

End of Sept 2020

Mentor and mentee applications close

November 2020

Launch events across the UK and virtually



Programme snapshot

74%

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



Nine-month programme launching annually each Autumn



Complete programme delivery by Women Ahead including all live and digital training, communications, matching, one-to-one support, digital learning platform, evaluation and reporting



Member organisations nominate equal numbers of mentors and mentees



Mentees: high potential women, from every level of the career pyramid



Mentors: male or female business leaders with 10+ years' experience



Pairs meet every four to six weeks



A series of live learning events across the UK (London, Birmingham, Edinburgh and potentially more)



Mentors and mentees from around the world can access Horizon, the virtual programme strand, which allows organisations to expand beyond their London or UK cohort



Participants can access FUSE – Women Ahead's vibrant digital community which provides online learning, connections, and thought-provoking content



Contribution: £6,000 for every ten pairs taking part



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 is based on best practice in structured mentoring and delivered for you by a team of experts



Through the programme, your organisation becomes part of a vibrant, global, cross-sector community of 30% Club supporters

95%

of participants say the programme gave them a **fresh perspective**



Your mentees



The programme develops skills, knowledge and confidence through real, 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

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 organisations and industries, and expands their network





“Mentoring is a huge privilege; it changes both parties. As a mentee, sometimes you just need encouragement and a tap on your shoulder to believe something is possible. It unlocks a belief in your talent and the confidence to declare an ambition. For mentors, encouraging others to do that is very powerful.”

Michael Cole-Fontayn, former 30% Club mentor,
Chairman at Association for Financial Markets in Europe

87% of mentors and mentees on the programme
feel empowered
by their mentoring relationships
and have developed greater confidence as a result

Interesting facts

01.

You don't need to be a 30% Club member to take part in the mentoring programme

02.

Live events will be hosted across the UK dependent on geography of the cohort. Last year events were hosted in London, Birmingham and Edinburgh

03.

Each year we host awards to showcase achievements of mentors, mentees and their organisations

Our full programme information pack will be released in **February 2020**.

For more information and to register your interest contact Rebecca.davies@moving-ahead.org