

WOMEN IN DEFENCE UK MENTORING PROGRAMME 2024

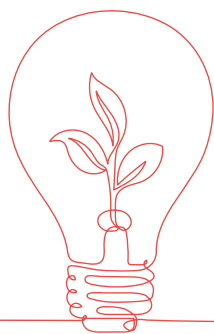


EMPOWERING. ENLIGHTENING. EXCITING



CONTENTS

How the programme works	2
Why cross-sector mentoring?	2
Fees	2
The benefits of mentoring	3
Critical success factors for organisations wishing to take part	4
The current representation stats	6
Participant satisfaction	6
The impact	6



“ Diversity in any organisation is more than just the right thing to do. It is critical for success. The evidence is clear: diverse teams perform better, make better decisions, are more innovative, have better behaviours, and are more successful. Women are an integral part of Defence and the Armed Forces and we are taking bold steps to ensure they have full, thriving and varied military careers - including reaching the very top ranks. ”

AIR CHIEF MARSHAL SIR MIKE WIGSTON, CHIEF OF THE AIR STAFF

TAKEN FROM THE WOMEN IN DEFENCE CHARTER REPORT 2022, P.18

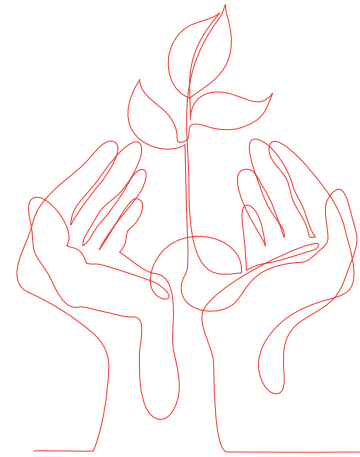
INTRODUCING THE WOMEN IN DEFENCE UK MENTORING PROGRAMME

The Women in Defence UK mentoring programme is a unique cross sector opportunity where mentors and mentees from the defence public sector are matched with mentors and mentees from the defence private sector.

This groundbreaking programme offers an opportunity for women to be supported as they navigate challenges, share knowledge, and gain different perspectives. Through participation, they can develop greater confidence, representing an investment in their future, especially during a critical stage in their careers when retention is key.

Through this impressive initiative, participants commit to advancing gender diversity, championing each other's stories, and learning by walking in the shoes of others.

And this pioneering programme is needed now more than ever...



The current Board level representation of women across the defence sector is **22%**, dropping from **30%** the previous year. For managers, it is now **20%**, a **2%** drop from previous figures.

Developed in partnership with Women in Defence UK, the programme is run by Moving Ahead, a specialist in advancing workplace diversity, equity and inclusion. Mentoring is one of their expert offerings and a core lever in how they create tangible change. To date, they have supported more than **32,000 participants globally**, from **450 organisations** in over **60 countries** across **30 sectors**.



“Women in Defence UK believes in gender equity across the defence sector, underpinned by ‘Deeds not Words’. One of our ‘deeds’ has been to create the Women in Defence UK mentoring programme with Moving Ahead. Since its inauguration four years ago, over 1150 defence people from a wide range of professions, levels, organisations and companies, have benefited from learning from each other as mentors and mentees. We have been delighted with the success of the programme, both from a development and a challenging perceptions and thinking perspective. Bringing the defence private and public sector together to learn from each other is an incredibly powerful tool.”

ANGELA OWEN OBE, FOUNDER, WOMEN IN DEFENCE UK

HOW THE PROGRAMME WORKS

The Women in Defence UK programme is a ready-to-go, proven, practical and powerful way to advance workplace diversity, equity and inclusion with incredible results.

At a glance:

- ▶ Nine-month structured cross-company mentoring programme
- ▶ Expertly matched pairs, where mentors and mentees from private sector and public sector are paired together to facilitate learning and growth
- ▶ Each organisation selects equal numbers of mentors and mentees
- ▶ A series of digital learning events to engage, educate and inspire
- ▶ World-leading speakers delivering thought provoking and educational content
- ▶ Mentoring training via events and online learning to ensure the opportunity to participate is maximised
- ▶ An unrivalled opportunity for organisations to network and build new relationships

WHY CROSS-SECTOR MENTORING?

What makes this cross-sector approach so special is that it provides mentors and mentees with fresh perspectives and exposure to alternative ways of working. It's a unique chance to learn about how other organisations are doing things differently and a safe space, away from organisational politics, for participants to really open up.

FEES (EXCLUSIVE OF VAT)

This is an all inclusive cost for end-to-end management of the programme including all events, matching, reporting and mentoring pairs support. This programme is ready-to-go and easy to implement for organisations taking part. By contributing to this programme participating organisations also directly support Women in Defence UK, with a percentage of the fees being fed straight back to them to support their work.

- ▶ Up to 5 pairs - £5,000
- ▶ Up to 10 pairs - £8,000
- ▶ For every additional five pairs, the cost is £3,000



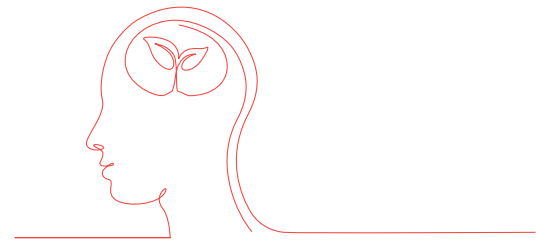
“Cross-company mentoring is invaluable as it allows people to hear and learn from other organisations; how they operate; how they do business. It enables mentors and mentees to share successes with pride.”

TANYA GORDON,
MOVING AHEAD FACILITATOR

“From the outset my mentor spotted that I needed a push to change career path. In a few months I have gone from stuck in a rut to getting a promotion and a pay increase.”

MENTEE

THE BENEFITS OF MENTORING



Top three benefits of the programme for your mentees:

01.

The programme will develop mentees' skills, knowledge and confidence

02.

The programme will support mentees in taking control of their careers, providing inspiration, support and challenge to move forward

03.

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

Top three benefits of the programme for your mentors:

01.

The programme will make gender equity issues tangible for mentors, turning them into advocates and facilitators of wider culture change

02.

The programme will help leaders connect to meaning in their own careers and inspire them to stretch further

03.

The programme will give mentors a vital insight into other defence organisations, building and developing transferable skills and expanding their network further

Mentoring will benefit your organisation by:

- ▶ Helping colleagues to feel valued, supported and invested in, benefiting retention, career progression and inclusion
- ▶ Accelerating culture change by breaking down barriers and starting meaningful conversations
- ▶ Creating more empathetic managers and leaders, with a greater understanding of their teams
- ▶ Developing core transferable skills in active listening, mentoring and sponsorship for your colleagues to activate beyond their mentoring relationships
- ▶ Building a truly inclusive mindset, which individuals can take back to the wider organisation to foster relationship building and collaboration

“ It has been a two-way relationship with me gaining as much from the partnership as my mentee. We have had useful conversations about organisational change, strategy development – which has hopefully been beneficial to both of us. ”

MENTOR

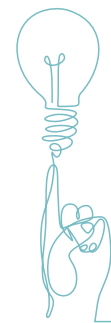
INTRODUCING OUR GOLDEN THREAD FACILITATOR: DR KATE GOODGER

Dr Kate Goodger is one of the most experienced performance psychologists in Olympic sport in the UK, having worked with Team GB athletes and medallists at seven Olympic Games. She has achieved a strong reputation as a high-performance coach and facilitator with leaders and executives in European and global businesses. Kate believes that finding solutions to challenges in performance, health, and life can become unnecessarily messy when we focus on symptoms and not causes. Knowing which is which and what to work on starts with understanding how we're looking at things or the perspective we're taking. Through understanding how mindset is built and maintained, Kate empowers clients to develop practical plans to meet challenges they face, and to start building the mindset they want in themselves and their teams.

Alongside her role as a Moving Ahead facilitator, Dr Kate's day-to-day role is Head of Human Innovation and Performance at Laing O'Rourke, an organisation that has been a trusted defence infrastructure delivery partner for more than forty years in Australia and the UK.



DR KATE GOODGER



CRITICAL SUCCESS FACTORS FOR ORGANISATIONS WISHING TO TAKE PART

- ▶ Identifying a dedicated Programme Partner
- ▶ Conducting a strategic selection of mentors and mentees, where participation is voluntary
- ▶ Selecting mentees from the organisation's internal talent pool
- ▶ Internal briefing and communications to selected mentors and mentees in advance of September 2024 kick-off event
- ▶ A robust internal oversight and commitment from an internal senior sponsor

“ The partnership has enabled me to have fresh eyes on the issue of inclusion for mothers in the workplace. My interactions have led to me being invited to speak at a RAF women's group (my mentee's idea) about my career journey which was a real privilege and opened up the network of women who are trying to enact change as well as promote this programme to them. ”

MENTOR

Selection

It is critical that all mentors and mentees are committed to the programme and prepared to make time to meet their selected mentoring partner. Participation in the programme is voluntary, however, we will support you in finding the best approach that works for your organisation from the invitation, application and nomination stages.

Timings

A mentoring relationship will be nine months.

Meetings

One-to-one mentoring meetings take place monthly or, at a minimum, every six weeks for an hour or two. We encourage monthly meetings in order to build up sufficient momentum over the nine-month period. Virtual mentoring and learning sessions are encouraged when the mentor and/or mentee is not able to attend meetings and events in person. The mentoring team will provide information on how to make the most out of virtual mentoring.

Matching process

Matching is carried out based on the participant's profile, experience and skills. Our bespoke matching 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.

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 a launch, midway and celebration event, featuring world-class learning experts and faculty from Moving Ahead to equip and develop the skills of mentors and mentees.

Confidentiality

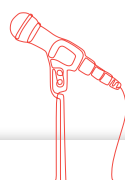
Participants are asked to respect confidentiality and existing employment relationships.

Measuring progress

The mentoring team will seek regular feedback and provide progress reports throughout the scheme.

“My mentor has greatly helped me with my confidence and has supported me through a challenging time at work by listening and supporting the actions I have made, challenging me to go outside my comfort zone.”

MENTEE



*Focus on mentoring content and training

†Specific developmental learning opportunity

LAUNCH EVENT*	MASTERCLASS ONE†	MIDWAY EVENT*	MASTERCLASS TWO†	CLOSE CELEBRATION*
September 2024	November 2024	January 2025	March 2025	June 2025

Pairs meet every 4-6 weeks throughout the 9-month mentoring journey and have access to an online learning platform for event recordings and resources. Participants have ongoing support from the Moving Ahead team throughout the duration of the programme.

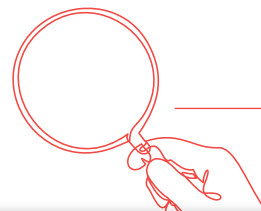
THE CURRENT REPRESENTATION STATS*

According to the Women in Defence Charter 2023 report, the overall representation of women in the sector is **24%**

This is polarised in the public sectors, **12%** - armed forces **41%** - civil service: and is **29%** in the private sector

Representation of women at Exec level is **25%**, a decrease of **4%** from 2022

Over 4 years, we've welcomed over **1150** participants from **25** unique organisations and areas of the public and private sectors.



PARTICIPANT SATISFACTION

92%

believe their match is an effective guide and support/someone they are able to guide and support effectively**



83%

is the score for positive feedback from current programme events

THE IMPACT

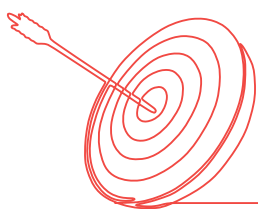
In the first four months of the 2022/2023 cohort:

54% of mentees had already been promoted, expanded responsibilities or moved roles

Mentees saw improvements to their confidence, resilience and ability to create time to plan their career

46% of mentees saw the workplace differently, with more than a third feeling their mentor sparked ideas they wouldn't have had otherwise

43% of mentors said their awareness of the barriers for others in the workplace has heightened



*From the Women in Defence Charter Report, 2023

**In our 2022/2023 cohort



TO DISCUSS JOINING THE WOMEN IN
DEFENCE UK MENTORING PROGRAMME,

or if you are interested in learning more, please contact
the Moving Ahead and Women in Defence UK mentoring

team at contactus@moving-ahead.org

ALTERNATIVELY, YOU CAN

SIGN UP HERE ▶

“ A more balanced workforce is good for government, for business and for the communities we serve, but equality of opportunity in the UK defence sector will not happen by chance. It requires us to make a concerted effort and our second signatory report highlights that many are committed to driving the changes needed to see significant improvement to gender balance. More work is needed to ensure we continue the progress made to date and achieve our 30 by 30 ambition. ”

RUTH CAIRNIE,

CHAIR, BABCOCK INTERNATIONAL GROUP, INDUSTRY CHARTER PATRON

TAKEN FROM THE WOMEN IN DEFENCE CHARTER REPORT 2022, P.18