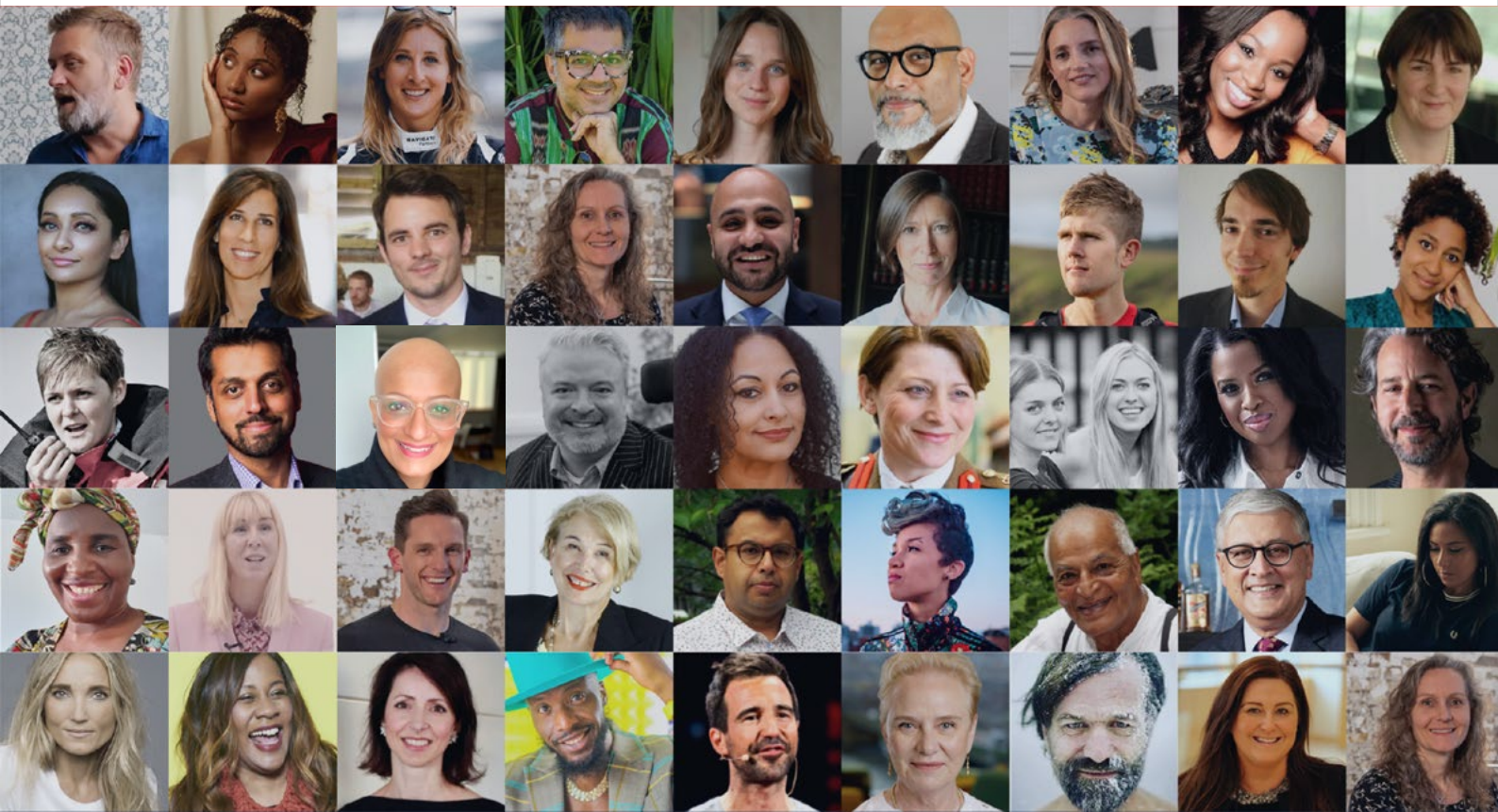




MOVING AHEAD

# WOMEN IN DEFENCE UK MENTORING PROGRAMME 2023

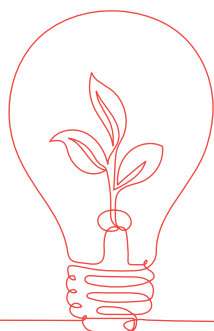


EMPOWERING. ENLIGHTENING. EXCITING

WORKING WITH  
**WOMEN IN<sup>®</sup>**  
**DEFENCE**

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“ 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

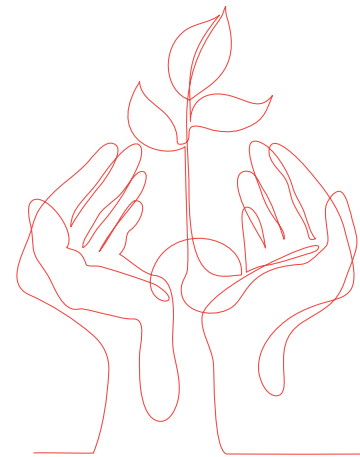
# INTRODUCING THE WOMEN IN DEFENCE UK MENTORING PROGRAMME

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 **30%**, and for managers it is only **22%\***.

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 around the world. To date, they have supported more than **30,000 mentors and mentees**, from more than **300 organisations** and more than **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 three years ago, 878 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 facilitating 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.”

A 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 them 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.”

A MENTOR

## INTRODUCING OUR GOLDEN THREAD FACILITATOR: DR CATH BISHOP

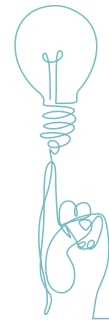
Cath is an experienced leadership speaker, facilitator, coach, writer and consultant, who draws on her practical experience from two high pressure careers as an Olympic rower and a senior diplomat specialising in conflict stabilisation.

In her rowing career, Cath competed at three Olympic Games, Atlanta, Sydney and Athens, with highlights including winning the World Championships in 2003 and an Olympic silver medal in 2004. As specialist in conflict issues, Cath served as a diplomat with the Foreign & Commonwealth Office and was posted to Sarajevo, Bosnia, and Basra, Iraq. She also led the UK civilian contribution to conflict stabilization worldwide from Whitehall.

Over the past three years, Cath has been a facilitator and motivational speaker at Moving Ahead. She will be facilitating the launch, midway and celebration events for this programme.



**DR CATH BISHOP,**  
MOTIVATIONAL SPEAKER,  
MOVING AHEAD



## 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 2023 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. ”

A 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 participants 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

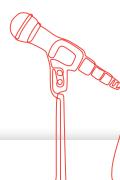
Participants are asked to respect confidentiality and existing employment relationships.

## 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.”

A MENTEE



\*Focus on mentoring content and training

†Specific developmental learning opportunity

LAUNCH EVENT*	MASTERCLASS ONE†	MIDWAY EVENT*	MASTERCLASS TWO†	CLOSE CELEBRATION*
September 2023	November 2023	January 2024	March 2024	June 2024

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

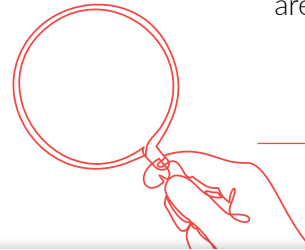
## THE CURRENT REPRESENTATION STATS\*

According to the Women in Defence Charter 2022 report, the overall representation of women in the sector is **20%**

This is polarised in the public sectors, **11%** - armed forces **44%** - civil service: and is **24%** in the private sector

Representation of women at Exec level is **29%**

Over 3 years, we've welcomed almost **900** participants from **23** 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%**

of participants would recommend the programme at Midway



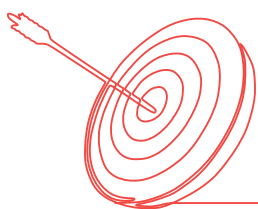
**83%**

is the score for positive feedback from current programme events

## THE IMPACT

Over the space of four months, our current 2022/2023 cohort:

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



Mentees have seen improvements to their **confidence, resilience** and ability to **create time to plan their career**

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

**43%** of mentors already say their awareness of the barriers for others in the workplace has **heightened**

\*From the Women in Defence Charter Report, 2022

\*\*In our 2022/2023 cohort



TO DISCUSS JOINING THE WOMEN IN  
DEFENCE UK MENTORING PROGRAMME,

or if you are interested in learning more, please feel free  
to contact the Moving Ahead and Women in Defence UK  
mentoring team at [contactus@moving-ahead.org](mailto:contactus@moving-ahead.org)

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“ 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

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