MOVING AHEAD











Women IN DEFENCE UK

MENTORING PROGRAMME

Together, we're accelerating business growth and innovation by advancing high-performance, inclusive cultures where all talent thrives.

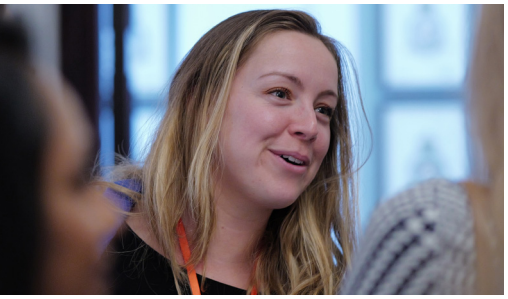
Discover how you and your organisation can continue being part of the mission, with our new cohort launching in October 2026

WORKING WITH WOMEN IN DEFENCE















CONTENTS

We are Moving Ahead 3

Women in Defence UK 4

A proven solution 5

Programme at a glance 6

Investment 6

Programme timeline 7

Next steps 8

> “Mentoring someone new to their career has enabled me to reconsider my own approach to leadership across a number of areas.”

MENTOR

WE ARE *Moving Ahead*

At Moving Ahead we're proud to be world leaders in the design and delivery of structured mentoring, sponsorship, and development programmes. They are powerful catalysts for change - unlocking human potential through transformative learning experiences.

Our mission is to accelerate business growth and innovation by advancing high-performance, inclusive cultures where all talent thrives. We convene and connect global organisations, campaigns and leaders to drive this mission forward.

To date, we have supported more than

40,859	477	43	77
individuals	organisations	sectors	countries

The golden thread that runs through all our work is the development of inclusive skills and cultures; every Moving Ahead programme is created through a lens of diversity, equity and inclusion, which is part of our DNA.

This document highlights the Women in Defence mentoring programme, a pivotal cross-sector initiative for the defence community. This programme is designed to intentionally support high-potential women across the sector, while also aligning with your wider strategic talent and leadership priorities.

We welcome the opportunity to partner with you to strengthen your talent pipeline and contribute to a more connected and representative defence sector.



Women IN DEFENCE UK

Women in Defence is a structured, nine-month cross-sector mentoring programme designed to deliver real impact. Delivered by Moving Ahead in partnership with Women in Defence UK, it sits within a trusted, established network across the sector.

Over the past five years, 1,500+ defence professionals from 32 organisations have taken part.

Mentees: high potential women from across your organisation who are ready for stretch, perspective and active advocacy.

Mentors: Experienced leaders, typically with 15+ years' professional experience, who are committed to investing in sector talent while strengthening their own inclusive leadership capability.






Pairs are carefully matched across public and private sector boundaries. This cross-company approach creates psychological safety, where participants can speak openly, challenge assumptions and gain insight into how others lead within defence.

These mentoring partnerships spark honest conversations and meaningful transformation.

"Women in Defence UK is 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 five years ago, nearly 1500 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 programme both in content and approach. It leverages that real diversity of thought, those different perspectives or ways of approaching things, that occurs between public and private sectors within a common defence background."

ANGELA OWEN OBE,
FOUNDER,
WOMEN IN DEFENCE UK



WOMEN IN DEFENCE UK MENTORING PROGRAMME:

A proven solution



Supported **15,000+** partipants through the programme



70% of mentees feel comfortable networking and building relationships*



75% of mentees say their mentor has been a guide and support to them

71% of mentees were promoted, expanded their responsibilities or moved roles*



Backed by **10+** years of proven mentoring success



The programme has **outstanding impact** and high satisfaction rates



*Since the programme began. Data from 2024 & 2025 programmes

PROGRAMME AT A GLANCE

- Powerful cross-company, cross-sector matching and networking
- Supports all employee levels
- Scalable: from 10 to 100 colleagues per cohort
- Organisations provide an equal number of mentees and mentors
- World-leading career development for both mentees and mentors
- Comprehensive Moving Ahead support including: high-quality matching, participant communications, dedicated Client Partner contact and inbox support
- Impact tracking and detailed organisational reporting

INVESTMENT

- Cohort of 20 pairs (recommended) £17,600
- Cohort of 10 pairs £8,800
- Cohort of 5 pairs £5,500

Sign up here

While our recommendation is a starting cohort size of 20 pairs, please speak to us about making a cohort work for you.

There's also the option of a 'managed cohort' with additional support from Moving Ahead - speak to us for more information: womenindefence@moving-ahead.org







> "It has been such an enriching experience... I am so thankful to my mentee and so proud of her progress."

MENTOR

PROGRAMME TIMELINE

October 2026

LAUNCH EVENT

London/virtual

January 2027

DEVELOPMENT LAB 1

Virtual

March 2027

PEER CONNECTION

Virtual

May 2027

DEVELOPMENT LAB 2

Virtual

June 2027

CLOSE CELEBRATION

Virtual

We recommend a minimum of five one-to-one mentoring sessions per pair to ensure meaningful impact.

Some of the organisations already experiencing the benefits of the Women in Defence UK mentoring programme:

BAE SYSTEMS, BOEING, ARMY BE THE BEST, ROYAL AIR FORCE, Ministry of Defence, FUJITSU, LEONARDO, HESCO, MBDA MISSILE SYSTEMS, Microsoft, PA, QINETIQ, Submarine Delivery Agency

NEXT STEPS

Join this nine-month cross-sector mentoring programme and deliver real impact.

For more information, email:
womenindefence@moving-ahead.org or

Sign up here





> The experience has taught me it's okay not to know what's next. My thought process has changed. I'm now more comfortable with uncertainty and look forward to discovering what's next.

MENTEE

> It has completely changed my preconceived ideas and enabled me to give good advice in a number of areas.

MENTOR

> My conversations have created a space where I've felt safe to be honest and vulnerable, something that has been empowering and transformative...I've gained more than just professional development, I've found a confidant and renewed belief in my capabilities.

MENTEE