

MEET MOVING AHEAD



Advancing workplace talent, diversity, equity and inclusion



MOVING AHEAD

At Moving Ahead we are on a mission to revolutionise the world's workplaces to be more diverse, equitable and inclusive.

WHAT WE BRING

We passionately believe in the importance - and power - of diverse and inclusive workplaces, where people are supported to be the best they can be.

How we do it

We create this change through structured development programmes - from mentoring to inclusive leadership - and by sparking the conversations that matter. The power of storytelling is fundamental to our approach, which we deliver through our phenomenal facilitators and inspirational speakers.

Who we do it for

We've supported tens of thousands of individuals, hundreds of organisations across multiple sectors and global geographies. From the world's largest banks to tech firms, the armed forces, global campaigns and Government, we bring cross-company, cross-sector insights and experience into our work for you. We're privileged to have supported many organisations, at different stages of their DE&I journey - whether to deliver one part of their strategy, to define their strategy or deliver a full suite of supporting initiatives.

Why Moving Ahead?

Our unique ability to bring people together from different backgrounds and fields through our pioneering programmes is what truly sets Moving Ahead apart. It's this careful convening of talented individuals from an international network of organisations and sectors that gives us the edge - and enables us to deliver our mission on a global scale.

From our unique faculty of specialist facilitators who expertly guide participants through their mentoring journey, to gold standard materials and content to support and inspire, we use our wealth of experience across a rich and diverse client base to deliver powerful results.



Our offerings

STRUCTURED MENTORING

Moving Ahead leads the way in world-class structured mentoring to develop diverse talent. Our innovative, impactful and proven programmes fall into two main categories: cross-company and in-company.

CROSS-COMPANY

In collaboration with [the 30% Club campaign](#), Moving Ahead has pioneered the world's largest cross-company mentoring programmes, which match mentors and mentees from different companies, across different sectors, globally.

Mentors and mentees benefit from accessing fresh perspectives and exposure to alternative ways of working, a 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.

Mission Gender Equity is a nine-month programme focused on progressing high potential women. It builds the pipelines and representation of women in leadership and board roles, with proven success. Mentees are high potential women from all levels within organisations, and mentors are leaders of all genders.

Mission Include is a nine-month programme which supports all protected characteristics as well as broader diversity strands, such as socio-economic background, thinking styles, and all intersectionalities. Mentees are high potential individuals from under-represented groups across all levels within organisations, and mentors are leaders from under-represented groups and their allies.

You can learn more about our 30% Club programmes in this [short film](#).



“The thing that I'm most thrilled about is the success of the cross-company mentoring scheme; it's the jewel in the crown of the 30% Club.”

Baroness Helena Morrissey DBE
Founder of the 30% Club,
Non-Executive Director and
Chair-designate, AJ Bell

To date we've reached over **16,300 participants globally**, from **261 unique organisations** across **over 40 sectors**, including many of the UK FTSE100 companies.

CROSS-COMPANY

Leaders for Race Equity is our cross-company CEO programme, delivered on behalf of the 30% Club and the Confederation of British Industry's (CBI's) **Change the Race Ratio**, aimed at accelerating racial and ethnic representation at the top of UK businesses. It brings senior voices from different organisations together to learn, collaborate and create clear action plans for their racial and ethnic diversity agendas.

Participants from each organisation are:

- ▶ The CEO
- ▶ The individual accountable for DE&I at board level
- ▶ One individual who sits in the ExCo talent pipeline and who is an ethnic and/or racial minority talent
- ▶ Chair or Vice Chair of ERG (network) for race and ethnicity



Industry specific programmes see us match pairs across different organisations within the same sector to leverage cross company learning. These programmes run in the rail, defence and sports sectors, to name a few, and we have developed successful partnerships with many industry bodies, campaigns, and sponsor organisations to help accelerate representation and inclusion in their sector.

Within the last four years, we've already seen 2,500 participants from 100 organisations join these more specific programmes.

IN-COMPANY

When organisations want to retain, support and accelerate diverse talent - and build inclusive and high-performance cultures - they look to Moving Ahead to create bespoke mentoring, sponsorship or personal development programmes. We deliver a fully end-to-end programme to fit any business context and culture. We can also enhance programmes that are already running.

Our programmes include reverse, one-to-one and group (circle) formats. We work with you to design and implement a mentoring or sponsorship approach that will best meet your audience needs and strategic goals.

We deliver internal mentoring programmes on a truly global scale and have worked with clients such as Santander, Rolls Royce, TSB, J.P. Morgan, Ricoh, Bupa and The Guardian, often overseeing the facilitation of mentoring across multiple regions within one organisation.

Many clients working with us on their internal programmes also join our cross-company programmes, and vice versa, so that Moving Ahead becomes their one stop shop partner for all mentoring and personal development initiatives within the DE&I space.

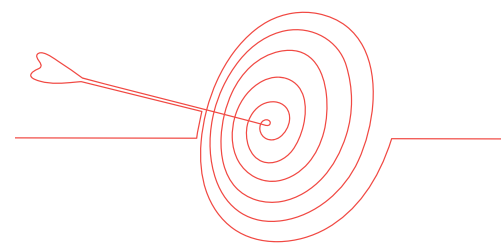
“ It made me realise that if my motivation is strong enough, I can be braver to try things. Also, many of my barriers are my own perceived ideas. I just need to do it and stop doubting my own ability! ”

A mentee on the TSB Group Circles programme, with a focus on career progression and visibility of talent in the bank.



LEAD

A nine-month immersive development programme for female leaders, LEAD is designed to drive change through learning, connection and mentoring. It offers women a secure space, expert insights and consideration around the long-term support they need to design and reach personal objectives. LEAD can be delivered either in-company or at a cross-company level.



Inspiration and development

To complement and strengthen our core structured programmes we have additional offerings for clients to benefit from. They are designed to enrich the quality of experience and enhance the impact we deliver to organisations and individuals.

THE INCLUSION EDIT

Providing organisation-wide CPD and learning that is accessible to all is at the heart of the Inclusion Edit. It provides a ready-to-go monthly digest of inspiring and practical written and filmed content from the DE&I space for you to share with your colleagues, as well as organisation-wide invitations to our live broadcast monthly events on key awareness days. The recordings of these events can be re-used so that your organisation gets the maximum benefit from them.

Brilliantly written, designed, curated and presented by leading journalists, speakers, designers and creatives, the Inclusion Edit helps cut through the noise. It makes company-wide education and DE&I information enjoyable for the masses and affordable for employers.

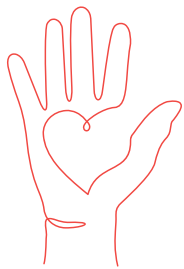


SPEAKER SESSIONS AND MASTERCLASSES

Our Speaker Academy is made up of powerful storytellers, insightful facilitators and passionate educators within the area of diversity, equity and inclusion.

From the contagiously energetic Kirk Vallis – Google's creativity and innovation expert - to Patsy Rodenburg OBE – who is widely regarded as the world's leading voice teacher and coach – we have a vast network of world-class speakers across all walks of life, representing different specialisms, including sports, academia, business and government.

Recent topics have included talks on developing your personal brand, aligning your goals with your organisational strategy, and unlocking your presence. Depending on your budget and objectives, we will work with you to recommend the best speaker for your event based on our extensive knowledge of their portfolio, presence and power.



INCLUSIVE LEADERSHIP

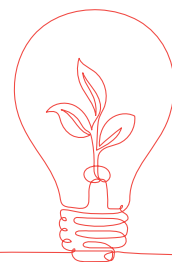
We deliver scalable inclusive leadership programmes and products that will deepen a level of confidence, skill and knowledge for leaders to be fully present with their teams and create an environment where individuals can belong. We have core modules (which include toolkits and content drops to provide succinct and tangible support to busy managers) and can call upon our skilled faculty and Speaker Academy to deliver a high-impact programme that is aligned to your culture and scale.

Our digital learning toolkit, Momentum, is designed to aid self-led learning and empower line managers and leaders to have transformative conversations with colleagues around inclusion, wellbeing and diversity of thought. It's a simple, quick and easy way to create change among senior managers globally and equip them to support the organisation's DE&I goals. The educational films and workbooks have been beautifully produced with content designed and developed by speakers from our renowned Speaker Academy.

Find out more
about our
programmes and
services on our
[website](#)

Our experts

All Moving Ahead programmes are led by an expert facilitator from our high-profile faculty, who ensures the smooth running of all events and is on hand to provide support and encouragement to participants.



OUR FACULTY INCLUDES:



Tanya Gordon

Executive coach and leadership consultant



Dr Kate Goodger

Olympic performance psychologist and mindset expert



Beth Stallwood

Coach, development expert and podcast host



Dr Cath Bishop

Olympic rower, former diplomat, business coach and author



Sandeep Johal

Behavioural change psychologist, therapist and consultant



Patrick McMaster

Coach and flexible working specialist

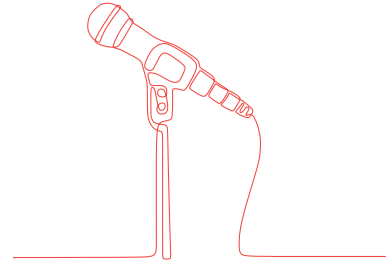


Sarah Winckless MBE

Olympian and leadership development specialist

SPEAKER ACADEMY

Having a world-class Speaker Academy within our portfolio also means we can amplify the engagement from programme participants by incorporating tailored speaker appearances into our programme schedules. We know what a difference adding these keynotes has on the overall participant attendance, engagement and experience.



Below are a few examples of speakers we work with, you can see more [here](#).

OUR SPEAKERS INCLUDE:



Matthew Syed

Acclaimed author and speaker in the field of high performance



Megan Reitz

Director at Ashridge Business School, author and TEDX speaker



John Amaechi

British-American psychologist, consultant and former professional basketball player



Kirk Vallis

Global Head of Creative Capability Development at Google



Helen Tupper

Co-founder and CEO of Amazing If, an award-winning company with a mission to make careers better for everyone



Holiday Phillips

Authenticity, belonging and inclusion coach and speaker



Baroness Tanni Grey-Thompson

Paralympic medallist, author and broadcaster



Patsy Rodenberg OBE

Head of Voice at the Guildhall School of Music and Drama

For more information on our Speaker Academy, please visit our [website](#)

Our impact

A founding principle of Moving Ahead is to create meaningful change - not to add to the debate. Our research and insights team track, monitor and measure the impact and feedback from our programmes, combining this data with external research to validate our findings.

Measures include role advancement, retention and promotion, all of which benchmark significantly higher against data on peers who have not participated in a Moving Ahead programme.

Clients benefit from the rich insights provided at various stages throughout each programme, giving them tangible evidence of the positive experience and personal development that their participants report.

“ Participating in the 30% Club mentoring programmes creates improvements in mentees’ skills, confidence and approaches to their career development such as networking, self-promotion and role advancements. ”

Nicolas Ponset
CEO, Aleron*

*Independent evaluator of initiatives designed to drive positive change through social impact and sustainability.

Our clients

We are proud to partner with hundreds of fantastic clients across many sectors, including professional services, healthcare, travel and manufacturing. From small and local, to large and global, every organisation forms part of the impact we’re creating!



Let's get started...

If you want to develop, support and retain your diverse talent and foster a more inclusive culture, we'd love to talk to you.

Reach out to contactus@moving-ahead.org to set up a conversation about your DE&I goals.



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