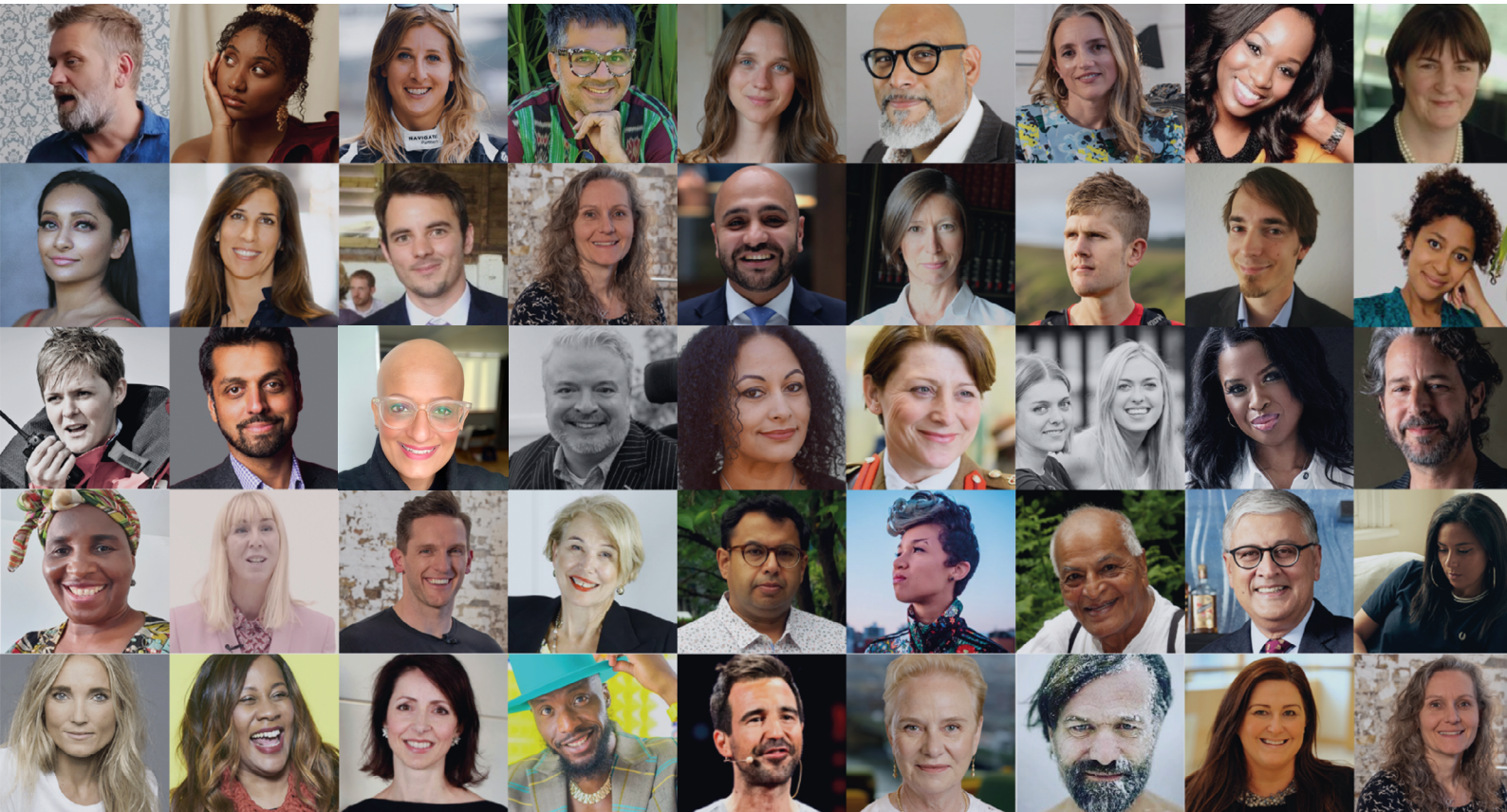




MOVING AHEAD

# AMP CROSS-COMPANY MENTORING PROGRAMME 2023-24

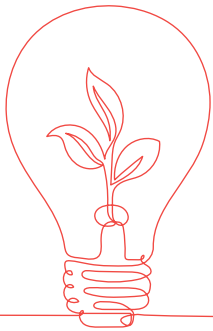


ADVANCING WORKPLACE DIVERSITY IN THE ACTUARIAL PROFESSION



# CONTENTS

<b>AMP cross-company mentoring programme 2023</b>	<b>1</b>
- Why cross-company mentoring?	2
<b>How the programme works</b>	<b>3</b>
- Who are the mentors and mentees?	3
- What is involved?	4
- Our events	5
- The programme journey	6
<b>The impact of mentoring</b>	<b>7</b>
- Programme data and insights	7
<b>Fees</b>	<b>8</b>
<b>How to sign up</b>	<b>8</b>
<b>More from Moving Ahead</b>	<b>9</b>



“ This programme has provided me with a strong foundation to network with other actuarial and finance professionals in a way that I wouldn't have had access to in the past. ”

AN AMP MENTEE (2019-2020)

# INTRODUCING THE ACTUARIAL MENTORING PROGRAMME

The Actuarial Mentoring Programme (known as AMP) is a global cross-company mentoring initiative designed to improve diversity within the actuarial profession.

This pioneering Moving Ahead programme was launched in 2017, with the support of the Institute and Faculty of Actuaries (IFoA) and sponsorship from the Pension Insurance Corporation plc<sup>®</sup>. Its initial focus was to develop and retain female talent within the actuarial profession, through ongoing career advice and development.

As the positive and tangible impact of the programme became apparent, the scope quickly grew. AMP now supports all genders and diversity across all protected

characteristics, recognising intersectionalities and broader diversity strands, such as socio-economic background and thinking styles. Over the past six years, AMP has become an instrumental tool in the development and growth of aspiring actuaries.

Through this impressive initiative, participants commit to advancing diversity, championing each other's stories, and learning by walking in the shoes of others. And initiatives like this are needed now more than ever...



In this sector, men currently hold 77% of board level and 86% of executive committee positions.

*HM Treasury's Women in Finance Charter*



The proportion of women employees falls by 60% between entry and senior-level, because women are not resuming their careers in insurance after starting a family.

*The Association of British Insurers, 'Tackling the gender seniority gap'*

“ We at Pension Insurance Corporation plc are delighted to be supporting AMP, with over 800 mentees and mentors having already taken part. AMP is establishing itself within the actuarial profession as an essential initiative for helping organisations within the sector champion diverse talent and inclusion. We invite you to join this fast-growing network supporting the industry's best and brightest. ”



TRACY BLACKWELL, CEO, PENSION INSURANCE CORPORATION

At Moving Ahead we are passionate about the power of mentoring and the positive impact it can have. Structured developmental mentoring programmes for underrepresented groups have been shown to improve manager level representation in organisations by up to 24% over five years<sup>1</sup>.

AMP is a ready-to-go, proven, practical and powerful way to advance diversity, equity and inclusion in the actuarial sector with incredible results on a global scale.



#### At a glance:

- ▶ Nine-month structured cross-company mentoring programme
- ▶ Expertly matched pairs, where mentors and mentees both benefit and learn
- ▶ Each organisation selects equal numbers of mentors and mentees
- ▶ A series of live and digital 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-COMPANY MENTORING?

What makes this 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.



“ We are now in the sixth year of the AMP, and we're taking the opportunity to reflect on – and celebrate! – the successes of the first five years of the programme. It is very rewarding to see how mentees have increased their confidence, broadened their networks, and progressed their careers through participating in the AMP. It is equally satisfying to note that mentors credit their mentees with giving them new perspectives and raising their awareness of barriers for others in the workplace. The scope of the AMP has extended over the duration of the programme, and in year six it continues to welcome individuals who identify as belonging to underrepresented groups, and to strengthen its alignment with the IFoA's Diversity, Equity and Inclusion strategy. Let's make year six the best yet, and provide opportunities for members from all backgrounds to identify and fulfil their potential! ”

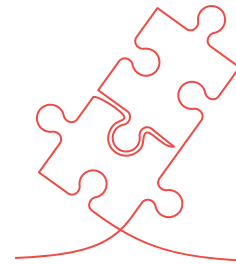
**HELENA INGRAM,**  
IFoA'S DIVERSITY ACTION GROUP

<sup>1</sup> Harvard Business Review, 2016



## HOW THE PROGRAMME WORKS

Participating organisations gain access to an energetic community who learn from each other and unite in their mission to promote workplace diversity, equity and inclusion. A Programme Partner is identified at each organisation and becomes the key point of contact, helping to strategically select mentors and mentees, support participants through their journey, showcase the programme's impact internally and to provide feedback to Moving Ahead.



## WHO ARE THE MENTORS AND MENTEES?

### Mentees:

- ▶ Female members at any level.
- ▶ All members at a career transitioning point (e.g. returning from a career break or considering a change in working pattern).
- ▶ All members at any level who consider themselves to be from an under-represented group or facing systemic barriers to progression\*; or who manage one or more individuals who identify as being from an under-represented group or facing systemic barriers to progression\*.

### Mentors:

- ▶ Senior leaders, either actuaries or professionals with a good knowledge of the actuarial profession.

“ My mentee was unsure if she should apply for a role. So, we talked through the pros and cons, and she ended up getting the job. ”

AN AMP MENTOR (2021-2022)



*\*In addition to protected characteristics such as age, gender, ethnicity, religion, disability, sexual orientation, and trans identity, this includes, but is not limited to, neurodiversity, personality types, socio-economic background, geographies and life experience.*

## WHAT IS INVOLVED?

### Creating cross-company matches

At Moving Ahead we believe in the power of human connection to make the world a better and more inclusive place for everyone. Creating meaningful mentoring relationships is at the heart of our approach.

Once signed up, organisations submit an equal number of mentors and mentees to the Moving Ahead team. We will then match your cohort based on our tried and tested criteria, which uses a hybrid method combining the power of technology and the human touch:

- ▶ Auto matching using our matching platform, which is where we collect, store and match using a bespoke algorithm designed uniquely for Moving Ahead
- ▶ Manual matching by the team, who are experts in identifying successful partnerships when specific requirements mean the auto match algorithm won't suffice

“I've been in three mentoring relationships under AMP. Each one has been at a key stage in my mentees' careers, I've been lucky to explore and share some of these challenges with them. It has been an immensely positive experience and a real privilege.”

AN AMP MENTOR (2020-2021)



Our matching criteria means that your cohort will be paired with someone who is:

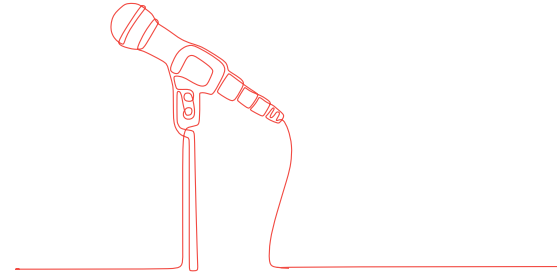
- ▶ From a different organisation
- ▶ Not an organisational conflict
- ▶ A minimum of five years more experience with an assigned mentor
- ▶ The requested gender, if this has been specified
- ▶ Within a time difference of no more than five hours

Mentors and mentees commit to meeting (virtually or in person) at least five times throughout the programme, with training specific to their roles as mentor or mentee provided. Participants access a vibrant curriculum of learning opportunities equating to over 26 hours of CPD. All content is stored on a virtual learning hub, for participants to access with ease whenever they wish.

## OUR EVENTS

The nine-month Actuarial Mentoring Programme is punctuated by a series of high energy events - including an official launch and celebratory close - to inspire, connect and develop mentors and mentees. All events are expertly hosted and produced by our film team for an exceptional digital experience when being in person is not possible.

The events truly set our mentoring programmes apart, seeing us bring together world leading experts, facilitators, sportspeople and passionate educators within the inclusion and diversity space from Moving Ahead's renowned Speaker Academy.



### Speakers on the Actuarial Mentoring Programme have included:



**Patsy Rodenburg OBE**  
Master voice  
teacher and coach



**Kirk Vallis**  
Google's Global Head of Creative  
Capability Development



**Dr Kate Goodger**  
Olympic performance  
psychologist



**Sarah Winkless MBE**  
Olympian, leadership  
expert and coach



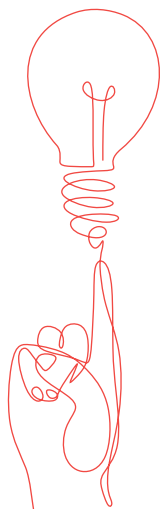
**Beth Stallwood**  
Organisational culture  
consultant, facilitator and coach



**Patrick McMaster**  
Executive coach and parental  
transition expert

- ▶ Opportunities to network are presented as part of the live and online events.
- ▶ As valued partners, participating organisations also receive exclusive invites and access to other special events from Moving Ahead and our partners.

## THE PROGRAMME JOURNEY



### Launch

**29th November 2023**

Kicking off our programme with a bang, a glittering launch ceremony focused on discovering the power of mentoring, with a chance to hear from one of our inspirational speakers

### Masterclass 1

**16th January 2024**

*Further information to follow*

### Midway event

**22nd February 2024**

A fully facilitated opportunity for peer-to-peer learning and support, with separate events for mentees and mentors

### Masterclass 2

**30th April 2024**

*Further information to follow*

### Close

**18th June 2024**

We conclude our programmes with a celebration of achievement, advice on next steps and a focus on how to move towards active allyship, alongside another incredible guest speaker and panel discussion of industry leads.

### What is a programme masterclass?

All of our events are designed to equip participants with the tools they need to embrace effective and impactful mentoring relationships and explore a range of personal development topics, all tailored to the objective of the programme.

Masterclasses provide a deep dive into a specific area or challenge, with rich and insightful content from subject matter experts. The types of topics covered include:

- ▶ Mastering the art of negotiation at work
- ▶ How to become more self-assured and know your worth at work
- ▶ Building your network to help you reach new heights
- ▶ Building your brand – why it matters, and how to do it well
- ▶ How to drive your career... and get the one you want
- ▶ Harnessing the power of influence at work



## THE IMPACT OF MENTORING

The programme has continued to maintain a strong recommendation rate – on average, **85%** of mentors and **84%** of mentees would **recommend the programme** to a colleague.

And the impact AMP is creating is truly tangible! At the end of the 2021-2022 programme **65% of mentees had been promoted, expanded their responsibilities or moved role.**

Since 2017, AMP has supported:

800+  
participants, from  
25+  
organisations

On average, across previous cohorts:



**80%** of mentees agree their **mentor increased their confidence** and made them feel empowered.



**53%** of mentees feel **equipped to network and self-promote** to enable progression in their organisation – almost double the amount of mentees who felt equipped pre-programme.



**A quarter** of mentors had **ideas that helped their organisation** that they wouldn't have had if they hadn't been on the programme.



**46%** of mentors agree their mentee has **helped them to see the workplace differently.**

## PROGRAMME DATA AND INSIGHTS

We gather insights on how the programmes impacts our mentors' and mentees' hearts, minds, and careers through three surveys carried out at the beginning, midway and close of the programmes. Our in-depth insight surveys illustrate the impact of mentoring across your cohort, so you can learn more about your people at an individual level and drive meaningful change. Throughout the programme you will receive.

▶ Breakdown of survey feedback for your cohort (anonymised)

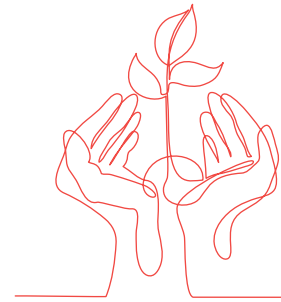
- ▶ One impact dashboard at the midpoint of the programme and one comprehensive insight and impact report at the close point of the programme. These can be shared with stakeholders, DE&I leads and experts and other interested parties in your organisation.
- ▶ Ongoing dialogue about recommendations and ideas, sourced from previous AMP data and insights from the vast range of other Moving Ahead programmes, using reflections on best practise and consolidated client partner and participant feedback. This will be shared with you through regular checkpoint calls and two programme partner conferences.

## FEES

### Number of pairs

Up to 5 (10 participants)	£4,000
Up to 10 (20 participants)	£7,000
Up to 15 (30 participants)	£10,000
Up to 20 (40 participants)	£12,000

Note: All costs exclude VAT



“My mentor has been instrumental in my professional development. I think it is valuable to have these conversations with someone outside of my organisation.”

AN AMP MENTEE (2022-2023)

## HOW TO SIGN UP

Signing your organisation up to take part in the Actuarial Mentoring programme couldn't be simpler. You can register for the programmes [here](#).

Once you are signed up, we'll guide you through the entire process and make sure you are fully equipped to get the most out of your participation.

### The indicative timeline is as follows:

- ▶ Now until October - Sign up to the programme
  - Once signed up, you'll select your participants (equal numbers of mentors and mentees, with quantity dependent on your fee package)
  - During this period, Moving Ahead will hold a briefing session for Programme Partners
- ▶ By 3rd November – Participants complete their profiles on the Moving Ahead platform
- ▶ On 17th November - Moving Ahead expertly matches mentor and mentee pairs
- ▶ By 22nd November - Programme Partners review and approve their organisation's matches
- ▶ 24th November - Participants receive their matches, just prior to launch
- ▶ 29th November - Programme launches

Join the hundreds of organisations who have already benefited from being part of the programmes and sign up today!

SIGN UP HERE ▶



### MORE FROM MOVING AHEAD

At Moving Ahead we are always developing exciting new approaches to improving workplace diversity, equity and inclusion. To learn more about our experience and what we have to offer, please take a look [here](#)

If you'd like to explore our offerings further, or discuss a specific challenge you'd like help to overcome, please just get in touch: [contactus@moving-ahead.org](mailto:contactus@moving-ahead.org)

