

Broadening Horizons

CROSS-SECTOR MENTORING FOR PEOPLE IN RESEARCH

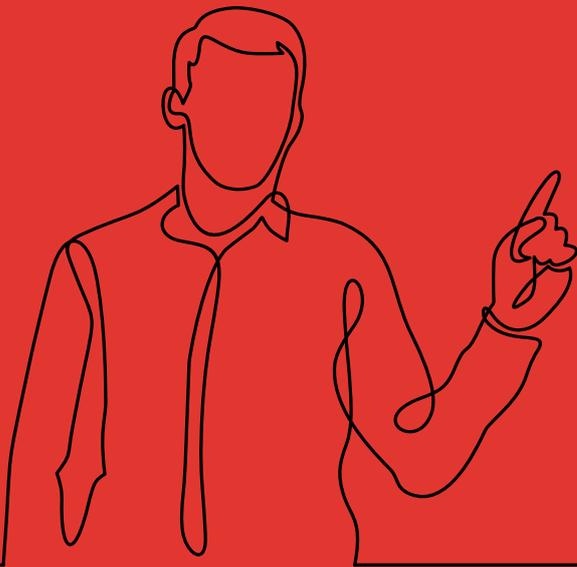
Information pack 2020/21



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Welcome

to Broadening Horizons, a cross-sector mentoring programme

Broadening Horizons is a cross-sector mentoring programme designed to support, develop and empower early-career researchers who are interested in translational research for impact on health. The programme will launch for its inaugural year on 19th November 2020 with seed funding from the Wellcome Trust.



The aim of Broadening Horizons is to support early career researchers with their professional development. In its first year the programme will help to raise awareness of translational career paths, by connecting mentees with mentors from industry. The programme will also create networking opportunities via an online platform and both live and digital events.

In the long term, this programme hopes to evolve to include a broader spectrum of industries that utilise the transferable skills that early career researchers offer. A mentoring programme like Broadening Horizons will serve to inspire the next generation of early career researchers to explore their future career paths, whether remaining in academia or transferring to industry, creating a community of individuals committed to their personal growth and that of others.



“ Wellcome is delighted to be developing this new cross-sector mentoring programme in partnership with Moving Ahead. Now, more than ever, we need to be supporting researchers with the development of their careers, and this programme has the digital infrastructure and opportunity to connect scientists from academia and industry across the UK. We invite you to join this fast-growing network to support and inspire our next generation of researchers. ”

Katherine Anastasi-Frankovics
Director of Innovations, Wellcome Trust

Key information about Broadening Horizons

Matches mentees from academic institutions to mentors from industry organisations (such as biotech, pharma and medtech companies)

Pairs meet at least four times throughout the programme

Organisations taking part can be from anywhere in the UK



Twelve-month cross-sector mentoring programme

Mentors and mentees participate in three milestone events (the launch event will be hosted online, and when feasible, events will be both digital and live in London), which provide core mentoring learning, inspirational keynote speakers and a platform for building networks

Delivered by mentoring and development experts Moving Ahead

FACT

Organisations of all sizes can take part in the programme. You do not need a large number of individuals to participate

To learn more about the benefits of the programme for smaller organisations, please [contact us](#)

Mentor and mentee criteria



Mentees

Early career researchers (which includes post-doctoral researchers and those who have received funding to establish their own research group for the first time)

At the current time, this programme is not intended for PhD students

We are looking for individuals who are:

- ▶ Interested in translational research in the health sector – whether they want to engage in the translation of their own research, or transition to a career in industry
- ▶ Keen to develop and prepared to take responsibility for progressing their own career
- ▶ Ready to be mentored, with a willingness to seek feedback and receive advice
- ▶ Resilient and consistently committed to getting things done
- ▶ Willing to take ownership of the mentoring relationship and adopt a proactive approach to working with their mentor

Please note that the programme will be delivered in English



Mentors

Scientists in companies developing health-related innovations (e.g. therapeutics, vaccines, medical devices, diagnostics), who will provide mentoring focussed on personal and professional development

For the inaugural year, we would like to engage mentors who have experienced academic life and have a PhD, but they do not need to have post-doctoral experience

We are looking for individuals who:

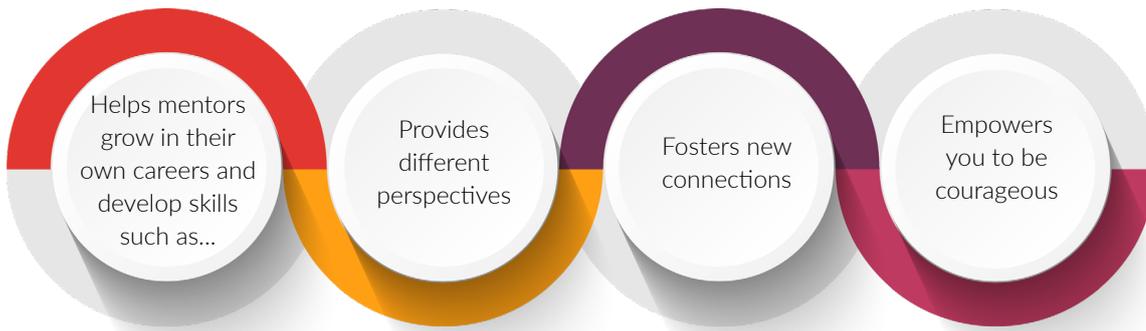
- ▶ Can act as a positive role model
- ▶ Understand different pathways from academia to industry, and are happy to share broad perspectives and knowledge
- ▶ Are committed, reliable and able to keep discussions confidential
- ▶ Have great listening skills and are easy to talk to
- ▶ Want to make a positive difference and help someone work through a challenge

Mentor and mentee commitment

- ▶ Attend four mentoring meetings over the twelve-month programme (either in person or virtually)
- ▶ Complete a short online questionnaire and profile by 30th September. This will be used in matching suitable mentoring partnerships.
- ▶ Share feedback and experiences at three points throughout the programme

Live events will be hosted in London

Benefits of mentoring



Top three benefits for mentees



Development of skills, knowledge and confidence through a structured mentoring relationship



Supports mentees to take control of their careers and gives them inspiration



Exposes mentees to a community of like-minded individuals, expanding their network while also developing networking skills

Top three benefits for mentors



Helps mentors grow in their own careers and develop skills such as communication, empathy and leadership



Gives mentors a vital insight into other organisations and expands their network



The mentoring relationship and community creates new connections, creativity and inspiration within the sector

Top three benefits for partner organisations



Supports staff with their personal and professional development



Opportunity to inspire the next generation of product-development scientists



Brings new insights, connections and opportunities back into the workplace

How will we measure success?

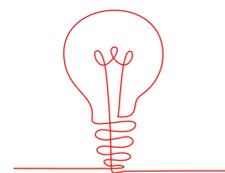
Using a framework to measure both short and longer-term outcomes, we consider the engagement of participants, their personal impact stories and perceived value from the programme (such as increased confidence, new network connections) as well as understanding if the programme has:



Encouraged early-career researchers to seek opportunities to translate their research

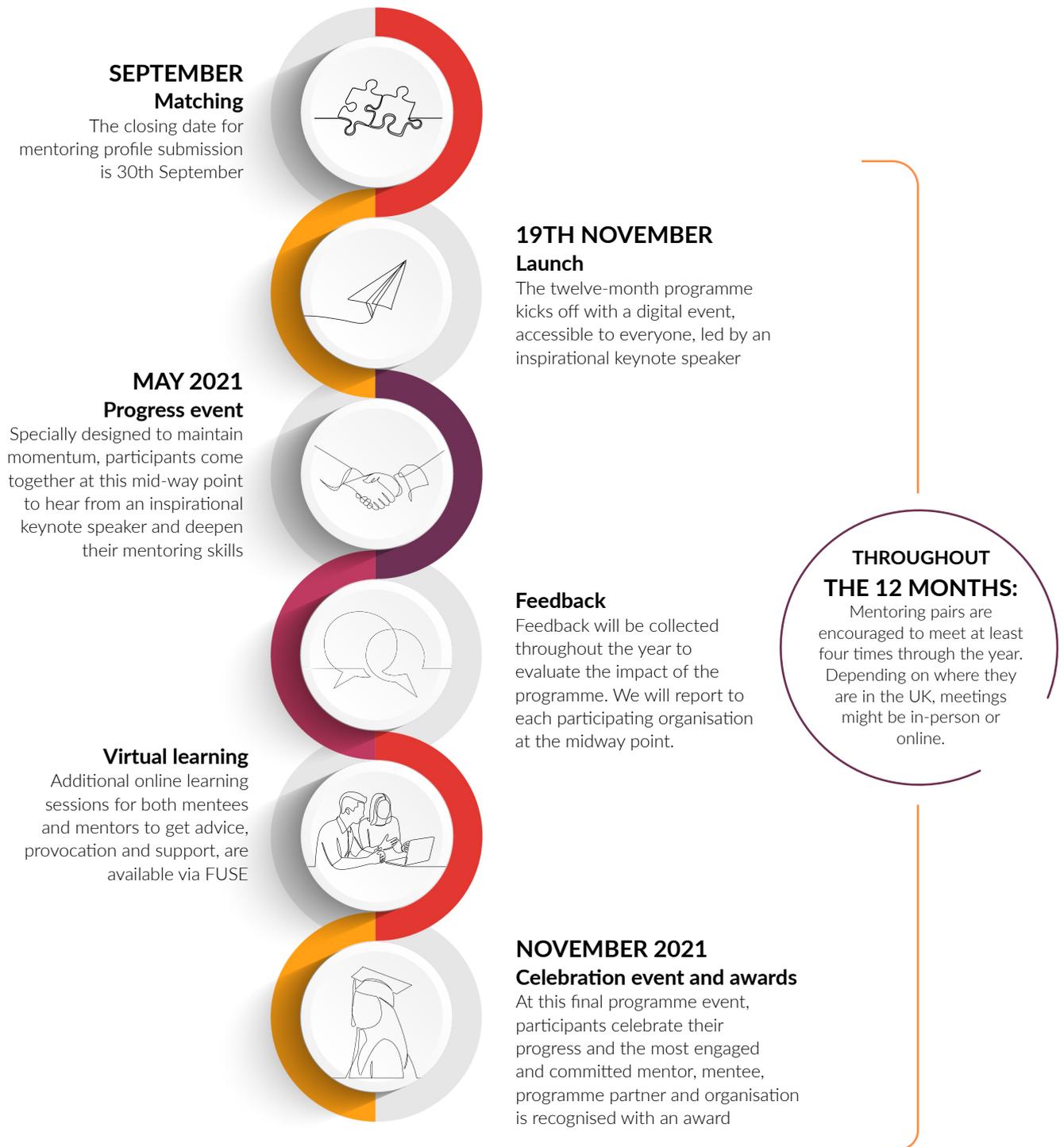


Motivated participants to collaborate in other people's translational projects



Inspired participants to think about translational-related careers inside or outside of academia

The programme journey

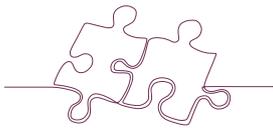


We also offer optional Amplifier sessions to support you to 'amplify' the impact of the programme within your organisation. Delivered at strategic points during the programme journey, these events deliver advanced mentoring and career development education, support participants in overcoming challenges, and create momentum. Please get in touch for further details and fee information.



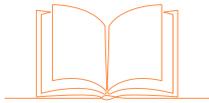
Three factors

that make a world-class programme



Our matching

Our bespoke matching algorithm and 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.



Our mentoring education

We equip every mentor and mentee with the tools and information to become an outstanding mentoring partner. Resources include a pre-programme guide and digital mentoring toolkit, which contains more than 12 short films on topics including, 'How to have great mentoring conversations', and insights from our experts, mentors and mentees. Every programme event includes a mentoring skills session.



Our digital platform

Our digital platform is built on our belief in the power of mentoring to form connections and deliver learnings. Dynamic, intuitive, GDPR compliant and accessed through web and a smartphone app, it enhances the experience of mentors, mentees and programme partners in several ways.

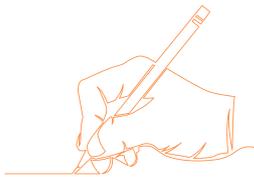
Setting up for success



Identify a dedicated programme partner and sponsor

The programme partner is an important role, acting as an internal contact for the programme and working closely with a Moving Ahead Client Partner to manage it internally. We provide guidance on how to select a programme partner, information about their role, and ongoing support, as well as a detailed programme partner guide.

An internal sponsor from your senior leadership team could also be recruited to support and oversee the programme. We see improved engagement and participation where there is a visible, senior, stakeholder championing the programme and where appropriate participating as a mentor.



Strategically select mentors and mentees

Organisations approach mentor and mentee selection in different ways. We support you in finding the best approach for your organisation across invitation, application and nomination stages. We provide a suite of draft template communications to support you in introducing this programme to your organisation and potential participants.



Share clear communications from the outset

It's vital that goals, timelines and expectations are clearly communicated to all participants, ideally before the launch event. We support you in doing this, and our programme partner briefing call is specifically to talk you through the key communications and milestones ahead of the programme launch.

“The dedication of organisational programme partners is critical to the engagement of participants, and ultimately the success of the programme”

Rebecca Davies
Head of Programmes, Moving Ahead



How to take part



Universities across the UK

Put forward up to ten mentees



Industry organisations and SMEs across the UK

Put forward up to ten mentors

To discuss your organisation's participation, simply schedule a call via ella.carmichael@moving-ahead.org



Frequently asked questions



1. We already have an internal mentoring programme - do we need to take part in Broadening Horizons too?

Yes absolutely! This programme can sit alongside and enhance your current programme. We have found that many organisations use our cross-company programmes to help develop their internal mentoring culture in addition to using this as an international best practice mentoring model.



3. What if my organisation doesn't have 10 participants?

You can nominate any number of individuals to take part, however for simplicity we are asking that you put forward five or ten individuals if this is possible. Some organisations taking part may choose for this programme to complement existing mentoring (internal or external) and run smaller cohorts of mentors or mentees in the first year, going on to invite more individuals as the results are felt and internal confidence in managing the participation in Broadening Horizons grows. Organisations can also put forward more people, simply let us know if you would like to do this.



5. What happens at the end of the programme?

The programme is twelve months long, but we want to create a legacy and alumni for all participants and organisations. Many pairs may choose to continue their mentoring relationships informally after the programme ends. They are invited to become part of our alumni network via our digital platform, FUSE.



2. How much does it cost to join the programme?

There is no charge for participating organisations to join Broadening Horizons in its inaugural year. In future years, we plan to achieve self-sustainability through participating organisations each contributing to the running of the programme, with Wellcome continuing to subsidise a portion of the cost in the second year. The future cost model will be explored with the first year's participating organisations.



4. Are there other ways organisations can support the programme?

Yes! The programme is structured around several events, many of which need a location. This a great way to showcase your office or campus and its leaders, one of whom will be invited to introduce the event.

We are also excited to be introducing FUSE, a digital platform to facilitate the sharing of news, articles and broader sector specific content. Please do collaborate and share online with our community.



5. Where will live events be hosted?

Live events, when it is safe to do so, will be hosted in central London for the first year. As the programme grows, we hope to extend the footprint of events to reflect participation. All events will be accessible online, with opportunities to learn and connect in a virtual environment.

If you have questions around building a business case for the programme, selecting participants, the role of Moving Ahead or other programme practicalities, please contact ella.carmichael@moving-ahead.org or call the Moving Ahead office on 01491 579726

Appendix

AND FURTHER READING



About Women Ahead and Moving Ahead

Moving Ahead is a social impact organisation specialising in advancing workplace development, diversity and inclusion in three ways:



MOVING AHEAD



WOMEN AHEAD



Mentoring



Learning and development programmes



Consultancy

Everything we do is underpinned by robust research and powerful storytelling. We work cross-company, cross-sector and also cross-diversity strand, from gender and ethnicity to thinking and learning styles, and socio-economic background. Women Ahead is our gender specific arm and where we deliver the 30% Club's cross-company mentoring programme.

Since 2014, we have sought to find practical ways and tangible actions that lead to greater diversity and inclusion across all organisations. We have worked with more than 30,000 individuals across a variety of mentoring and development programmes, at organisations including Deloitte, PwC, BT, Google, The London Stock Exchange Group, The Armed Forces and Santander. We bring this cross-sector experience, knowledge and collaborative spirit to all of our programmes and clients.

We draw on our extensive experience, research and practice combined with our growth mindset to learn, get curious, and continually improve our approach so that we can co-create a tailored, and ever-evolving, solutions to organisation's D&I needs. Our mission at Moving Ahead is to create an inclusive society where individuals and organisations can be at their best.

We are part of the Ricoh family

Having formed a strong partnership with Ricoh UK during our start up years, we became part of the Ricoh family in 2018 to help accelerate our growth. With Ricoh operating in nearly 180 countries, the partnership offers us access to core functional support in HR, finance, legal and technology. This improves our impact as we expand our mission and work. While we continue to operate independently, we now benefit from Ricoh's expert support in these critical areas that can often hold back specialist niche organisations.

RICOH
imagine. change.

What makes us unique?



Diverse and extensive experience

- ▶ Having worked with more than 300 organisations, across more than 30 sectors and 30,000 individuals – we bring this learning, insight and cross-sector knowledge of diversity and inclusion practice to our work



Research based and continuous innovation

- ▶ In addition to practical delivery, we carry out continuous research and development into the issues we are aiming to address. In 2016 we spent an upfront 600 hours researching Inclusive Leadership development.
- ▶ We continually adapt and innovate our programmes based on our research and ongoing work with clients, programme and campaigns



Broad network and partnerships

- ▶ We connect and collaborate closely with researchers, leaders, organisations and institutions to ensure we are continually learning, representing best practice and diverse viewpoints



Diverse faculty and Speaker Academy

- ▶ We have a world-class faculty of facilitators and speakers to bring to life the learning, connect groups, and amplify skills and perspectives through their SME knowledge. Storytelling is core to our work and approach.



World class digital learning

- ▶ We embrace technology through our digital online community platform (FUSE) for learner cohorts, organisations and communities. This is a mechanism for individuals to collaborate, learn and share stories and insights.





Experiential and multi-style learning

- ▶ We ensure that all learning is experiential bringing together real life and personal perspectives with organisational context
- ▶ We support different learning styles, often combining programmes with filmed content to provide a truly engaging, dynamic and visual experience (whether videos of your leaders or our pre-recorded virtual keynotes)



Highly adaptive and tailored

- ▶ Our approaches and programmes adapt to each culture, team and environment. We invest considerable time getting curious with our clients and partners to understand how to deliver the best possible outcome. Through a rigorous design phase, we challenge your thinking and co-create a unique and tailored solution.



Realistic and achievable

- ▶ Research and practice tell us that it is not about removing all bias. Our approach is realistic and focuses on how to remove it from systems (i.e. recruitment) and how individuals can become aware, prime and mitigate against bias and build effective skills to become consciously within their teams and culture.



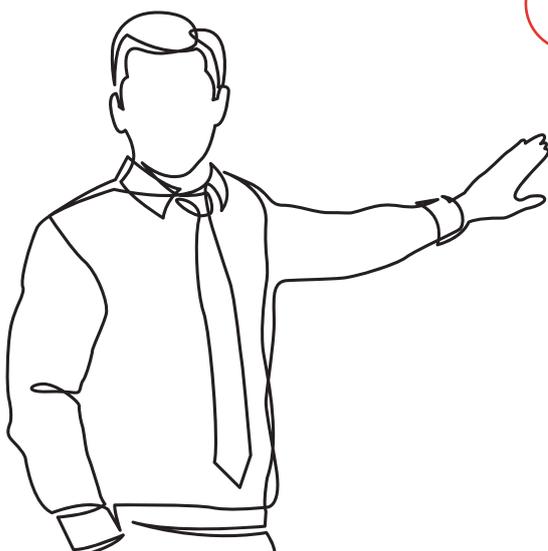
Focused on tangible change

- ▶ We are committed to creating tangible change and are purpose-led, so as not to merely add to the D&I debate but to make clear headway and inspire lasting change



Dedicated, curious and collaborative team

- ▶ Our team adopt a highly collaborative spirit with a personable and dedicated culture and diverse skills and insights. We are approachable, curious and committed to co-creating and driving lasting impact and change for our clients.



Moving Ahead deliver our learning and programmes through our expert learning and Speaker Academy. Whether standalone keynotes or facilitation of mentoring or learning programmes – our world-class faculty ensure that we can attract, engage and develop participants.

For example, regular speakers on our mentoring programmes are Google's Head of Creativity and Capability, Kirk Vallis, who brings a unique perspective to mentoring in addition to Dr Kate Goodger, Olympic performance psychologist in how we can adopt a performance mindset in our mentoring conversations.



Kirk Vallis

Google's Head of Creative Capability Development and Moving Ahead diversity ambassador

[WATCH KIRK'S SHOWREEL ▶](#)



Dr Kate Goodger

Olympic performance Psychologist; Moving Ahead speaker

[WATCH DR KATE'S SHOWREEL ▶](#)



Dr Cath Bishop

Olympian, former diplomat, leadership development specialist; Moving Ahead facilitator and speaker

[WATCH DR CATH'S SHOWREEL ▶](#)



Melissa Doman M.A.

Organisational Psychologist, Moving Ahead Speaker

[WATCH MELISSA'S SHOWREEL ▶](#)



Sarah Winckless MBE

Olympian; leadership development specialist; Moving Ahead facilitator and speaker

[WATCH SARAH'S SHOWREEL ▶](#)



Beth Stallwood

Development expert; Moving Ahead facilitator and speaker

[WATCH BETH'S SHOWREEL ▶](#)

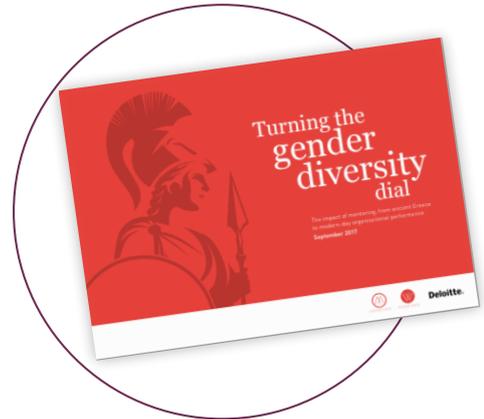
Mentoring as a core catalyst for connection, development and inclusion

Our research proves that, when done well, mentoring can profoundly impact individuals and organisations. It fosters meaningful connections, empowers individuals, develops confidence and core transferable skills, and generates creativity and innovation. That's why mentoring is the foundation of this programme.

We are a team of mentoring, development and diversity specialists who bring this passion, dedication, experience and insight into everything that we do.

Moving Ahead are world-leaders in structured mentoring and bring our, continually improving, tried and tested, methodology to all of our cross-company and internal client programmes. We underpin all our work through robust theory-meets practice research. For example, through our research in partnership with Deloitte we looked into the impact of mentoring on gender diversity

[READ THE REPORT](#) ▶



BROADENING HORIZONS MENTORING PROGRAMME

Information pack 2020/21

For further information,

contact ella.carmichael@moving-ahead.org

or call the Moving Ahead office

on 01491 57972

