



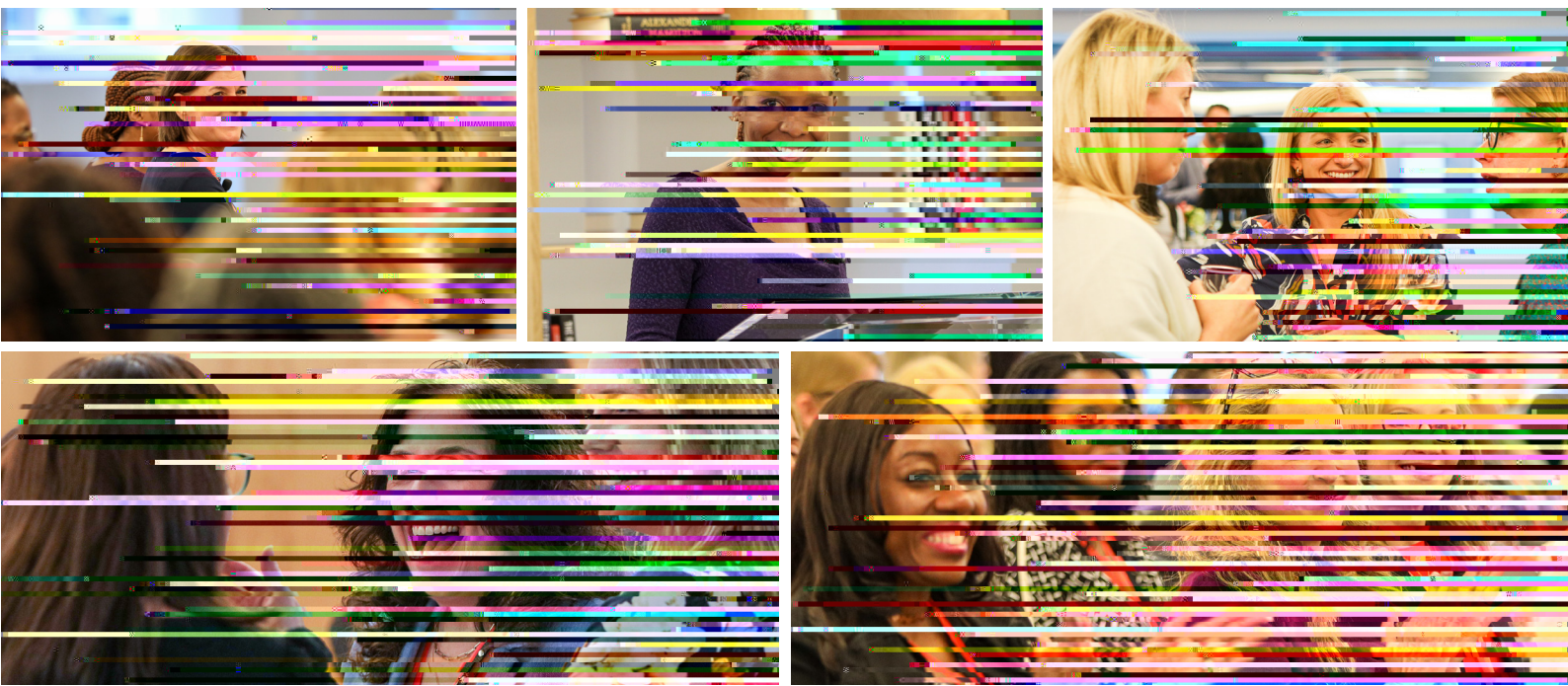
PROUDLY CELEBRATING

1 years

MISSION INCLUDE AMERICAS

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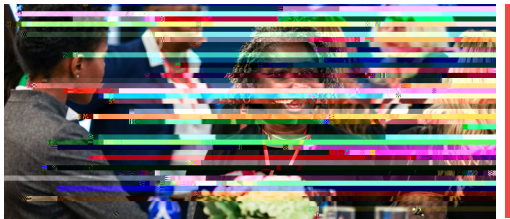
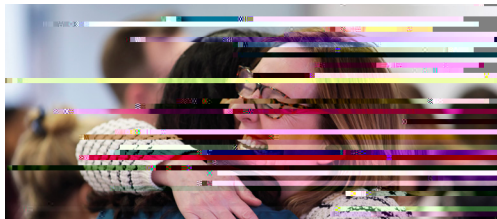
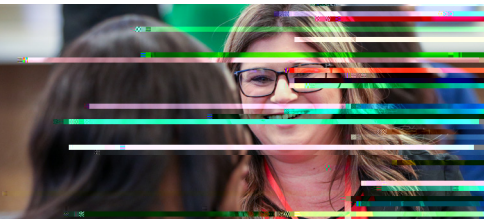
2025 COHORT



ADVANCING WORKPLACE TALENT, INCLUSION AND BELONGING

A cross-company mentoring program
in support of the 30% Club strategy.







PROGRAM TIMELINE: FROM SELECTION TO CELEBRATION

PRE - LAUNCH

January to March 2025

- 4 **Register:** Organizations confirm participation in the program by registering [here](#).
- 4 **At end program briefing:** Program partners attend a call with a Moving Ahead client partner who will offer guidance for mentor and mentee selection and next steps.
- 4 **Select mentors and mentees:** Program partners conduct an application process to recruit potential participants.
- 4 **Confirm mentors and mentees:** Program partners submit details of confirmed mentors and mentees to Moving Ahead.
- 4 **Make payment:** Organizations submit payment to Moving Ahead.
- 4 **Prepare and onboard:** Mentors and mentees receive and complete their personal profile and gain access to their learning hub, program materials and mentoring guidance, setting the stage for a productive journey.

April 2025

- 4 **Match mentors and mentees:** Moving Ahead expertly matches mentors and mentees, ensuring successful and meaningful partnerships. Matches are cross-company, free of organizational conflicts and consider preferences for gender and meeting format (in-person or virtual).
- 4 **Review matches:** Program partners review and approve their organization's matches. They also provide feedback and additional insights as needed.

November 2025

RESULTS OF THE PROGRAM

EVOLVE CAREERS AND REPRESENTATION...

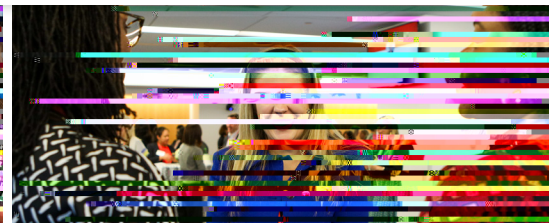
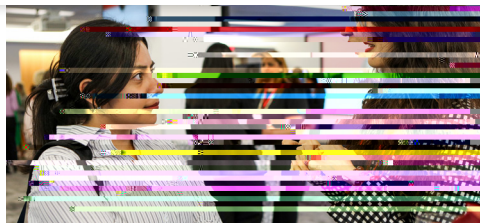
51%

of mentees have been promoted, expanded their roles, changed their industry, since the program began.

...BY TACKLING PERSONAL BARRIERS TO PROGRESSION

74% of mentees have improved in their skills and decisions.

74%



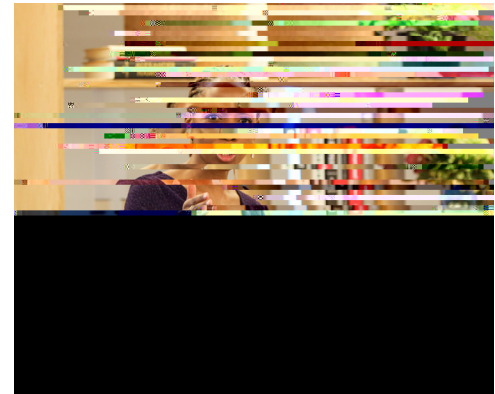
“Having a professional outside of my current organization to mentor me was more valuable than I had expected. I was empowered to speak more freely and candidly about my challenges and be vulnerable to my weaknesses.”

Mentee 2024

“Being paired with a mentor from a different industry and background provided me with the lens of someone who hadn't been on my journey. I wanted to break the glass ceiling and the program helped me get my first leadership role.”

Mentee 2024

“I had two mentees, one in my industry and one outside. With the mentee in my industry, we shared common pain points/challenges/opportunities. There was a lot of shared understanding of our vir



REGISTER NOW

Please contact us at us-30pcmentoring@moving-ahead.org
to arrange a call or [register](#) for the program.

MORE FROM MOVING AHEAD

Our focus at Moving Ahead is to develop exciting new approaches

