Leaders Plus Mentoring Overview

LeadersPlus

What is Leaders Plus?

Leaders Plus is a Social Enterprise dedicated to supporting working parents to progress their careers, therefore making a significant impact on the Gender Pay Gap. We aim to support individuals to progress in their careers and build a positive movement for change so that new parents can thrive in leadership roles.

The Leaders Plus Fellowship is a multi-award-winning 9-month intervention designed to help talented individuals stay in the leadership pipeline and continue to develop their careers while enjoying their young families. Our last cohort saw 63% of Fellows being promoted or given significant additional responsibilities and 100% saying the Fellowship had a positive impact. You can read more about the impact we make, including an external impact evaluation here.

The Fellowship offers access to a cross sector peer network, career acceleration workshops rooted in research about career progression, senior leader mentors, workshops with key supporters (e.g. their line manager and their partner if applicable) and support to drive change within their organisation. All our events and sessions are baby-friendly and Fellows can opt to attend our hybrid or online only programme.

> Thank you for your interest in becoming a Mentor to one of our Fellows. It is an incredibly rewarding experience as you will support someone during what is a very challenging time as they combine their career with their family.

Verena Hefti, MBE
CEO & Founder, Leaders Plus

Who are the fellows?

Ambitious working parents who are passionate about their career and love their children. They come from all sectors and are usually middle and senior leaders. All genders are welcome and Leaders Plus is an International programme with Fellows from across the globe. You can be matched with anyone within the cohort but will be given the opportunity to speak with us about what a good match for you would look like.

Why do we talk about 'Mentor/Sponsor' rather than just 'Mentor'

Research (e.g. Hewlett 2017) suggests that sponsorship is critical for career progression of groups that are underrepresented at senior leadership level. Sponsorship means that you are willing to open doors for the individual if the situation arises, willing to share insider knowledge where there is an opportunity and willing to invest in the individual with your social and cultural capital. Sponsorship cannot be engineered; it emerges when trust and respect are present. We ask that Mentors are open to encouraging a sponsorship if the trust develops and if the opportunity arises.

> It is a privilege to support Leaders Plus as a mentor, I have learnt so much through my involvement with the programme and especially value the relationships I have made as a result too. Mentoring is mutually benficial on so many levels.

Tracey George
COO, TPP Recruitment & Leaders Plus Mentor

Who are we looking for?

We are looking for senior individuals across industries who:

Have combined leadership careers with looking after young children. Past mentors have for example included a Partner at Boston Consulting Group, a CEO of a NHS Trust and a Senior Director in a Social Enterprise.

Are personally passionate about supporting working parents to thrive in their careers, and who are willing to support these individuals to achieve the career path that works with their ambition and their values.

Are willing to sponsor the Fellow and open up their networks if the opportunity arises to do so and the relationship is strong enough.

Time Commitment

The commitment of mentors/sponsors is at least four 1- 2-1 meetings over 9 months, with a view of the relationship potentially evolving beyond that.

You will also be invited to join us at alumni events where you can network with other senior leader mentors and Leaders Plus Alumni. We are working to bring our community of mentors together so they can also help and support one another as well as their mentee.

> Mentoring through Leaders Plus has been brilliant - it has brought me into contact with a diverse and energetic group of Mentors and Mentees, and pushed me to think about my own practice and opportunities.

Chris Willis Pickup
Charities and Social Ventures Partner,
Mischon de Reya & Leaders Plus Mentor

Leaders Plus Principles

- We believe in supporting more **ambitious working parents to fulfil** their potential in their leadership career while looking after their children.
- We are **invested** in each other's development and ability to balance happy family lives with work.
- We support individuals to choose **diverse** journey's congruent with each persons' values, whatever they may be.
- We access high quality professional development which is **informed by evidence**.
- We organise **child inclusive professional development activities** so that we can take our children along if we want to.
- We empower our community to shape the **debate** about parents in leadership.

> Since mentoring for Leaders Plus I have really enjoyed guiding and motivating my Mentee. We have had some great discussions with pragmatic solutions. Not only have they found it beneficial, but my own confidence has grown too.

Harsa Beagley
HR Director, Colart & Leaders Plus Mentor

Next Steps

Selection of mentors happens through a short chat where the mentor has a chance to find out more about the Fellowship and a colleague from Leaders Plus can ensure that the mentor is supportive of the Leaders Plus values and has the relevant experience. **Book a call here.**

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