

Broadening Horizons

CROSS-SECTOR MENTORING FOR PEOPLE IN RESEARCH

Information pack 2021/22



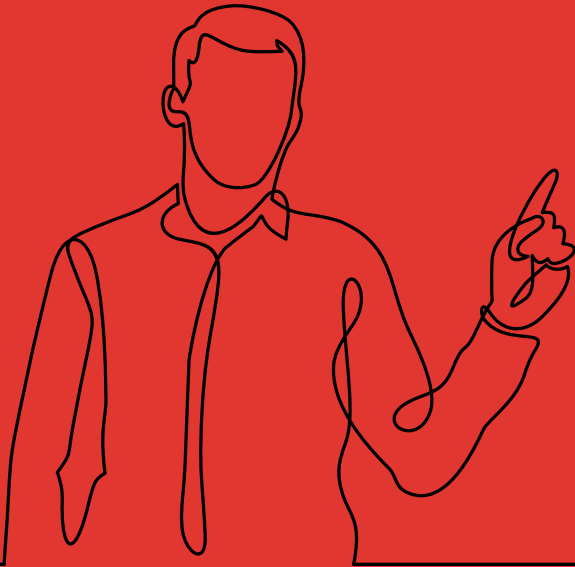
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HORIZONS



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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 launched in 2020 with seed funding from Wellcome.

Our inaugural year proved to be a fantastic success, with 94 mentoring pairs from 18 universities and 19 companies on board, and we are pleased to be welcoming our second cohort in November 2021.



The aim of Broadening Horizons is to support early career researchers with their professional development and raise awareness of translational career paths by connecting mentees with mentors from industry. Alongside mentoring sessions, the programme also offers networking opportunities via an online platform and regular events throughout the year.

Now in its second year, Broadening Horizons has a proven track record of providing new skills and career development opportunities to mentors and mentees on the programme. This initiative serves to inspire the next generation of early career researchers, whether remaining in academia or transferring to industry, creating a community of individuals committed to personal growth.

“ Wellcome is delighted to be supporting Broadening Horizons, working in partnership with Moving Ahead to deliver a cross-sector mentoring programme with a proven track record of success. Through this programme, we will support early career researchers to develop their careers and consider translational career paths dedicated to improving health, connecting scientists from academia and industry across the UK. We invite you to join our network of partners to inspire and nurture the next generation of translational researchers. ”

Katherine Anastasi-Frankovics, Head of
Translation and Portfolio Integration, Wellcome

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 (a launch, midway and close) as well as six listening circles. All events when feasible, will be both digital and live in London.

Our events 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

Mentors

Staff at companies which are developing health-related innovations (e.g. therapeutics, vaccines, medical devices, digital health products). Mentors will provide mentoring focussed on personal and professional development, as opposed to specific technical skills, so can be based in any team/role in the company.

Mentors should have an interest in mentoring early-career researchers from academic institutions and have some experience of academic research, so are required to have a PhD to participate in the programme, but not necessarily 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

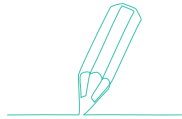
- ▶ Attend four mentoring meetings over the twelve-month programme (either in person or virtually)
- ▶ Complete a short online questionnaire and profile by 30th September. This will be used in matching suitable mentoring partnerships.
- ▶ Share feedback and experiences by attending three events at touchpoints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

Live events will be hosted in London. Please note that the programme will be delivered in English.



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

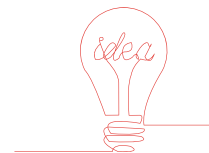
Top three benefits for mentors



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

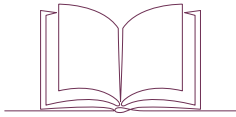
“ My mentor is absolutely excellent at asking me questions that make me really think about what I want to do next in my career and helping me make a plan for the future. He is also very encouraging and has helped my confidence immensely. ”

Mentee- Warwick University

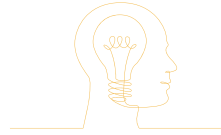
“ I am surprised by how similar me and my mentee are in our thinking. Our conversations are honest and constructive. I am really enjoying this exchange of thoughts and experiences. ”

Mentor- Genomics England

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 of the programme, we will consider the engagement of participants, their personal impact stories and perceived value. This will help us to provide meaningful insights on the programme's impact, benefits to participants, and actionable recommendations on how the programme could be improved in the future.

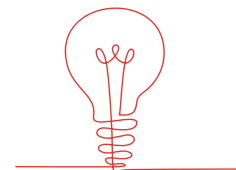
Short term outcomes examine factors such as the skills and knowledge gained, mindset shifts and new perspectives, as well as network building and increased institutional links. We will also be measuring the longer term impacts occurring within 12+ months of programme close, such as advancing career progression, leadership in translation, shared learning and new opportunities, connections and insight for institutions.



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

81% of mentees and 83% of mentors selected 'satisfied' or 'extremely satisfied' when asked to rate their satisfaction with their mentoring match.

90% of mentee respondents and 86% of mentor respondents indicated they were "extremely satisfied" or "satisfied" with their mentoring sessions.

The programme journey

SEPTEMBER

Matching

The closing date for mentoring profile submission is 30th September



25TH NOVEMBER

Launch

The twelve-month programme kicks off with a digital (tbc) event, accessible to everyone, led by an inspirational keynote speaker



12TH MAY 2022

Progress event

Specially designed to maintain momentum, participants come together at this mid-way point to hear from an inspirational keynote speaker and deepen their mentoring skills



Listening circles

Mentees and Mentors will be invited to up to six listening circles across the 12 months. The circles spend 60–90 minutes in facilitated discussion with some of our wonderful speakers, sharing perspectives, stories, challenges and successes relating to certain topics. Listening circles are a fantastic opportunity for networking (live/virtual in 2022) with peers.



Feedback

Feedback will be collected throughout the year to evaluate the impact of the programme. We will report to each participating organisation at the midway point.



Additional learning

Additional online learning materials for both mentees and mentors available on the exclusive Moving Ahead/ Broadening Horizons learning portal. The portal provides opportunities for networking and discussion topics.



10TH NOVEMBER 2022

Celebration event and awards

At this final programme event, participants celebrate their progress and the most engaged and committed mentor, mentee, programme partner and organisation is recognised with an award



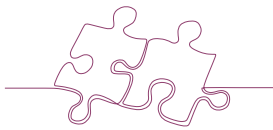
THROUGHOUT THE 12 MONTHS:

Mentoring pairs are encouraged to meet at least four times through the year. Depending on where they are in the UK, meetings might be in-person or online.



Three factors

that make a world-class programme



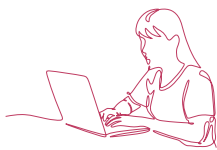
Our matching

Our bespoke matching 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 mentoring toolkit, which contains 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

All mentors, mentees and programme partners have exclusive access to Moving Ahead's Broadening Horizons digital portal. Accessed through the web, it enhances the programme experience by providing a space to conveniently access core materials, as well as engage with rich additional learning resources.

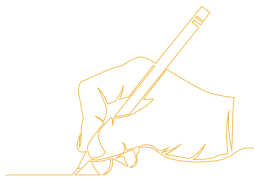
Setting up for success



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.

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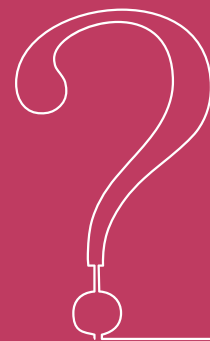
As we ask mentors and mentees to incorporate new habits, ditch old ones, and change behaviours, these internal check-ins are critical to success. They save space and time to reflect as a cohort, create opportunities to evaluate everything is on track, and empower programme partners to amplify success for the cohort but also within the broader organisation.

”



Dawn Hare
Head of Programmes, Moving Ahead

How to take part



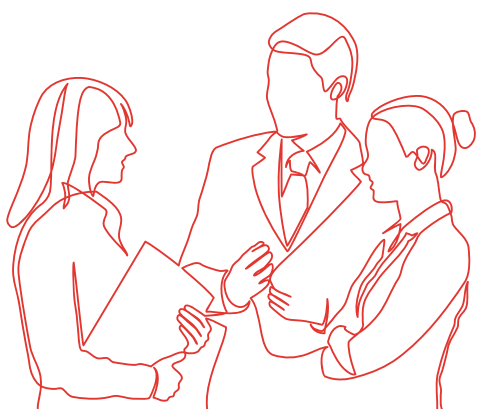
Universities across the UK

Put forward the mentees from last year's waiting list, as well as up to five additional mentees.



Industry organisations and SMEs across the UK

We are keen to welcome as many mentors as you are able to put forward from your organisation.



"This mentoring programme has been far more valuable to me than I had imagined it could be. I want to thank Broadening Horizons for the opportunity this has given me."

-Mentor

To discuss your organisation's participation, simply schedule a call via abbie.hildrew@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.



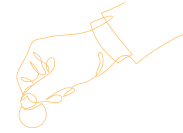
3. What if my organisation only has a few participants?

We welcome participating organisations to nominate as many mentors as they are able to put forward. 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.



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.



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

There is no charge for participating organisations to join Broadening Horizons in its second year.



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.



5. Where will live events be hosted?

Live events, when it is safe to do so, will be hosted in central London. 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 abbie.hildrew@moving-ahead.org

Appendix

AND FURTHER READING



BROADENING HORIZONS MENTORING PROGRAMME

Information pack 2020/21

For further information,
contact abbie.hildrew@moving-ahead.org

