



CITY
HIVE
ACADEMY

CITY  HIVE
MENTORING SCHEME 2021

IN ASSOCIATION WITH

**#TALK
ABOUT
BLACK**

CITY HIVE'S 2021 CROSS-COMPANY MENTORING SCHEME

IN ASSOCIATION WITH

#TALKABOUTBLACK

After a successful inaugural City Hive Cross-Company Mentoring scheme, we are aiming even higher for 2021.

In the second cohort, we would like to include more mentors and mentees to create a greater impact and ensure we do not take a step backwards in our diversity journey.

In 2021 we will be collaborating with #talkaboutblack and extending our scheme to include both women and ethnic minorities as mentees and will continue to invite both male and female experienced investment management professionals from all backgrounds to join us as mentors.

Our initiative is crucial in encouraging, fostering and developing a diverse talent pipeline in order to future proof the investment management industry.

Why you need to support?

In 2020, we collaborated with Investment Week's 'Women in Investment Awards' to address the Gender Pay Gap by cultivating the future female talent pipeline in the investment management industry, by establishing the only industry-focused cross-company mentoring scheme. In 2021, we will extend the scheme to include ethnic minorities. Unlike fund performance, the Ethnicity and Gender Pay Gap is a percentage we want to shrink, not grow. But to tackle the deep-rooted structural issues it is imperative we work together as an industry to address these problems and catalyse positive, impactful, long-term change.

At all career levels, across all job functions, women and ethnic minorities continue to be

"Trust is building nicely and we are able to have some quite frank and challenging discussions. It's been enormously rewarding so far from my perspective and I have really enjoyed the process".

- 2020 Mentor



"My Mentor is amazing and my creative muse. I feel very grateful for joining this mentoring scheme".

- 2020 Mentee

underrepresented and underpaid in our sector. Industry-wide, the higher the position, the lower the female and ethnic minority population.

In order to retain and empower the existing, diverse talent in our workforce, whilst encouraging and attracting the brightest and best new recruits, we need to address this head-on; collaborating as an industry, rather than as individual firms.

Our scheme is packed with imaginative, invaluable career-building content that will empower your employees to be the leaders of the future. We aim to help you cultivate and retain your talent pipeline.

WHY CROSS-COMPANY MENTORING?

Mentoring provides crucial, cost-effective and insightful guidance and support that accelerates professional development and career progression. There are many benefits to programmes which are run in-house, but the cross-pollination of knowledge-sharing that comes from the City Hive Cross-Company Mentoring Scheme further compounds the positives of mentoring. The programme is designed to address the underrepresentation of both women and ethnic minorities in our industry and deliver the tangible benefits that cross-company, industry-specific insight and experience can provide.

The additional benefits of mentoring across organisations include greater choice of mentors with different but industry-specific perspectives, experience, skills and knowledge which might not be available in-house.

Moreover, it allows for mentees and mentors to look beyond their familiar surroundings to other corporate cultures and expand their networks. There is also an increased tendency for openness and honesty between both mentee and mentor, and by facilitating neutral, unbiased discussions, which can lead to more robust and valuable long-term mentoring relationships.

Why sponsor?

The City Hive Mentoring Scheme is funded by investment management firms who are committed to reducing their ethnicity and gender pay gap by investing in the ethnic minorities and female talent pool within the entire Industry, not just within their own firms. After years of collective under investment, this is a way for firms to demonstrate their corporate social responsibility by investing in female and ethnic minority talent and pay it forward for the greater good of the industry.

Companies choosing to support our industry focused cross-company mentoring scheme are publicly demonstrating that they are not just interested in accreditation and accolades but are truly committed to tackling the ethnicity and gender pay gap. Moreover, they are showing that they are dedicated to achieving greater equality, inclusion and diversity by maximising the potential of ethnic minorities and women across the investment management industry.

“As a corporate member of City Hive and a sponsor of the City Hive Mentor Scheme, **Mirabaud Asset Management** greatly values the mentoring initiative – not only to support and cultivate our own female talent but to be able to open the scheme to other female professionals, and those women in smaller firms where mentoring may not be easily available.

The male and female mentors, who were professionally matched by City Hive to their mentees, were skilfully briefed to ensure a good understanding of their roles and responsibilities and how the mentoring relationship would work.

The hands-on support, professionalism and access to resources provided by City Hive meant the mentors were engaged, supported throughout the process and continue to gain as much as possible from their mentoring relationship.”

 **MIRABAUD**
Asset Management

SPONSORSHIP BENEFITS	BRONZE	SILVER	GOLD
	 Individuals	 Corporate Sponsorship	 Lead Sponsorship
Number of Internal Mentor-Mentee Pairs	1	2*	4*
Number of Industry Funded Mentor-Mentee Pairs		2	4
Logo on mentoring webpage		✓	✓
Internal marketing collateral to promote scheme to staff		✓	✓
Social Media graphic to promote involvement in scheme		✓	✓
Feature as a Lead Sponsor on mentoring collateral (emails and presentations) and website			✓
Sole sponsor of 1 Professional Development event			✓
Interview of 1 mentor and mentee with relevant social media promotion and featured in newsletters and journal			✓
Exclusive Social Media mentions with featured logo or tag			✓
Specially created banner for Lead Sponsor promotion on Social Media			✓
Thanked at mentoring event speeches			✓
Logo on banner at all scheme events			✓
Sponsorship promotion in all Press Releases			✓
TOTAL**	£1,000.00	£4,900.00	£15,800.00

*Option to add mentor/mentee pairs at additional cost

**Prices shown excluding VAT

To sponsor or for more information please contact: hq@cityhive.co.uk

HOW DOES THE CITY HIVE CROSS-COMPANY MENTORING SCHEME WORK?

- Our sponsors are allocated a set number of mentor-mentee pairs for their organisation according to the package they have purchased.
- The scheme also has a set number of funded places for mentor-mentee pairs open to other candidates at any career stage, from any function, within the investment management industry ecosystem, regardless of whether their company is a sponsor.
- Only women and ethnic minorities can apply to be a mentee.
- Anyone can apply to be a mentor regardless of background, ethnicity and gender.
- Mentor-mentee pairs are professionally matched by our team of experts. We have ditched algorithms for bespoke-matching based on skills, experience and goals to ensure the mentoring relationship is effective, cohesive and beneficial to both.
- Once the matched pairs are announced, the programme will run for 9 months, with the recommendation to meet at least every six weeks. Mentoring cohorts will be set up for 9 months, but mentoring relationships can continue, and are encouraged to do so after the completion of the scheme to the benefit of both parties.
- Mentors and mentees will be briefed to understand their roles and responsibilities, how the mentoring relationship works, and what skills are required. Emphasis will be on ensuring the mentor can effectively support the mentee to work towards their goals. We want to ensure they understand how to build a strong partnership and develop a valuable long-term connection.
- City Hive will produce content throughout the scheme which can be used by mentor-mentees on a number of key developmental areas.
- Hands-on support will be provided throughout to both mentors and mentees from City Hive to ensure that all participants remain fully engaged and have access to the resources they need to gain the most from their mentoring relationship. If any issues arise, we will act to rectify them swiftly to maintain momentum and focus.
- For those candidates who do not get matched we will be offering a series of opportunities to help foster a network of support across the industry as well as provide them with access to developmental content produced by City Hive.

The City Hive Mentoring scheme will open to mentor-mentee candidates in the first half of 2021.

CANDIDATE SELECTION AND MENTOR/MENTEE MATCHING

- Candidates in our scheme are individually matched by our expert partners. The selection process uses a tailored application that begins the mentees' thought work to identify their goals.
- Our experts then look at a combination of the skills and experience of the mentor in order to create a match that will resonate with the appropriate experience, skill and understanding of the mentee's role.
- We emphasise providing guidance to mentors to ensure their expertise has maximum impact, by providing written coaching materials and opportunities to meet as a cohort to receive feedback and share experiences.
- Mentees are also provided with a peer network where they can support each other's progress and share approaches.

"As a mentee, I have found the organisation very strong; we were matched very well with our partners and received support in understanding how to structure the sessions, keep them on track and ensure we are getting the most out of our mentors. This has enabled us to keep the momentum within the pairings. Something that has also been done very well is that they have been able to get all the mentees talking and sharing (and the mentors too), which will allow us to have a long term support network even after the mentoring has finished."

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The City Hive Mentoring Scheme has been a great opportunity so far. My mentor is a great match to me. It has been helpful in expanding my network, getting help on how I can develop, and providing a different perspective on things.

The scheme itself and its organisation have also been helpful. I really appreciate having organisers reach out to us, provide us with feedback and show us how we can make the most out of the scheme!

I'd be really happy to give back and become a mentor through the scheme myself when the time is right.

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FAQS

1. How many staff can I have in the scheme?

Sponsor companies are guaranteed a set number of mentor-mentee pairs for their organisation according to the package they take. However, there is no limit on applications from your firm. Not everyone will be matched in this cohort. We will provide other types of support to the unmatched candidates, to reward their interest in professional and personal development.

2. Can men apply?

We welcome applications from men and women to be mentors to ensure we make the most of the expertise available. All our mentees will be ethnic minorities and/or female but can come from any job function in investment management. While the focus of the relationship is the mentee and their progress, being a mentor will be a great opportunity to listen, understand and expand your own perspectives.

Societal changes outside of the workplace and their impact within mean that senior staff need to be open to new perspectives that can filter upwards all the way to the Boardroom. The time invested will reap rewards for you and your entire organisation.

3. Can my marketing / HR / IT / investment analyst apply?

We welcome applications from any job function to participate in the scheme. We need role models at all levels and across all business functions.

4. Is this a good use of my executive's time?

Absolutely – mentors will also benefit when they share their expertise, particularly through listening and learning about the

mentee's experience. This scheme is designed to improve skills and performance across the industry, which benefits everyone. Moreover, it will give executives insight and help them engage with more junior members of staff within their own firms.

5. We already have a scheme, what is different about this?

Cross-company schemes offer different perspectives to mentees and the opportunity for cross-fertilisation of ideas. They also provide opportunities for smaller organisations to participate and develop their female and ethnic minority talent. Moreover, it allows mentors and mentees to have frank conversations away from their own respective firms without concern of a breach of confidentiality.

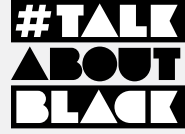
6. There is always a concern when doing a cross-company scheme that it could result in the poaching of staff, could this happen?

Investing in people is a way to support career needs. Our scheme is packed with imaginative, invaluable career-building content that will empower your employees to be the leaders of the future. We aim to help you cultivate and retain your talent pipeline.

7. Will we be at risk of breaching rules around confidential information?

We are asking all participants to sign a Contract of Trust, affirming confidentiality and a commitment to the scheme.

THANK YOU TO OUR PARTICIPATING SPONSORS AND MEDIA PARTNERS



City Hive is an independent organisation which partners with companies across the investment management industry, helping them to meet their sustainability responsibilities in creating a more diverse, equitable and inclusive corporate culture.

We are passionate about transforming the investment management industry and our solutions focus on impactful change with tangible results that will pay dividends.

Moreover, we are focussed on cultivating talent at all career stages and empowering individuals to facilitate and drive cultural change within the industry through mentorship, education and our network.

We are collaborating with **#talkaboutblack** to drive impactful change in the Investment Management Industry.

#talkaboutblack, a part of the Diversity Project, is a movement founded in 2018 when a group of senior Black investment management professionals were invited to lead the ethnicity workstream of the Diversity Project.

Their purpose is to build a pipeline of cross-industry black leaders. Previous attempts to resolve these challenges have been piecemeal and have treated ethnic minorities as a homogenous group, hence the term 'BAME'.

SUPPORTERS





 @thecityhive  cityhive  @thecityhive

cityhive.co.uk

Geared towards unlocking excellence, the City Hive Academy will help your employees thrive with its suite of distinct yet complimentary skill-sharpening, knowledge-sharing, self-development services designed to elevate performance and confidence at all career levels within the asset and investment management industry.

With our motto **Alis Volat Propriis**; Latin for 'They fly with their own wings' – Our masterclasses and programmes are packed with imaginative, invaluable career-building content that will empower your employees to be the leaders of the future.

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