



**GENERATION
VALUABLE**

POWERED BY MOVING AHEAD

Shaping the Future of Inclusive Leadership

A pioneering approach to delivering
Synchronised Collective Action through
global reciprocal mentoring



Contents

An Introduction to Generation Valuable	3
Why Join Generation Valuable?	4
Programme Overview	6
Beyond Generation Valuable	12
How to Join Generation Valuable	14



An Introduction to Generation Valuable

An Introduction to Generation Valuable

Generation Valuable is a groundbreaking global mentoring programme, uniquely designed to revolutionise the leadership landscape by empowering rising disabled talent into executive roles.

Generation Valuable pairs seasoned executives with disabled leaders, creating a dynamic, reciprocal mentoring partnership. This innovative approach ensures both mentors and mentees gain invaluable insights, driving personal growth and fostering transformative organisational change. Mentors develop a profound appreciation for inclusivity, enhancing their leadership acumen, while mentees refine their leadership skills, equipping them to overcome professional challenges and accelerate their career trajectories.

“ I’ve witnessed firsthand the incredible impact of mentorship in elevating disabled talent and fostering inclusive leadership. Generation Valuable presents an unparalleled opportunity for companies to be part of a landmark inclusive leadership movement that will reshape the corporate landscape. By investing in and empowering the next generation of disabled leaders, we are not only creating a more equitable future but also unlocking untapped potential and redefining what it means to be a truly inclusive organisation. ”

— Katy Talikowska – CEO, Valuable 500



The Purpose

Launching the first cohort in November 2024, this six-month development journey is designed to:

- **Cultivate Future Leaders:** Equip aspiring leaders with the skills to navigate and reshape their workplaces.
- **Enhance Decision-Making:** Boost the inclusive decision-making capabilities of current and prospective leaders.
- **Expand Professional Networks:** Create opportunities for global, cross-sector professional interactions.
- **Empower Diverse Voices:** Elevate the voices of disabled leaders to influence inclusive strategies.
- **Drive Organisational Change:** Position disability inclusion as a fundamental aspect of leadership within participant organisations.



Why Join Generation Valuable?

Participating in Generation Valuable offers an unparalleled opportunity to catalyse growth, enhance professional development, and expand organisational networks on an international, cross-sectoral scale. By taking part, organisations are positioning themselves at the forefront of an inclusive leadership movement.

For Mentees:

- **Leadership Aptitude:** Develop leadership skills with a unique focus on navigating corporate environments from a disability-inclusive perspective.
- **Confidence Boost:** Strengthen your professional confidence and leadership potential, equipping you for advancement to higher roles.
- **Network Expansion:** Access to an expanded professional network, connecting with high-level executives across diverse industries.
- **Increased Visibility:** Enhance your visibility and recognition within your organisation and the broader industry.
- **Real-World Skills:** Acquire hands-on experience in project management and problem-solving within corporate contexts.

For Mentors:

- **Inclusive Insights:** Deepen your understanding of the challenges faced by professionals with disabilities, enhancing your empathy and support capabilities.
- **Leadership Skills:** Develop and refine inclusive leadership skills that are essential for thriving in modern, diverse workplaces.
- **Diverse Connections:** Build stronger connections with diverse talent within your organisation, enriching your professional interactions.
- **Personal Growth:** Experience significant personal growth through meaningful exchanges with mentees, broadening your professional perspective.
- **Reputation Building:** Strengthen your reputation as a supportive and inclusive leader, both within and outside of your organisation.



For Companies:

- **Diverse Leadership Pipeline:** Cultivate a more diverse and inclusive leadership pipeline, crucial for fostering innovation and adaptability in business strategies.
- **Enhanced Employee Engagement:** Boost employee satisfaction and retention, particularly among staff with disabilities or caregivers, by valuing diversity and inclusion.
- **Increased Disability Awareness:** Elevate the level of understanding and awareness of disability issues across all company levels, contributing to a more inclusive corporate culture.
- **Improved Corporate Reputation:** Enhance your company's reputation as a leader in diversity and inclusion, attracting top talent and loyal customers.
- **Competitive Advantage:** Gain a competitive edge by leveraging diverse perspectives to drive innovation and better meet the needs of a diverse customer base.

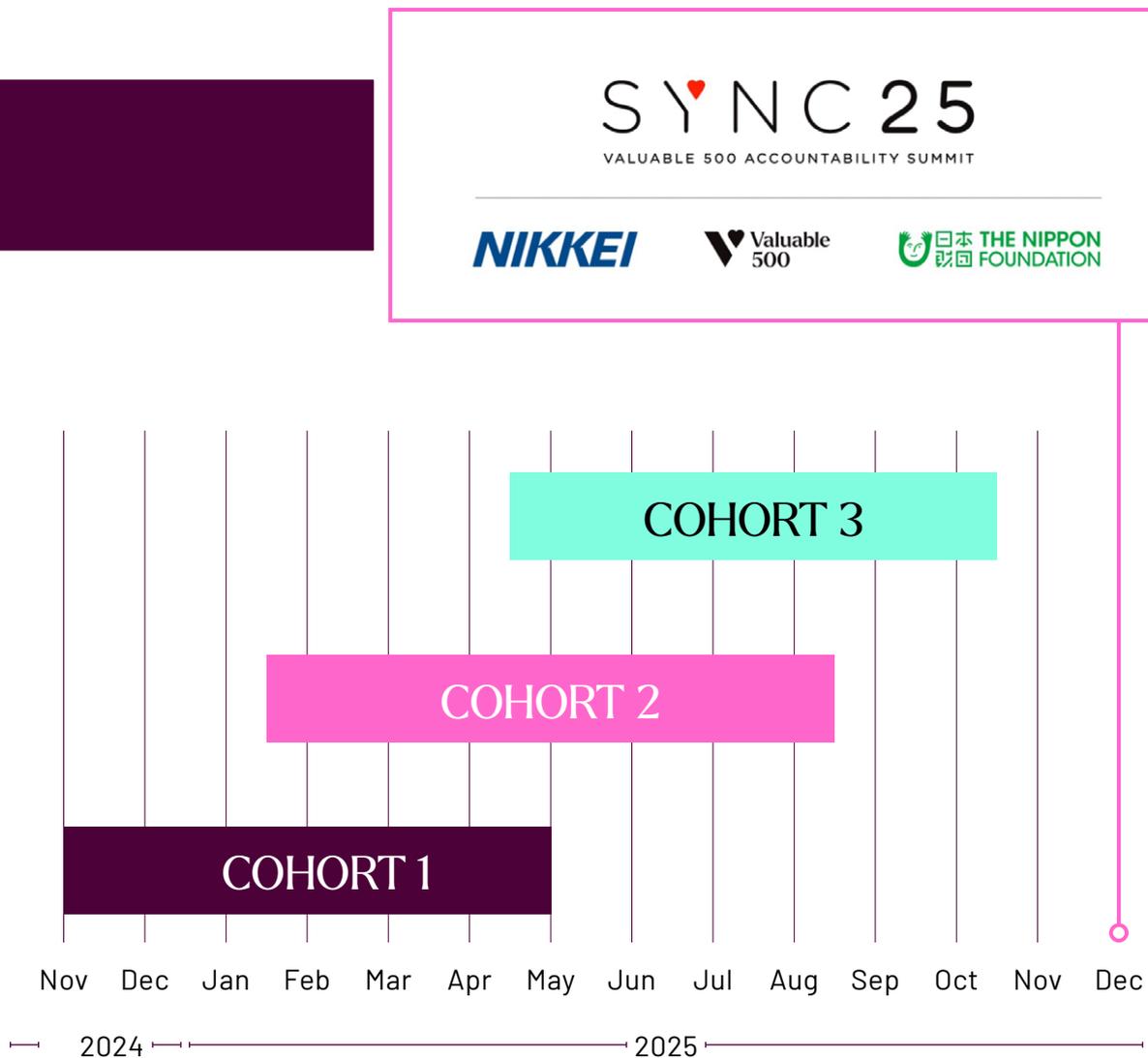
By taking part in Generation Valuable, companies not only contribute to the professional growth of their employees but also enhance their own organisational culture, making it more inclusive and dynamic. Participation signals a strong commitment to diversity and inclusion, positioning the company as a leader in creating equitable opportunities in the corporate world.



Programme Overview

Programme Structure

The Generation Valuable programme runs for six months, with an initial three cohorts in 2024-2025. The programme is carefully designed to facilitate profound connections and substantial growth, helping participants develop the skills and networks essential for leadership in diverse environments.





Eligibility and Expectations

Mentees:

- **Eligibility:** Identify as having a disability, have lived experience of disability, or be a caregiver to someone with a disability. Candidates should have 5-10 years of professional experience and aspire to leadership roles.
- **Expectations:** Mentees must commit at least 15 hours over six months, actively engage in mentoring sessions and all programme activities, apply learnings professionally, and provide feedback.

Mentors:

- **Eligibility:** Must hold a senior or executive-level position and demonstrate a commitment to fostering diversity and inclusion within their organisation.
- **Expectations:** Mentors must meet regularly with mentees, provide guidance and feedback, participate in programme training and events, and engage in ongoing learning about challenges faced by professionals with disabilities.

Participating Companies:

- **Eligibility:** Participation in the Generation Valuable programme is open to any company and is not limited to Valuable 500 partners. Generation Valuable welcomes any organisation committed to advancing diversity and inclusion within their leadership and workforce.
- **Expectations:** Participating companies must notify Valuable 500 of their intent to take part, nominate a programme partner, manage the internal selection process of mentors and mentees, ensure chosen candidates are submitted by October 18th 2024 for Cohort 1, and support candidates' development throughout the programme.

Programme Partners:

- **Eligibility:** The programme partner acts as the key point of contact for participating organisations. Job titles of programme partners may include Talent Development Specialists, D&I Managers, and HR Business Partners, among others.
- **Expectations:** Responsibilities include acting as the main point of contact, handling administrative tasks such as registration and engagement, and facilitating participant involvement and feedback.



Key Components of the Programme

- **Mentorship:** The programme pairs your seasoned executives with emerging disabled leaders within your organisation, to exchange knowledge and insights and facilitate mutual growth.
- **Learning Events:** Participants engage in specially designed sessions that focus on leadership development, problem-solving, and strategic planning through an inclusivity lens. Learning events include specialised workshops, interactive seminars, and collaborative group activities.
- **Networking Opportunities:** Participants gain access to a broad network of professionals committed to disability inclusion and leadership development, fostering invaluable cross-industry connections.
- **Accessibility:** The programme uses D2L's Brightspace learning platform to deliver accessible learning materials and interactions, adapting to diverse learning needs and styles. **Participants can contact Moving Ahead or Valuable 500 Generation Valuable Team at any time if they would like to discuss their accessibility requirements.**



Our Delivery Partner, Moving Ahead

Moving Ahead is a leading social impact organisation specialising in workplace diversity, equity, and inclusion. Renowned for their expertise in structured mentoring and development programs, they have made a significant impact worldwide.

They have:

- Supported over 32,000 participants from 450 organisations across 60 countries.
- Worked with a third of the UK FTSE100 companies.
- Expertise in various mentoring formats, including reverse, group, and sponsorship mentoring.

Previous speakers from Moving Ahead's Learning Events have included:



Darren Edwards

Disabled adventurer and motivational speaker



Caroline Casey

Founder, The Valuable 500



Holiday Phillips

Diversity and Inclusion advisor and speaker



Sheryl Sandberg

Founder of Lean In, author, former COO, Meta



Kirk Vallis

Creative problem-solving expert, Innovation skills lead, Google



Dr Amit Patel

Multi award-winning disability rights campaigner and author



Shani Dhanda

Multi award-winning, disability activist and inclusion specialist



Dr Sophie Chandauka MBE

Chair of The Network of Networks (TNON)



“ I am so delighted to be partnering with the Valuable 500 to deliver such an important and powerful programme. We’re proud to bring our decades of experience in structured mentoring as a catalyst for tangible change to Generation Valuable; it’s going to be an incredible journey. ”

Liz Dimmock, Founder and CEO, Moving Ahead

Empowering Voices: Testimonials from Our Generation Valuable Alumni

Discover the transformative experiences of our alumni through their own words. These testimonials from participants of the Generation Valuable pilot programme illustrate the profound personal and professional growth achieved through our structured mentorship. Each story sheds light on the tangible changes within organisations and the career advancements of our mentees, underscoring the far-reaching impact of our commitment to fostering inclusive leadership. Hear firsthand how Generation Valuable has been a catalyst for not only enhancing individual careers, but also for driving systemic change across industries.

Gabriela Huerta Martinez, Associate Partner at EY:

“ On the first talks with my mentor, we discussed that in Mexico there was no leader with visible disabilities, and he said that maybe I could be the first. That resonated and made me think that the possibility could be real, I discussed with my teams about my current situation, my expectation and their insights on how that possibility can become a reality. I worked on my business case along with my leaders. After several discussions, planning and many processes, I am the first Associate Director in Mexico that lives with a visible disability. ”



Toshiaki Shimizu, Specialist at Sekisui House:

“ By sharing my participation in the Gen-V programme with executive management, I believe it has altered the company's overall perspective towards individuals with disabilities. ”



Preetham Sunkavalli, Manager (Business Transformation) at Mahindra:

“ The mentorship and support from the programme enabled me to mobilise resources to conduct a long-overdue accessibility audit. This intervention has significantly improved our facilities, making them more inclusive. ”





Costs

We offer a tiered pricing structure, allowing organisations of various sizes to participate and benefit from the programme. Investment in Generation Valuable supports mentorship, training, and provides access to our comprehensive learning and networking infrastructure. This ensures a high-value experience that translates into tangible organisational benefits.

No. of mentor/mentee pairings	Total cost	Cost per pairing
1-2	£3,000-£6,000	£3,000
3-5	£8,250-£13,750	£2,750
6-10	£15,000-£25,000	£2,500



Beyond Generation Valuable

Generation Valuable Alumni Network

Upon completing the programme, participants join our vibrant alumni network. This community is integral to prolonging the impact and connections fostered during the programme.

Generation Valuable Alumni benefit from:

- **Continuous Learning:** Access to ongoing educational resources including webinars and workshops to further professional growth.
- **Networking Opportunities:** Maintaining and expanding professional networks through alumni events and shared experiences.
- **Mentorship Roles:** Opportunities for alumni to give back by mentoring new cohorts, enhancing their leadership and coaching skills.

SYNC25 Accountability Summit

In December 2025, we are hosting **SYNC25**, the world's first Accountability Summit on Disability Inclusion. **SYNC25** represents a pivotal moment in our mission to end disability exclusion and marks the start of a decade of accountability for our partners and companies.

This event will:

- **Showcase Impact:** Present comprehensive data and compelling stories that highlight the Generation Valuable's effectiveness in advancing the careers of disabled leaders
- **Inspire Change:** Use powerful narratives and statistical evidence to encourage other organisations to embrace inclusive practices and initiatives.
- **Promote Synchronised Collective Action:** Demonstrate how Synchronised Collective Action can drive transformative change, urging organisations worldwide to participate in the inclusive leadership movement.



Data-Driven Strategy

Our commitment to data-driven improvement is foundational to the programme. We employ various methods to collect and analyse data, ensuring the programme's continuous enhancement and long-term success:

- **Regular Surveys and Feedback:** Participants provide insights on the impact and effectiveness of mentorship and learning events.
- **Learning Management System Performance Metrics:** Tracking engagement and progression throughout the programme.
- **Case Studies and Interviews:** Conduct deep dives into the personal and professional growth of participants, informing continuous improvement of the programme.

These efforts ensure that Generation Valuable doesn't just meet expectations but sets new benchmarks for leadership development and inclusivity. Through our alumni activities and SYNC25, we will continue to build an inclusive future, demonstrating the tangible benefits of investing in disabled leaders and proving that transformative change is not only possible but sustainable.



How to Join Generation Valuable

Expression of Interest

Companies interested in participating in the Generation Valuable mentoring programme should reach out to the Valuable 500 Team.



Delphine Leveueur
Chief Engagement
Officer



Anessa Powell
Regional Account Manager,
North & South America



Amy Whalley
Regional Account
Manager, UK & EMEA



Emi Aizawa
Regional Account
Manager, Japan & APAC

Contact the Valuable 500 Engagement Team by emailing
Engagement@thevaluable500.com

Enquiry and Registration

Upon expressing interest, a member of the Valuable 500 Team will answer any specific questions you might have, and ensure you have a clear understanding of the programme details and benefits.

Confirmation and Form Submission

Once your company decides to proceed and confirms the number of mentor-mentee pairs you wish to enrol, you will be provided with a registration form. Completing and submitting this form will officially enrol your company in the programme and kick-start the onboarding process. You will then be introduced to a dedicated Client Partner at Moving Ahead, who will support you through the programme.

Through this programme, we are not just mentoring the next generation of leaders: Generation Valuable promises to reshape the leadership landscape and create a more inclusive and equitable world of work. Speak to the [Valuable 500 Engagement Team today](#) and join us on this transformative journey.

To express your interest and find
out more please contact:

Engagement@thevaluable500.com



**GENERATION
VALUABLE**

POWERED BY MOVING AHEAD

