



Cross Company Allyship Programme

KPMG Cross Company Allyship Programme



Background and evolution...

- KPMG's internal Black Heritage Reverse Mentoring Programme was launched in 2018.
- Leveraging its success, we launched our internal Allyship Programme in July 2020.
- The programme has received around 1,000 registrations with over 750 being from allies and 250 from Black Heritage colleagues.
- The programme covers Mentoring, Sponsorship and Coaching, with Mentoring being the first stage of the partnership.
- In view of this success, we created a reciprocal KPMG-led Cross Company Allyship Programme (CCAP) in September 2021. We achieved 66 pairings.
- CCAP 2.0 launched in October 2022 with 650 participants across the UK and Netherlands.
- CCAP 3.0 launched in November 2023 with over 1000 participants across the UK, Netherlands and Canada. Shortlisted as a top 10 programme for the UK Ethnicity awards 2024.
- CCAP 4.0 launches in January 2025 with over 1000 participants and a view to expand into other countries. Onboarding will begin in Q4 2024.
- This opens up the opportunity for KPMG and client mentors and mentees to gain experiences and access networks from outside of their own organisations (without the need to move on).

“

Being an ally doesn't make my CV look better. It makes me a better person, gives me the opportunity to make a difference, and it's up to me to step-up and help someone succeed, not because they don't have the skills or ability – they are amazing at what they do already – but because we don't live in an equal world.”

Senior colleague

“

I'm grateful to have built a trusted and open relationship with my mentor to navigate some difficult discussions on heritage, cultural differences and microaggressions in the workplace. It's been valuable to get the advice and guidance of my mentor to support my growth in the work place.”

Junior colleague

Cross Company Allyship Programme



Overview

- The next cohort (CCAP 4.0) launches in Jan 2025, with over 1000 participants.
- Matches will be allocated from KPMG and clients.
- 12 months programme (outline of the programme, see overleaf).
- Leveraging assets and learnings from Allyship Programme.

Mentor

- Support and develop mentee.
- Help the mentee to focus on key points and actions.
- Committed to D&I.



Reciprocal Mentoring



- Senior person mentoring a junior person, whilst also sharing knowledge and experience.
- More junior person offers life experiences and perspectives that the more senior person doesn't have.
- Mentor and Mentee's roles have been outlined below.

Mentee (Black Heritage or Ethnic Minority individual)

- Have trust and confidence in your Mentor.
- Willing to be challenged and stretched.
- Willing to share personal experiences.



Programme Objectives



- Mentoring partnerships to broaden networking relationships across companies.
- Supporting junior person to acquire new skills to help with career progression.
- Production of public pledges.
- Extension of conversations beyond the mentoring partnerships.

39%
of CCAP 2.0
mentees were
promoted or
moved
laterally

What's in it for...

Client/mentor



- Creating new relationships and extending networks across companies and beyond “in-groups”.
- Addressing under-representation of Black Heritage and Ethnic Minorities at senior levels.
- Having the client’s staff develop and gain new perspectives from regular interactions with someone outside of their company/sector, etc.

Client/mentee



- Developing mentoring partnerships across companies.
- Promote inclusive leadership attributes across senior leaders by embracing individual differences and potentially leverage their networks for competitive advantage.
- Leadership will gain a broader understanding of the lived experiences of individuals of Black Heritage and Ethnic Minority.

Programme outline



Our ask

- 01** Discuss the Cross Company Allyship Programme with your KPMG contact.
- 02** 'Sign up' to the programme by emailing ukfmcrosscompa@kpmg.co.uk
- 03** Ongoing support over the next 12 months.

- 02** 'Sign up' to the programme by emailing ukfmcrosscompa@kpmg.co.uk
- Visit [our website](#) to learn more about the CCAP programme.

FAQs



What is the frequency of the sessions and what is the time commitment?

The programme runs for 12 months. It starts in January 2025 and ends in December 2025. We recommend that mentors and mentees meet each other virtually every four to six weeks. On average participants tend to e-meet for an hour each session. The programme additionally provides thought-provoking (optional but highly recommended) learning sessions every quarter for one hour.



What is the sign-up process and closing date?

Once your organisation has agreed to take part in the programme, you will be required to provide mentors and mentees of equal number. Mentors can be any senior ally (manager equivalent or above) and junior mentees must be Black Heritage or Ethnic Minority (entry level to senior manager equivalent). Mentors and mentees will be required to complete a matching form. The closing date is 1st December 2024 in preparation for a January 2025 launch.



How much does it cost?

KPMG UK is committed to a fairer future for all and are funding the cost of this trailblazing mentoring programme.



Will participants be provided training and support?

Mentor and mentee training will be provided. Participants must sign an agreement form explaining the programme rules and confidentiality agreement. Any questions or issues should be raised to ukfmcrosscompa@kpmg.co.uk



kpmg.com/uk

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