



Mentoring Programme Autumn 2024

Building empowering leaders through
meaningful connection



How can we build truly empowering leaders in an increasingly disconnected society?

Today's leaders need an empathetic, inclusive and empowering leadership toolkit, in order to build the kind of workplaces that we all want and need to thrive. But many managers do not know how to support their current and future leaders to develop these skills and qualities.

What's more, so many of us are missing out on invaluable opportunities for growth, because we have fewer opportunities to connect, support and learn from one another in our disconnected post-pandemic workplaces and community settings.



“Routes was an eye-opening experience for me. I am a very fast paced, loud individual who expects people to keep up with me. I have learned that I am capable of slowing down, listening and considering differing world views, and that has been invaluable.”

Doniya Soni, Principal Policy Officer, Greater London Authority (Routes Mentor 2018)

This is a relational, experience-led programme, supporting women to learn from themselves and from each other

We design and deliver high impact leadership training, with a track record of building empathetic, inclusive and empowering leaders.

We bring together groups and individuals who may otherwise never meet, to learn from one another, and ultimately to be transformed by the experience of knowing each other and growing together.



“I really felt like the space you'd curated was incredibly inclusive, nourishing, inspiring and beautiful. It felt so genuine and was truly like nothing I've ever experienced, and was the sort of training or work environment that I would've dreamt up with my own career coach.”

Alicia Walker, Head of Policy & Advocacy, Centrepoin (2022 Mentor)

About Routes

Routes is a London-based social enterprise running transformative leadership training, supporting emerging and established women leaders.

Since 2018, we have trained over 200 leaders from organisations including UBS, Accenture, Investec, Ben & Jerry's, NHS, Civil Service, Amnesty International and more.

Our Mentoring Programme supports professional women from organisations across London to grow as inclusive leaders and champions for change in the workplace, by mentoring women from refugee and asylum seeking backgrounds.

Our vision is for refugee and asylum seeking women to have access to the opportunities and resources they need to build fulfilling lives, and for employers to be equipped with the knowledge they need to lead with inclusivity and compassion.



"A wholly unique and rewarding experience. I've felt supported, challenged and inspired. I learned as much [on this programme] as I have from years of training and professional mentoring."

Mylinh Cao, Head of Creative Content
Department for Business, Energy and Industrial Strategy, Routes Mentor 2018

We believe that the best learning takes place when we:



Connect deeply with new & diverse people



Learn from ourselves & our experiences



Learn through doing



Step outside of our comfort zones

The Routes Mentoring Programme

This is a leadership development programme, in which aspiring and established women leaders from across industries are trained and supported to mentor women from refugee and asylum seeking backgrounds.

- Women leaders receive 15 hours of training in order to deliver 10 hours of practical mentoring, challenging them to learn and grow, and build a truly inclusive and empowering leadership skill set.
- Through mentoring, mentees from refugee backgrounds learn and grow, making tangible progress towards their personal and professional goals.

Through 10 hours of mentoring, mentors and mentees build life-changing new relationships, giving them a new perspective and a broader network, through a mutually beneficial learning experience.



Hear from our alumni

“It is a reminder that to lead, you must care and to care, you must understand, or at least seek to...”

The training provided me with communication tools that have already started to come in useful for me and I know will continue to. I also have more confidence to make connections with and even seek to find common ground with people from a different background.

- Kemi Adetoro, North Highland, Routes Mentor 2023



**NORTH
HIGHLAND**

“It was one of the best trainings I have had in my professional life and believe me, I've had many!”

"I feel like mentoring is something we all assume that we know what it is but not exactly know how to do it. Improving my mentorship skills has been my goal for some time both for my personal and professional development.

Feeling so lucky to have the opportunity to join Routes Mentoring Programme together with 19 inspiring women. As mentors, we have completed our mentoring training with Routes today and it was one of the best trainings I have had in my professional life and believe me, I've had many!"

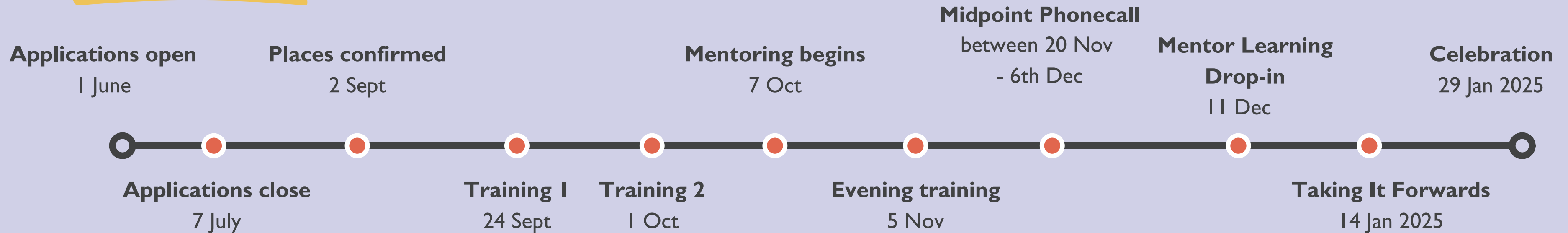
- Elif Ulun Asci, Ben & Jerry's, Routes Mentor 2022



BEN & JERRY'S

2024 Programme Timeline - Autumn Dates to be confirmed mid-March

Autumn 2024:



1. Application Process

After registering your interest online, you will receive a full application form, which must be completed before the deadline. You'll be invited to a short interview conversation, and asked to provide two references (one personal and one professional).

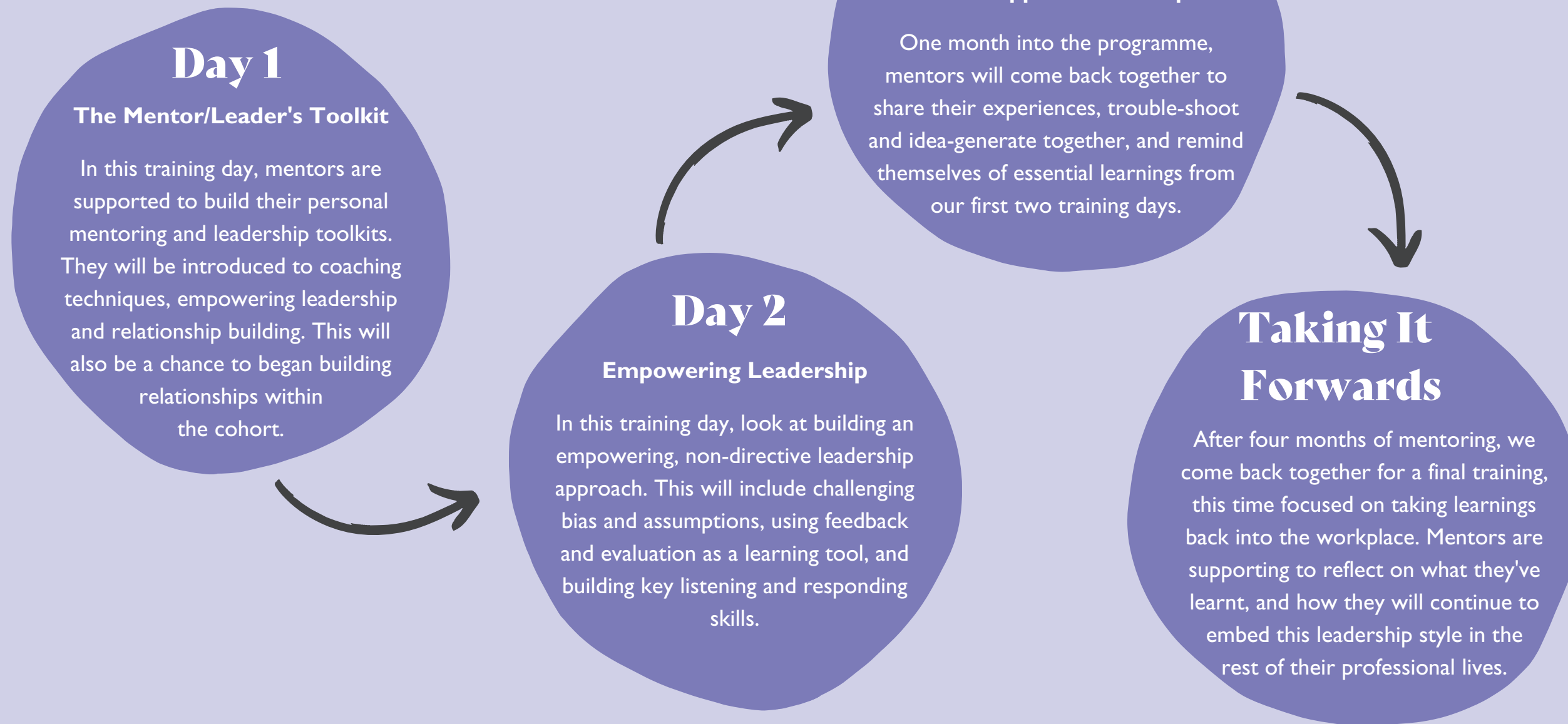
2. Matching Process

We put time, care and thought into the matching process: it is one of the most important ingredients for a successful journey on the programme. This means that it isn't always possible to match applicants and, if this is the case, we will always let you know.

3. Training Sessions

All training sessions are compulsory to attend (Training Days 1 and 2, Evening Training and Taking It Forwards). If you know you are unable to attend one of these, you may be asked to wait for the next programme (April - August '23).

Training Sessions



"In comparison to other training programmes - where you listen to a lot of information and then you often forget about it - this programme gives you concrete tools that you can use and then gives you space and time to experiment and become confident with them in a real life setting."

“As a leader and colleague I will listen more, ask more questions and try to widen my understanding wherever possible. And as an employer I will improve my practices to be more inclusive and understand that sometimes people's ability isn't always obvious from their CV.”

Sally Catmull, Head of Communications and External Affairs, UK Community Foundations (Routes Mentor 2019)

A track record of impact for clients including...



Hear from our alumni

Mentoring has had a huge impact on how I approach my day to day role...

"Mentoring has had a huge impact on how I approach my day to day role by empowering me to take a step back, and let others in my team do what they're good at, being someone's champion is a key thing I'm taking with me from this, it's a word that's not used enough but reflects everything I want to be for my team in a leadership role."

- Cheryl Heppenstall, OPEN Health Communications, Routes Mentor 2021



I feel more confident in the idea that a safe space exists within myself and that I can assert my abilities, regardless of the context

I have really noticed how significantly the approach we learned through the Routes programme has positively impacted the bonds that I have with people in my life. Active listening isn't just about listening but about meaningfully holding space, lowering anxiety, allowing your interlocutor feel safe and, in turn, feeling safe yourself. It's beautiful.

I also feel more confident in my abilities. I feel more confident in the idea that a safe space exists within myself and that I can assert my abilities, regardless of the context."

- Alicia Walker, Centrepont, Routes Mentor 2022



Join the programme

We run two programmes each year, one beginning in April, and one beginning in October.

Are you interested in this programme for your organisation?

- We work with HR, D&I, L&D and CSR departments to bring this programme to organisations across the private, public and third sectors.
- To find out more about how, reach out to Hanna Kubbutat-Byrne on hanna@routescollective.com

Are you interested in this programme for yourself?

- We can support you to seek sponsorship from your employer for this programme. Please reach out to Hanna Kubbutat-Byrne for an initial conversation, on hanna@routescollective.com

Connected Routes CIC | hello@routescollective.com

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