

# CROSSING THRESHOLDS PROGRAMME ONE YEAR ON EVALUATION REPORT

## The Programme

Crossing Thresholds is a year-long career development programme which partners women with more senior mentors. The mentoring is reinforced with five taught modules, each with a relevant theme, Peer Group support and 'Hot Topic' learning events designed and delivered by participants.

## Methodology

One year after the end of each programme, we contact all participants and ask them to complete an online survey to find out what has been the lasting impact from being on the programme. Approximately 530 people have so far responded to our request for feedback.

## Findings

The average findings are as follows:

### Since being on Crossing Thresholds, have you had any of the following successes?

Substantive promotion to the next grade, temporary promotion to the next grade or level transfer to a more suitable job	<b>75%</b>
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### Which of the following benefits have you experienced from being on Crossing Thresholds?

Clearer sense of direction	94%
Focusing on what you want rather than what you don't want	95%
Better work-life balance	70%
A more suitable working pattern	61%
Improvement in your day-to-day effectiveness	84%
Clearer sense of your unique brand/offering	90%
Improved ability to convey your attributes at interview	86%
More effective at getting messages across	85%
Having greater impact in meetings	83%
Giving difficult feedback	81%
Increased awareness of your strengths and areas for development	95%
A supportive network of colleagues	85%
Increased confidence	91%

<b>Are you still in contact with members of your cohort/peer group?</b> Yes	<b>61%</b>
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<b>Have you had any further mentoring?</b> Yes	<b>45%</b>
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<b>Have you done any mentoring yourself?</b> Yes (or would like to)	<b>63%</b>
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<b>Have you taken part in any Crossing Thresholds Alumni activities?</b> Yes	<b>58%</b>
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<b>Would you like to take part in future Alumni activities?</b> Yes	<b>69%</b>
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<b>Would you recommend Crossing Thresholds to others?</b> Yes	<b>97%</b>
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## Comments

### Have you done any mentoring yourself?

*I volunteered to mentor someone and am really loving and learning from the experience.*

*Have now got 3 regular mentees (one in the same department, one from another department and one from Crossing Thresholds) and have been asked if someone can shadow me.*

*I have mentored three other people and have helped 2 into new jobs.*

### Would you recommend Crossing Thresholds to others?

*I think this programme is great for networking especially outside of our organisation, the external aspect of this was a specific plus point for me and a valuable experience.*

*So far I have recommended 5 people who are all on the programme.*

*I should be on commission :) I've recommended it to many colleagues and think you should run it for non-public sector people as well.*

### Any further comments?

*Very worthwhile programme. Really increased my confidence and focus at the time.*

*I've learned to not apologise for my wants!*

*The programme gave me the confidence to seek approval from my employer to sponsor an MBA. I then went on to enroll at a university to complete the masters course and as part of the MBA I have been to Silicon Valley and worked as a consultant in Vietnam.*

*Re-framed what "success" means to me, greater clarity on what I want, more confidence in my own brand, great support network of peers.*