



WIG

The Whitehall & Industry Group
connecting the sectors

DEVELOP EXPLORE DISCOVER

Practical opportunities in other sectors



DEVELOP YOUR CAREER THROUGH

- Secondments
- Cross-Sector Mentoring
- Non-Executive and Trustee Opportunities
- Millennial Mentoring
- Charity Next

Career Development

Continually enhancing our offering over the last 35 years, WIG now provides these opportunities:



Secondments

The opportunity to be seconded from your home organisation to take on a bespoke role in a different organisation and sector.

[Between 6 months and 2 years]

Cross-Sector Mentoring

A supportive one-to-one relationship between leaders in different sectors.

[2 hours per month for a year]

Non-Executive and Trustee Opportunities

An opportunity to make a real impact on an organisation's strategic direction gaining board level governance experience in a new environment.

[Time varies, average 12 days per year]

Millennial Mentoring

Digital natives offering their knowledge to senior leaders who are looking to stay up-to-date in a diverse and changing workplace.

[1 hour per month for 12 months]

Charity Next

A programme offering future leaders the chance to test and develop their skills through strategic, objectives-driven placements in the not-for-profit sector.

[6 months]



Find out more about how you could benefit from WIG's Programmes

Visit www.wig.co.uk email talent@wig.co.uk or call 020 7222 1166

Secondments

WIG facilitates secondments between the public, private and not-for-profit sectors; providing unique and bespoke development opportunities that offer long-term career benefits.

Key features

- You take on an agreed and well-defined role in another sector
- You remain in the employment of your own organisation and your terms and conditions are normally unchanged
- The host organisation may make a contribution to your salary (subject to negotiation)

What you will gain

- In-depth exposure to another sector
- New skills and understanding to bring back to your organisation
- Long-term career benefits

Time commitment: Up to 2 years



"WIG found me a secondment at Gemserv, an energy and data consultancy. I learnt so much being in an energetic commercial environment experiencing such significant changes. For other secondees I would say, focus on learning and listening, you are only there for a short time so you must share your most creative ideas."

Jennifer Dalby
Strategy & Planning
Tideway



Find out more about **secondments**

Visit www.wig.co.uk email talent@wig.co.uk or call 0207 222 1166

Cross-Sector Mentoring

A supportive one-to-one relationship between leaders in different sectors.

Key features

- Specific learning objectives agreed from the outset and recorded in a person profile
- Tailored matching process including a 'face-to-face' meeting with potential mentors
- Ongoing support and evaluation by the team

What you will gain

- Practical insights, broader perspectives and constructive challenges
- Exposure to another sector, with a manageable time commitment
- Access to high quality mentors drawn from the WIG membership base

What challenges can mentoring help to address?

- Managing the transition to a new sector
- Driving organisational change / cultural change
- Communication and influence
- Stakeholder management
- Line management and performance management

Time commitment: 2 hours per month for a year



"My mentor is fantastic and provides a good balance of challenge and encouragement. We hit it off immediately. I come away from each session energised and with a real clear plan of action for tackling the issues discussed. I really couldn't ask for any more!"

Kate Chhatwal
Chief Executive
Challenge Partners



Find out more about WIG's Cross-Sector Mentoring Programme
Visit www.wig.co.uk email talent@wig.co.uk or call 0207 222 1166

Non-Executive & Trustee Opportunities

Over 350 public sector organisations and charities have used WIG to recruit Chairs, Non-executives and Trustees for their boards. All roles are advertised on our website and are ideal development opportunities for leaders across organisations.

Key features

- Board level opportunities within a range of public sector organisations and charities
- Opportunities include Chair, Non-Executive, Trustee and Panel Member roles
- Board members are recruited from a range of functional specialisms in the public, private and not-for-profit sectors

What you will gain

- Exposure to new perspectives and different business models
- An opportunity to apply your leadership, professional and life experience in a new context
- The chance to make a real contribution to another organisation's governance, strategic direction and business effectiveness
- The chance to expand your business knowledge and build new cross-sector networks
- An opportunity to develop a new style of leadership; influencing and advising rather than 'hands-on'

Time commitment: Varies according to role

For Non-executive roles, an average of 12–15 days per year

For Trustee roles, a minimum of 4 meetings per year



“Being a non-executive member of the DFID audit committee brings with it a great education, an introduction to a diverse network of people, an opportunity to do my bit to help end world poverty and opportunities to share best practice on assurance topics in both directions between DFID and Shell.”

Lucy Slinger

Global Finance Manager Wells,
Shell



Find out more about WIG's Non-Executive or Trustee Roles

Visit www.wig.co.uk email talent@wig.co.uk or call 0207 222 1166

Charity Next

Charity Next is an initiative to improve understanding and cooperation between the sectors through secondments. Established by The Prince's Charities Foundation, for almost a decade it has been run by WIG.

Charity Next gives future leaders the opportunity to contribute their skills and enthusiasm to key roles in the not-for-profit sector, in order to facilitate an exchange of expertise, build greater mutual understanding and encourage closer working.

Time commitment: 6 months

Key features

- You take on a challenging objectives-driven project in the not-for-profit sector
- You remain in the employment of your own organisation for the duration of the secondment

What you will gain as a secondee

- Make a real difference and improve the lives of some of the most vulnerable groups in society
- Experience six months in a different organisation and working environment
- Be challenged to demonstrate real leadership and see the impact of your decisions

"Context can change, but challenges in the NFP sector are not so different from those in government. What was most useful was discovering new ways to tackle old problems. Now at the Treasury, when dealing with a tricky issue I often find myself thinking how Fairtrade would approach it and find a creative way around it."

Andrew Chhoa-Howard

Head of Help to Buy

HM Treasury



Find out more about Charity Next

Visit www.wig.co.uk email charitynext@wig.co.uk or call 0207 222 1166

Bringing you a range of career opportunities

With our skilled team and established offering, we can provide solutions to the following questions:

Would you like to develop new skills and understanding?

WIG offers a range of career development opportunities which give you practical experience in a different sector to benefit you, your organisation and your future career.

Do you have specific professional or career challenges to address?

Ranging from one day to two years, these enable you to broaden your perspective and develop new skills.

Would you like to apply your skills and experience in a new context?

WIG prides itself on making the right match and works with individuals to find the right option to suit their development needs, level of seniority and available time. WIG charges a brokering fee for these activities to cover our costs.

Below are just a few of the organisations who we have worked with:

Xerox | Transport for London | Fire Standards Board
Network Rail | Legal Services Consumer Panel
Foreign & Commonwealth Office | Royal Navy
Government Legal Department | Crown Prosecution Service
Royal Airforce | John Lewis Partnership | British Airways
Department for Education | Plan International UK | UKSA

The Whitehall & Industry Group (WIG)

WIG organises an unrivalled range of programmes designed to help bring business, government and the not-for-profit sector closer together. It is independent, neutral and not-for-profit.

Established 35 years ago, WIG has built up a high calibre membership finely balanced between the public, private and not-for-profit sectors. This includes top FTSE and multinational companies, central government departments, agencies, regulators, local authorities, charities and academic institutions.

For more information on WIG visit us online: www.wig.co.uk, phone us on **020 7222 1166** or follow us on twitter **@wiguk**.

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