



WIG

The Whitehall & Industry Group
connecting the sectors

DEVELOP EXPLORE DISCOVER

Practical opportunities in other sectors



DEVELOP YOUR CAREER THROUGH

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

Career Development

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



Insights

A quick and effective way to see different approaches, innovative ideas and to explore how another organisation tackles particular challenges.
(up to 5 days)

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 whilst gaining board level experience in a different environment.
(time varies, average 12 days per annum)

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)

Secondments and Charity Next

An opportunity to be seconded from your regular work to take on an agreed role in the private or public sectors, or in the voluntary sector through our Charity Next Programme.
(up to 2 years)



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

Insights

A quick and effective way to see different approaches, innovative ideas and to explore how another organisation tackles particular challenges.

Key features

- A clear focus on a specific theme or challenge
- A tailored matching process to find the right host organisation for you
- A structured programme of activity to deliver your learning objectives

What you will gain

- A focused insight into a particular topic – delivered in a short time frame
- A more structured approach than traditional shadowing
- An external perspective – new ideas and constructive challenge
- Shared best practice

Examples of recent Insight themes

- Financial Management
- Digital Delivery
- Managing Diversity
- HR/People Management/Talent Management
- Customer Service
- Strategic Planning

Time commitment: Up to 5 days



“The day I spent with the John Lewis Partnership was absolutely fascinating. I saw how their values and ethos work in practice, which was an invaluable insight to me both as a policy official on employment and as a human being. They have since paid my team at BIS a return visit, which I hope they found as helpful.”

Jaee Samant

Director, Labour Market,
Department for Business,
Innovation and Skills



Find out more about WIG's Insight Programme

Visit www.wig.co.uk email talent@wig.co.uk or call 020 7222 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 020 7222 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. These roles are advertised every week and are ideal development opportunities for senior leaders.

Key features

- Board level opportunities within a range of public sector organisations and charities
- Opportunities include Chair, Non-executive, Trustee, Audit and Risk Committee roles
- Board members are recruited from a range of disciplines in the public, private and third 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 nonexecutive@wig.co.uk or call 020 7222 1166

Secondments

“My secondment to

Xerox gave me a much sharper focus on the contribution of the individual to the bottom line and a very clear understanding of how influence needs to be brought about in a number of different ways. I understand the significance and importance of brand and how that brings pride and pleasure to the people that work in the company here and I think I will take all of that back with me.”

Dr Tracy Gale
Deputy Director,
HMRC

WIG facilitates secondment opportunities in the public, private and voluntary sectors; these are great development opportunities with long-term career benefits.

Key features

- You take on an agreed 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



“Through Charity Next I was provided with an amazing opportunity for a secondment to UK Sailing Association. Although very different to my previous role as a Change Manager in DWP, this secondment gave me a platform to use and develop my knowledge skills.”

Neil Wood
Project Officer,
Scottish Government

Charity Next

Charity Next is an initiative to improve understanding between the sectors through secondments. Established by The Prince's Charities Foundation, it runs in partnership with WIG.

Charity Next gives leaders and future leaders the opportunity to contribute their skills and enthusiasm to key posts in the voluntary sector, in order to facilitate an exchange of expertise, build greater mutual understanding and encourage closer working.

Time commitment: 6 months



Find out more about WIG's Secondment Programme and Charity Next
Visit www.wig.co.uk email talent@wig.co.uk or call 020 7222 1166

Bringing you a range of career opportunities

With our skilled team and established programme of services, 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 opportunities enable you to broaden your horizons 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 can work with individuals to find the right option to suit their development objectives, level of seniority and available time. WIG charges a brokering fee for these activities to cover our arrangement 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 Air Force
| John Lewis Partnership | British Airways Department for
Education | Plan International UK | Mace Group

The Whitehall & Industry Group (WIG)

WIG organises an unrivalled range of programmes designed to help bring business, government and the voluntary 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 and private sectors. This includes top FTSE and multinational companies, central government departments, agencies, regulators and local authorities.

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