

Be part of the Migrant Leaders story



MIGRANT LEADERS

connections • capabilities • courage



Would you like to join the Migrant Leaders™ programme as a Mentor or Partner?

If you are as passionate as we are about helping young migrants fulfil their true potential in the UK, then we want to talk to you about mentoring and partnering opportunities with Migrant Leaders™.



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The problem

PARKER REVIEW 2017

Citizen Directors of colour represent only

2%

of FTSE 100 Boardrooms
compared to

14%

of UK population
A further 6% are non-British whites

MIGRANT LEADERS REVIEW

Citizen Directors of colour who
migrated to Britain represent only

1.3%

of FTSE 100 Boardrooms

ALL PRIVATELY EDUCATED

Citizen Directors of colour who
migrated and grew up in Britain
who made it into that 1.3% were all

**privately
educated**

apart from one person

*We are
going to
change
this...*

The future opportunity

“There is an endless source of energy to use to the advantage of the UK economy and communities: first and second generation migrants are hungry for achievement. They are driven to prove themselves and gain recognition in their host country. I know from my own experience that 30 years after moving to the UK, I still have a strong sense that I want to do something for this country that welcomed me as a young person...”

Elham Fardad
Migrant Leaders™ Youth Conference
October 2017



Why we are doing this

For migrants, business and Britain

If we can unlock the potential of our young migrants, each one of them could become a migrant leader of the future. They can make huge contributions to Britain and inspire the next generation of migrants.



“We must find the young migrants with leadership talent, and then develop their capabilities and character to become the migrant leaders of the future. Exceptionally talented young people instinctively look for leadership positions and if we fail as a society to provide them legitimate paths, they will find other paths for themselves even if it leads to a dysfunctional outcome...”

Elham Fardad
Migrant Leaders™ Youth Conference
October 2017

For migrants

Fulfilling one's potential is the key to happiness. At Migrant Leaders™ we provide the bespoke tools and the support high potential migrants need to succeed with capability, personal integrity and emotional health which impacts so many migrants. Young migrants experience significant challenges such as late arrival in the UK school system, multiple moves between schools, family breakup, living in deprived neighbourhoods and lack of contacts.

But most importantly this programme is for all migrants in Britain not just for those selected for the programme — We have developed original thinking and tools leveraging our digital platform to provide our development modules to everyone in the country with the desire to succeed.

For business

In October 2017 the final recommendations of the Parker review were published – This valuable report provided a view into the ethnic diversity of the FTSE 100 Boards. It urged business leaders to improve the ethnic and cultural diversity of UK Boards to better serve their employee base and their communities. At Migrant Leaders™ we have found an even greater gap when looking at the picture from a migrant perspective. Citizen Directors of colour who migrated to Britain represent only 1.3% of FTSE Boardrooms and almost all were privately educated. At Migrant Leaders™ we support all routes to leadership positions and we believe that more migrants from diverse backgrounds would add even further value to the private as well as public sector leadership tables across Britain.

At Migrant Leaders™ we have designed the programme to identify leadership talent and develop the personal character and capabilities of young migrants with the drive to succeed in Britain. The prime objective is to support young migrants and help them fulfil their true potential despite the deprivation and challenges they face. This early development will also help provide top private sector firms and public sector organisations with the pipeline of capable candidates for them to recruit, develop and promote.

For Britain

International migration numbers are likely to increase given large political, demographic and economic imbalances and climate change. In Britain 70% of the future population growth is expected to come from migrant families. Public perception is that there are more migrants than there really are, that they are going to take the jobs and social benefits. While there are short term local costs of migration, in reality migrants are productive members of society who want to work, start businesses and come with innovative ideas. They boost the working age population. At Migrant Leaders™ we want to help address some of these challenges and perceptions. Our aim is to help develop young migrants so they make early contributions to their local communities and later help grow the economy making social contributions for everyone to benefit from.

Our story



The launch countdown commenced on Sunday 8th October 2017 at the Migrant Leaders™ Youth Conference.

Our young migrant high achievers came from all over London devoting their Sunday to hear about the Migrant Leaders™ development programme, how and why we are doing this.

Our supporter Margaret Ali introduced Elham Fardad, the founder of Migrant Leaders™. Margaret talked about personal values and that adversity should never stop us achieve anything in life, that Elham actually developed this charity and detailed programme proposal on a family holiday in China. Hit by jet lag, Elham saw this as her luck that the jet lag gave her 5 hours a day to work on this while her children slept.

Elham introduced the programme components and her thinking behind them



Courage

To build confidence and the courage to succeed, Migrant Leaders™ development programme is designed to match participants with the right trained mentor given the diverse needs and challenges of young migrants.

Capabilities

Bespoke structured learning modules will address the key factors determining the future success of migrants, delivered in classroom or as interactive on line modules.

Connections

Providing Migrant Leaders™ valuable network of contacts to enable the participants to gain quality work experiences in leading firms and public sector organisations of relevance to their chosen professional field.

Young migrants participated in facilitated exercises to provide feedback on the programme design



Young migrants provided feedback and were all encouraged to speak

About the programme



Capabilities

Bespoke structured learning modules will address the key factors determining the future success of migrants, delivered in classroom or as interactive online modules.



**Workshop/
Online
Modules and
Materials**

| Module 1 | Module 2 | Module 3 | Module 4 | Module 5 | Module 6 |
|---|--|---|--|--|---|
| How to Get the Best Out of Your Mentoring Programme | How to Get the Best Educational Outcomes <i>—In preparation for entry into higher education</i> | How to Succeed with Integrity and Character <i>—In preparation for entry into higher education</i> | How to Choose Your Future Career and Get There <i>—In prep for summer work placements</i> | Relationship Building & Influence in Britain <i>—To leverage work placement connections</i> | Resilience & Leadership <i>—For sustainable happiness and career success</i> |

Courage

To build confidence and the courage to succeed, Migrant Leaders™ development programme is designed to match participants with the right trained mentor given the diverse needs and challenges of young migrants.



**Bespoke
Mentoring**

| | | | |
|---|------------------|---|------------------|
| 1-2-1 Mentor weekly 30 min calls and monthly meetings | Formal mentoring | Connection to other mentors based on specific personal and professional needs | Formal referrals |
|---|------------------|---|------------------|

Top 10% get further support to accelerate faster

Based on exam results, interview with Super Mentor and other criteria

Connections

Providing Migrant Leaders™ valuable network of contacts to enable the participants to gain quality work experiences in leading firms and public sector organisations of relevance to their chosen professional field.



**Quality Work
Experiences**

| | | |
|---|--|---|
| 1 Week formal work shadowing at mentor's or other place of work | Other informal work experience opportunities such as a day at a top firm or public sector events | Ongoing learning through formal work placements such as summer internships at top firms and public and voluntary sector organisations |
|---|--|---|

Graduation from Migrant Leaders™ Programme and Ongoing Support:

Participants who graduate from the programme successfully based on participation and achievement of individual targets would be given access to the network of contacts of all the registered mentors of the charity

How to Help

Would you like to join the Migrant Leaders™ programme as a Mentor?

If you are as passionate as we are about helping young migrants fulfil their true potential in the UK, then we want to talk to you about mentoring opportunities with Migrant Leaders™.



What is Migrant Leaders™?

Migrant Leaders™ is a unique development programme designed for talented young migrants with the ambition to succeed in their future career and life in Britain. The programme consists of 3 streams, including structured learning modules, quality work experiences and mentoring.

What do mentors gain from the programme?

Mentoring is a two-way process. It benefits both mentee and mentor. As a mentor you will be sharing your skills and life experience with someone eager to learn from you. You will be contributing to the development of exceptionally talented migrants who, in turn, will contribute to the future of their communities and their host country. You will gain the personal satisfaction of following the individual's passage through life knowing that you will have played a significant part in his/her achievements and successes. It will be a rewarding process.

What would I be committing to as a Mentor?

We would expect the same professional standards from you as any challenging role. The typical time devoted to your role will be a total of 2 hours per month of mentoring spread over 1-4 phone calls or meetings mutually agreed. In addition we would encourage you to join a 1 hour monthly Mentors call to report on progress, share learnings and challenges we can help you with. As a Migrant Leaders Mentor we would encourage you to commit to your role on a year by year basis in order to provide reasonable continuity for your mentee and flexibility for you.

What support would I get as a Mentor?

We would like to ensure your mentoring experience is enjoyable and without problems. You will be fully supported by the Migrant Leaders™ programme, leadership team and materials. Resources available to you include a training module for new Mentors, ongoing monthly Mentors call, personal development workshops and a 'SuperMentor' to elevate any issues to. Our commitment to you includes appropriate controls for instance around your personal data. We will celebrate your success and contribution and give you recognition at official events such as Mentor Awards and Candidate Graduation Ceremonies.

Would you like to explore partnering opportunities with Migrant Leaders?

If you share our values, objectives and passion for helping young migrants fulfil their true potential in the UK, then we want to explore with you how you could partner with Migrant Leaders™ to support your brand and organisational objectives.



What partnering opportunities can Migrant Leaders offer?

We are highly motivated to deliver this programme and have a big positive impact on young migrants across Britain, but we cannot do this without help and partnering with interested individuals and organisations. If you are potentially interested in exploring partnering opportunities with Migrant Leaders™ please contact Elham Fardad email: efardad@migrantleaders.org.uk.

Corporate partnerships

Migrant Leaders™ has corporate partnerships with a number of leading firms. We are looking to expand this across all industry sectors and company sizes in order to connect our highly talented selected young migrants with relevant quality work experiences. There are also other ways companies can get involved with Migrant Leaders™ including strategic partnerships. We encourage companies who share our values, passion and objective to develop a diverse pool of young talent to get in touch with us to explore together how we can collaborate. This collaboration can include corporate sponsorship packages, staff volunteering, corporate events or choosing Migrant Leaders™ as your Charity of Choice.

Public sector organisations and charities

At Migrant Leaders™ we believe young people need opportunities to have a wide range of experiences to help them choose their future career and personal passion. One of the best ways of developing their skills and character is through volunteering. As such we would welcome opportunities to partner with public sector organisations and charities. This can include you providing work experience and volunteering opportunities to our highly talented selected young migrants. We would also be interested to explore other ways you may be able to collaborate with Migrant Leaders™ in order to achieve our shared objectives and outcomes for young migrants, communities and the wider public.

Schools and educational institutions

From the outset Migrant Leaders™ has aimed to be at the forefront of innovative ways of selecting and developing young migrant talent. We would like to continue to expand our partnerships and include schools and educational institutions who would like to give the opportunity to their 16-25 year old students to apply for the programme. We would provide appropriate support to the institutions and candidates before, during and after the application and candidate selection process. This support would include programme information packs, candidate joining packs and any other support the institutions need in order to participate in our programme. If your school or educational institution could be interested in participating in our programme please contact us at Migrant Leaders™.

About the founder



MIGRANT LEADERS
connections · capabilities · courage



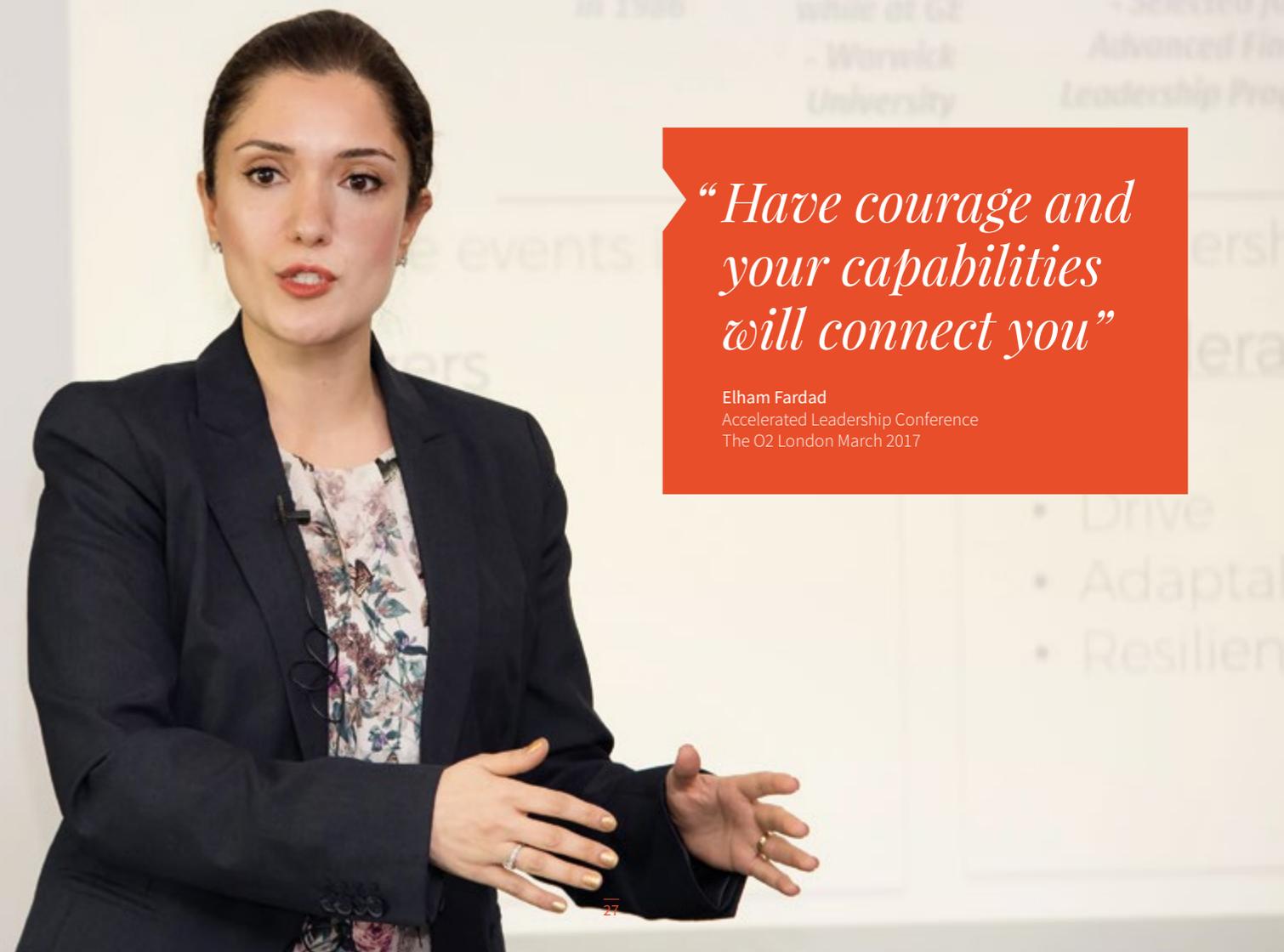
FARDAD
FOUNDATION

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migrantleaders.org.uk



“Have courage and your capabilities will connect you”

Elham Fardad
Accelerated Leadership Conference
The O2 London March 2017

“She is clearly very accomplished and very successful and it is great to see behind it all the thinking and struggles which made that happen...”

Wincie Wong
RBS

“The highlight of the leadership conference for me has been the opportunity to listen to Elham Fardad speak...”

Chris Dixon
Santander

“Elham has been my dedicated mentor for 3 years and her vision for my future and career, her bespoke guidance and connections have had an instrumental impact on my entry to a top university and a valuable internship at a leading firm...”

Ehsan Rahmati
LSE Graduate

Professional Career

Elham Fardad works as a Senior Manager at Ernst & Young Finance Advisory practice. Her leadership journey is characterised by drive, resilience and conquering self-doubt and adversity. She has worked for 15 years in industry in senior Finance roles in GE and News Corp, followed by 7 years at EY where she currently advises clients on their most challenging operational problems.



Personal Values

Her philosophy is underpinned by her enduring personal values and vision for her family. Elham sees her role as helping develop the next generation of leaders both in her professional and personal life. She continues in her personal time to mentor many talented young migrants in the UK from across different walks of life to help them fulfil their true potential.

Charity Work

In 2017 Elham launched Migrant Leaders™ to identify talented young migrants and help them through a world class programme of bespoke modules, workshops, mentoring and quality work experiences at leading firms. She has designed this programme bringing the best of her experience and the network she has gained throughout her professional career and charitable work.

Commitment to Family

Elham also devotes much of her time and care towards her two children who are aged 11 and 8 and she manages a ‘dual career household’ as her husband works in IT Advisory at Accenture. Elham’s inspiration comes from her desire to help leave the world a better place for her children and for others to be able to succeed no matter where they come from.



FARDAD
FOUNDATION

About The Fardad Foundation

The Fardad Foundation (TFF) is a UK registered charity that works directly with young migrants from deprived neighbourhoods, educational institutions and employers to provide bespoke support pathways towards the fulfilment of their true potential. TFF develops and delivers programmes, working with third parties and volunteers. Incorporated independently, TFF is governed by a diverse Trustees Board.

The Fardad Foundation (TFF) is registered as a charity with the Charity Commission in England and Wales with registered charity number 1176049.

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