Sharing our impact with Britain

Progress to December 2021

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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 ...

2020

THE POSITION IN 2020 SHOWS INSUFFICIENT PROGRESS

PARKER REVIEW 2020

Citizen Directors of colour represent only

3.2%

of FTSE 100 Boardrooms

Considering non-responses, a full dataset may paint a picture broadly consistent with the Parker Review 2017

FTSE 250

Citizen Directors of colour represent only

1.8%

of FTSE 250 Boardrooms

ONE BY 2021

FTSE 100 Boards which have no ethnic minority Directors:

37%

of FTSE 100 Boardrooms

Inclusion needs to start early in life

The Institute for Fiscal Studies Deaton Review 2021

Immigrant children outperform in attainment of higher education despite less advantaged economic backgrounds but this success is not reflected in the employment market

ATTAINMENT OF UNIVERSITY DEGREE

Overall second generation ethnic minorities* **39–55%**

White British majority **26%**

EMPLOYMENT RATES

Overall 1-7% lower than white British majority* **1–7%**

PROFESSIONAL OR MANAGERIAL OCCUPATIONS

Varies across ethnic minority groups and gender. Among second generation Pakistani and Bangladeshi women 39-50% attained a university degree. **39–50%**

But overall the same group performed 9-12% lower in attaining professional or managerial occupations than white British majority.

We have a targeted approach to address the root causes of ethnic inequality...

**Across a range of ethnic minority groups, gender and social classes. The four ethnic minority groups reviewed include Indian, Pakistani, Bangladeshi and black Caribbean*

Our charity mission

"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 Founder & CEO

About Migrant Leaders

Migrant Leaders is an independent UK registered charity programme, which works directly with young people from deprived backgrounds, educational institutions, communities and large corporates to inspire and develop disadvantaged young people and in particular young migrants. Our aim is to provide bespoke support to equip talented young migrants with the knowledge, skills and confidence to enter and take on leadership roles in major public and private sector organisations.

Our mission

Our mission is to equip every young migrant regardless of their background, with the leadership mindset and capabilities they need to capture opportunities to fulfil their potential. Concurrently they will feel productive and valued members of British society, thereby boosting social mobility, tackling discrimination and strengthening communities.

About The Fardad Foundation

The Fardad Foundation's aim is to support ethnic minorities and social mobility in Britain. The foundation comprises of Migrant Leaders and also includes Mentee Mentor which aims to bridge the gap that starts early in the lives of disadvantaged families, through this scheme we provide role model tutors who the young children can relate to and aspire to emulate their life and educational success and EduTech Kids which helps alleviate digital poverty by providing digital equipment.

Words from our Patron

"As a patron of Migrant Leaders it gives me enormous pleasure to provide a message of support of the work that our charity carries out to develop and help young migrants fulfil their potential.

The valuable Parker Report highlighted that citizens of colour represent only 2% of FTSE100 Boardrooms compared to 14% of UK population. Migrant Leaders carried out further research and looking at the same population this number goes down to only 1.3% who migrated to Britain and almost all were privately educated. Migrant Leaders sets out to change this.

The value of this diversity to the growth of the British economy and the benefit to everyone in British society is immense. I wholeheartedly believe in the Migrant Leaders mission and the intelligence and resilience it has taken to bring it to where it is today."

Dr Yvonne Thompson CBE FKCL,
The Parker Review Steering
Committee Member

A dynamic, entrepreneurial, award winning Top 100 BAME Leaders in Business, Yvonne has a proven record for building high performing teams. Since starting her own PR company over 30 years ago she has been involved in many successful firsts in the UK. She also has over 20 years' experience for which she is well known on public sector boards, which includes, Chairing, DTI's Ethnic Minority Business Forum, African Caribbean Business Network, and many others to where she brings energy and experience. Often called upon for media interviews, on issues concerning small businesses, women and minorities; Ms Thompson is no stranger to engaging with Prime Ministers, Ministers, and high profile personalities in business.

Our vision and outcomes

Our programme aims to 'Give Back to Britain' by sharing the programme with all young people from under-represented and deprived backgrounds. We deliver this development programme at no cost to young people or educational institutions:

Mentee: Ahmed Jumeh
University Student

Mentor: Omar Khattab
Senior Analyst, Citi

"I am proud of making it out of my neighbourhood and securing a place at Warwick University and a place on the Rothschild Investment Banking degree apprenticeship. My Migrant Leaders mentor Omar Khattab had one on ones with me, working through competency interviews and mock assessment centres. I will be part of the first investment banking apprentice cohort at Rothschild & Co. This wouldn't have been possible without you, Omar and the Migrant Leaders team. Thank you very much!"

Impact: Guidance, advice and employability support. Now on the Rothschild Investment Banking degree apprenticeship and University of Warwick.

Mentee: Jamil Tuki
University Student

Mentor: Steve Sanders
Global Consulting, EY

"My ultimate aim is to become the Chief Executive of a FTSE 100 company. I hope to achieve this not just for myself but to inspire others from ethnic minority backgrounds to aspire for what they want. I am a British Bangladeshi with a father from Bangladesh and a mother born in the UK. Being the first generation in my family to go to university, I have always sought to become the best I can be. However, navigating the corporate world is something that many of us with parents from non-professional backgrounds struggle with. I knew I needed guidance from someone experienced and being part of Migrant Leaders has been a fantastic experience having had the huge privilege of Steve Sanders as my mentor. The work Migrant Leaders does is exceptionally important and I look forward to contributing to them in the near future."

Impact: Guidance and advice on attaining top internships and graduate role. Now working in an analyst role at Deloitte.

AngloAmerican

"The leadership in the FTSE100 is not as diverse as it should be. That is why I chose Migrant Leaders to be my programme of choice."

Diego Henriques,
General Manager, Anglo American

Mentee: Heli Shah
A Level Student

Mentor: John Ashworth
Senior VP Finance, Smith & Nephew

"I want to be the most successful accountant in the UK. My parents are originally from India and my father works hard as a bus driver so I have learnt so much by hearing from my mentor about the life of an accountant and what needs to be done to be a successful accountant in the UK. I have really enjoyed listening to him and learning from him. Thank you for setting me up with such a great mentor. I want to build my skills, learn and put my knowledge into big firms to make them the most successful in the UK."

Impact: Building the roadmap and knowledge to achieve career aspirations & personal dreams. Now studying for a Bachelors Degree in Accounting & Finance at Kings College, London.

Mentee: Sara Renmiu
A Level Student

Mentor: Amer Hassan
Research Manager, Kantar

"I have always aspired to gain opportunities through which I could thrive. I joined Migrant Leaders Development Programme during my A levels at school and it has been elemental in helping me widen my horizons early on with great work experience opportunities. I was thrilled to be accepted onto Kantar's Virtual Industry Internship which was made possible due to the hard work of Elham Fardad, Migrant Leaders and the Kantar team."

Impact: Widening horizons to discover application of mentee's greatest strengths and providing opportunities for quality work experiences and connections in those roles and sectors. Now studying for a Bachelors Degree in Psychological & Behavioural Sciences at University of Cambridge.

KANTAR

"There are so many high potential people who come from circumstances which makes it hard for them to fulfil their potential. The Migrant Leaders programme is a perfect example of how to bridge this gap and we look forward to continuing this partnership."

Philip Smiley,
Chief Executive Officer, Kantar Consulting

Mentee: Wasifa Khalid
A Level Student

Mentor: Dr Sayee Papineni
NHS Consultant

"This development programme and my mentor have given me opportunities by visiting the UCL campus with me before my interview where my mentor graduated from herself and she did a mock interview with me which led to UCL offering me a place. She even worked with Migrant Leaders to arrange for an afternoon of talks by doctors from different specialities including the first female black orthopaedic surgeon appointed in the UK who was born in Guyana. The Migrant Leaders special development programme has made me realise I can achieve my dream of helping people and developing countries through my career in medicine."

Impact: Providing insights and access to inspirational relatable role models in chosen field. Now studying Medical Sciences at University College London (UCL).

Mentee: Israel Johnson
A Level Student

Mentor: Rachael Winter
Senior Director, Head of Global Clinical Operations, Smith & Nephew

"My story began when I moved to the UK in 2010 with my family when we sought safety from the violence of Boko Haram in Nigeria. I want to dedicate my life to the field of science and being ineligible for student finance, Migrant Leaders is giving me that opportunity by paying for my tuition fees to study Biomedical Science at the University of Warwick. I feel so lucky that my Migrant Leaders mentor is actually a Biomedical Science alumnus herself and working in a clinical role at Smith & Nephew. Elham Fardad is currently connecting me to top people at GSK and other pharma companies and getting me ready for my industrial placement opportunities."

Impact: Career insights from senior mentor in chosen technical field and sector. Connections to coach and provide industry opportunities. Now studying Biomedical Science at University of Warwick.

smith&nephew

"I really believe in the cause that Migrant Leaders supports which is to create a landscape where there is equality of opportunities for 1st and 2nd generation migrants to really succeed."

John Ashworth,
Senior Vice President, Smith & Nephew

Mentee: Kanav Moudgill
A Level Student

Mentor: Lester De Leon
Vice President, Standard Chartered Bank

"I moved to the UK at the age of 11 with hopes and dreams of becoming an Aerospace Engineer. I knew that I may not be able to afford to go to university and that I should explore different career options. Migrant Leaders matched me to a mentor I could relate to and when I decided to explore degree apprenticeships Elham personally connected me with her senior contacts in GSK, Airbus and GKN Aerospace. I was even one of the 6 Migrant Leaders mentees who were selected for the ABB Engineering Internship. The mentoring, experiences, advice and contacts the Migrant Leaders programme has given me has been incredible. I hope that I can give back to the programme by fulfilling my potential."

Impact: Connecting to senior leaders in top companies in the chosen field. Now studying for a Bachelors Degree in Aerospace Engineering at University of Manchester.

ABB

"Diversity & Inclusion is hugely important to ABB. We need the broadest range of thinking so that we can follow markets and change things for the better."

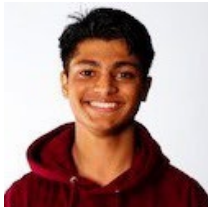
Troy Stewart,
Lead Manager, ABB Process Automation UK

Mentee: Machi Onuorah
University Student

Mentor: Olesya Potorti
Adviser Partner Practice, St James's Place

"Born in Nigeria and growing up in the UK, as one of the few black individuals in a predominantly white institution, secondary school was a challenge. This has been my source of motivation to apply for the Migrant Leaders Development Programme. The challenge posed by the diversity gap can be overcome through such a programme that strives to connect disadvantaged students to real-life opportunities that expands into the corporate world. Such exposure is the leverage needed to break social barriers and will provide valuable insight into the seemingly inaccessible top firms. I started with no hope of securing internships but my mentor helped me gain the Spring Internship at multiple investment banks including BNP Baribas, Goldman Sachs, JP Morgan and an internship at EY. I just know that my path will pave the way for the next generation."

Impact: Guidance and advice on attaining top internships. Now studying for a Bachelors Degree in Chemistry at University College London (UCL).



Mentee: Hamza Islam
A Level Student

Mentor: Haroon Omar Mahdi
Academic Mentor, University of Westminster

"I eagerly await starting my degree apprenticeship at Norton Rose Fulbright. I received the ultimate results I could have hoped for in my A Level and I doubt whether that would have been possible, if not for the amazing support system I had. This includes my Migrant Leaders mentor Haroon Mahdi. I really want to help others interested in degree apprenticeships. I doubt whether I'll be as great as my mentors, but the process of assessment days and interviews is incredibly gruelling, so I'm always happy to help!"

Impact: Guidance and advice on career options and education funding. Now working as a Solicitor Apprentice at Norton Rose Fulbright.

Permission has been obtained from individuals to use their full names in this report.

Key impact numbers:

WHAT WE HAVE ACHIEVED SINCE 2017:

925

senior mentors from more than 95 FTSE100 and leading organisations

3,118

Corporate experiences & workshop participants

61

UK locations

22,700

Digital Modules and Content Views

905

mentees between 16 and 25 years old

96%

Ethnic minority mentees

Migrant Leaders Opportunity Fund

£180,000

allocated to funding all tuition fees to enable exceptional migrant students to attend top universities

Our mentors

We have over 925 volunteer mentors who have joined us to support our programme and the talented young mentees we select. Our mentors work in senior roles in FTSE100 and leading organisations including:

FINANCIAL SERVICES

HSBC
Barclays
Goldman Sachs
Morgan Stanley
JP Morgan
UBS
Citi
RBS
AXA
Mastercard
American Express
Lloyds BG
NatWest
Blackrock
Barclaycard
Moody's
Visa
Lloyd's of London

PROFESSIONAL SERVICES

SAP
Oracle
Microsoft
Cisco
HP
EY
PwC
KPMG
Deloitte
Clifford Chance
Capita
IBM
Accenture
Wipro Consulting
Tata Consulting
GENPACT
Infosys
Grant Thornton
Alvarez & Marsal
Kantar

INDUSTRY SECTORS

GSK
Pearson
Thomson Reuters
IHS Markit
Sky
G4S
Conduent
Anglo American
Experian
Kantar
SAS
Tata
Intertek
Black & Decker
Unilever
Astra Zeneca
Smith & Nephew
Diageo
Whitbread
GKN Aerospace
Vodafone
Jaguar Land Rover
BAT
Emirates
Mind Tree

Uber
The Telegraph
BP
GE
Gartner
BT
Ciena
Travelers
Mitie
Aon Risk Solutions
Nissan
Fujitsu
Travis Perkins
Jacobs
Vodacom
Penguin
Burberry
Chanel
Pfizer
Tarmac
BAE Systems
Airbus Group
Coats Group
JLL
Merlin

Entertainment
Rio Tinto
Hitachi
Transport for London
AECOM
NHS
Thames Water
Network Rail
BBC World
Cambridge Uni
Dyson
ABB
Rolls Royce
Ericsson
eBay
Essentra
Balfour Beatty

Royal Mail
Amazon
Direct Line Group
Toyota
Emergen
Dixons Carphone
Boots
Omnicom
Atos
Air Products
KBR
WNS
IBEX
PepsiCo
Westcon

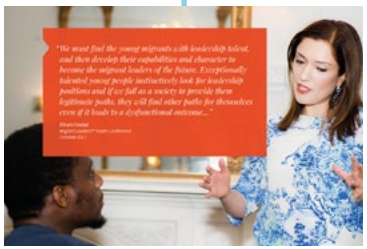
"I am delighted and humbled to have been asked to support the great work that is being led by Migrant Leaders."

Michael Brennan
Transformation Director, BAE Systems

Our story:

2017

JULY



Design: Elham developed the charity programme proposal on a family holiday in China. Hit by jetlag, Elham saw this as her luck that the jet lag gave her 5 hours a day to work on this while her children slept.

OCTOBER

Consultation: Migrant Leaders Youth Conference to introduce programme and seek feedback from potential participants.

2018

JANUARY

Launch: Migrant Leaders Leadership Conference with representatives from Accenture, Deloitte and EY among more than 100 attendees from private and public sector to seek further consultation.

"Elham's vision for what can be achieved for young people by working collaboratively and empowering them is highly motivating. Her efforts have seen top business leaders come together to support incredible young people to achieve great things."

Kate Kettle
Migrant Leaders Advisory Board
Kings College Participation Department

Future Britain Young Leaders Workshop:

Opened programme to encourage economic participation from all ethnicities across Britain, in consultation with our Young Leaders Panel and Kings College Widening Participation Programme.

JUNE

"It is equally important for ethnic minority talent to hold up a mirror to themselves as it is for organisations to support them. The need for a collaborative approach is greater than ever."

Rene Carayol MBE
Migrant Leaders Patron
Inclusion Expert & CEO Coach

Afro-Caribbean Youth:
Commenced drive towards targeting young girls and boys from Afro-Caribean ethnicity to raise their aspiration and access to opportunities to fulfil their potential.

JULY

SEPTEMBER

First Mentors Conference:
65 senior Mentors attended the inaugural Migrant Leaders Mentors Conference to hear our Founder Elham Fardad introduce the programme and Patrons Dr Yvonne Thompson CBE and Rene Carayol MBE speak.

First Education Conference: Migrant Leaders Education Conferences aim to inspire and boost participation at top universities and provide practical expert training on university applications.

OCTOBER

2019

FEBRUARY

National Coverage: Engaged with universities and schools across the country to help address regional disparity in youth training and employment.

NOVEMBER

Corporate Partner:
Mentees Access to Corporates Mining Conference.

AngloAmerican

APRIL

First Connect Conference:
Connecting our Mentors and Mentees.

Leaders Like Us Campaign: Interviews with leaders as relatable role models to inspire and share experience with diverse young people across the country.

JUNE

Digital Programme Launch:
To provide further guidance, training and tools as well as inspirations through our Leaders Like Us and Imagine If campaigns.

Charity Times Awards:
Selected as Finalist for Charity Times Awards 2019.

JULY

OCTOBER

NOVEMBER

Corporate Partner:
Mentees Access to Corporates STEM Conference.

smith&nephew

KANTAR

Corporate Partner:
Mentees Access to Corporates Marketing Conference.

DECEMBER

Our response to Covid-19 is to scale up our impact and expand the scope of our support of ethnic minority communities:

Mentee: Michas Morris
A Level Student

Mentor: Giovanni Sobrero
Production Leader, Rolls Royce

"My dream is to one day work for BAE Systems, Lockheed Martin or even Rolls Royce. I want to be successful in engineering to ensure my family never have to worry about anything. My mentor, Mr Sobrero has been a fantastic mentor to me, helping me develop and has connected me to opportunities such as work experience at a Rolls Royce site as well as introducing me to the Royal Aeronautical Society. We are working on finalising my university choices and creating a LinkedIn profile. He is really the mentor I needed for the future I had dreamed of and I would not have had these opportunities without the Migrant Leaders programme."

Impact: Guidance and advice on attaining top university offers, resulting in offer from Imperial College. Quality work experience in chosen sector and company.

2020

APRIL

Resilience & Confidence Training: Launched Migrant Leaders Resilience digital module followed by live webinar training with Winston Ben Clements on a mission to inspire 1 Billion people.

COMMUNITY FUND

JULY

Migrant Leaders approved for funding by the The National Lottery Community Fund.

JUNE

First Digital Education Conference: Live webinar training in collaboration with Varsity Scholars to support university applications and enhancing mentees' communication skills with Kantar.

smith&nephew

STEM Careers Deep Dive: In collaboration with our corporate partner Smith & Nephew.

JULY

KANTAR

Marketing & Consulting Virtual Internships:
In collaboration with our corporate partner Kantar.

AUGUST

Charity Times Awards:
Selected as Finalist for Charity Times Awards 2020.

2020 charitytimes Awards
Recognising leadership and professionalism
Shortlisted

JULY

Founder & CEO Elham Fardad IoD Director of the Year Awards Finalist for her work on Migrant Leaders.

AUGUST

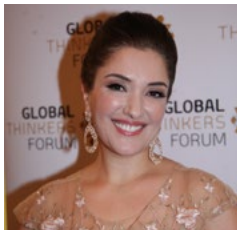
Migrant Leaders Opportunity Fund:
Establishment of our charity's fund to enable exceptional migrant students to attend top universities.

SEPTEMBER

"I have always dreamt of studying engineering to solve global challenges, I believe as an engineer I will be able to help countless people. I was born in India and moved to the UK aged 10. After tackling many other challenges, I wasn't able to access student finance, therefore I decided to take a job as a Chef. Migrant Leaders have now given me an opportunity to access higher education, allowing me to study Mechanical Engineering at The University of Manchester."

Dhyey Ghetia
Migrant Leaders, Mentee

"I am proud of our Mentee Mentor programme which aims to bridge the gap that starts early in the lives of disadvantaged families. Through this scheme we provide role models who the young children can relate to and aspire to emulate their life and educational success. This is also a valuable leadership opportunity for our charity's established mentees to become mentors and to earn an income during their time at university. They will build confidence and feel proud of their social impact and giving back to Britain."



Elham Fardad
Migrant Leaders
Founder & CEO

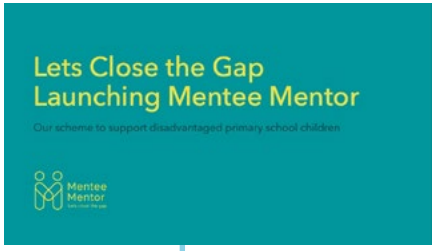
"Mentee Mentor is a unique and hugely valuable scheme that not only bridges the educational attainment gap, but also helps build aspiration in children through mentoring with role models. I am very excited to be part of this team."

Kerry Scott
Migrant Leaders Advisory Board
Headteacher, Ainslie Wood Primary School

Sponsored by
Swan Partners

SWAN PARTNERS

Mentee Mentor Programme: Launch of our charity's mentoring and tuition programme to support disadvantaged primary school children and help close the educational attainment gap which has widened further due to Covid-19.



NOVEMBER

"EduTech Kids donations to our school is helping families with multiple siblings, giving them access to remote learning during this lockdown and beyond."

Raphael Moss
Headteacher, Elsley Primary School

DECEMBER

EduTech Kids Scheme:
Launch of our charity's scheme to help alleviate digital poverty in education by providing laptops, smart phones and other digital equipment for their homes, by mobilising our network of corporate partners.

"The donations of laptops from EduTech Kids is helping to support some of our most disadvantaged students. This means a lot to them at these difficult times."

Ian Walsh
Deputy Principal, Oasis Academy

Migrant Leaders Featured: Charity Times Magazine

2021

FEBRUARY

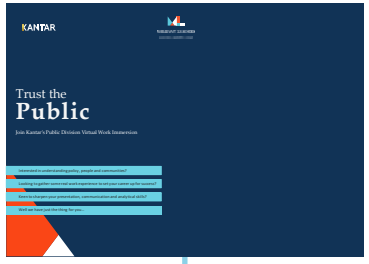
Strengths Profile Assessments: Provided to Migrant Leaders mentors and mentees in partnership with Cappfinity.

Cappfinity

MARCH

"The ethnic minority communities need the allyship of a network that supports and connects them. They need hope that the future will be better than the past."

Chrisann Jarrett
Migrant Leaders, Young Leaders Panel



Public Sector Strategy Virtual Internships: In collaboration with our corporate partner Kantar Public.

APRIL

MAY

First Digital Connect Conference: Bringing together Migrant Leaders mentees and mentors and training in collaboration with University of Warwick.

Digital Education Conference: Live webinar training with Varsity Scholars to support university applications and training mentees on social media, internships and graduate jobs in collaboration with Granger Reis.

JUNE

charitytimes Awards 2021
Recognising leadership and professionalism
Shortlisted

JULY

Charity Leader of the Year: Founder & CEO Elham Fardad selected as Finalist for Charity Times Awards 2021.

KANTAR

AUGUST

Virtual Internships Across Multiple Divisions: Kantar Insights, Public, Consulting and Marketing.

ABB

Corporate Partner: Engineering Internships in collaboration with ABB.

JULY

SEPTEMBER

One Year Upskilling Internship: In collaboration with Granger Reis.

OCTOBER

UNIVERSITY OF OXFORD

First Migrant Leaders Quarterly Mentors Webinar: Professor Mary Bosworth spoke about representation, in collaboration with University of Oxford.

Roadshow of Schools Visits Across Britain: To speak to disadvantaged young people about opportunities.

AngloAmerican

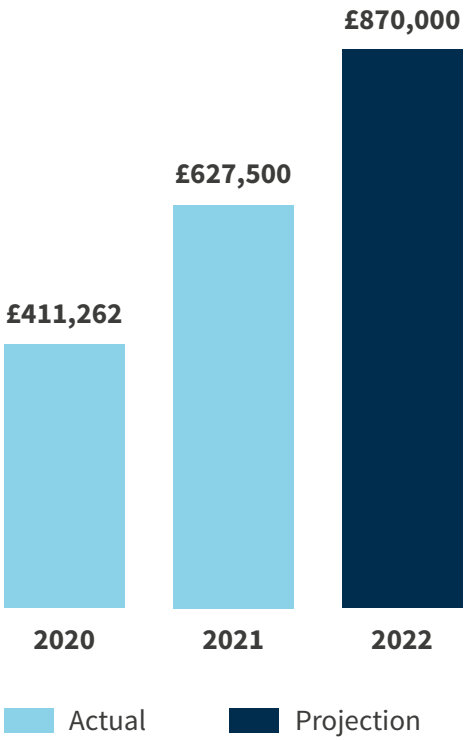
Mentee Development Webinars:
In collaboration with Anglo American, we are delivering a series of workshops on a wide range of topics to boost mentees employability, build capabilities and connections.

2022

2020

Income & charity effectiveness:

In the 12 months to March 2021 the charity increased its income by 53%, achieved mostly through corporate partnerships:



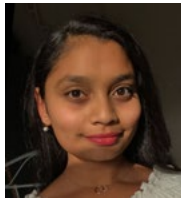
We continue to work to deliver our programme as cost effectively as possible, while supporting more young people each year. We are committed to delivering high quality and impactful programmes to even more disadvantaged young people across the UK.

In the 12 months to March 2021 the charity increased the number of young people it supports by

63%

In the 12 months to March 2021 the charity increased the number of mentors by **71%**

We launched our EduTech Kids and Mentee Mentor programmes as well as delivering multiple digital conferences, webinars, workshops and our first of a series of virtual internships



We launched our Migrant Leaders Opportunity Fund to enable exceptional migrant students to attend top universities.

A bright future through collaboration:

Our vision is to scale up the charity's impact to reach out to more young people across Britain. We will concurrently continue to build further corporate partnerships to widen young people's horizons and provide them with opportunities and work experiences.

In response to the disproportionate impact of Covid-19 and economic downturn we are addressing the deeper root causes of the challenges migrants and ethnic minorities face by launching a mobile app to deliver further support and connections to the wider economy. Furthermore, in 2020 we launched our EduTech Kids scheme and Mentee Mentor programme to help alleviate digital poverty and to close the educational attainment gap which has widened further for disadvantaged communities due to Covid-19.

Mentee: James Rhodes
University Student

Mentor: Rena Patel
Chief Marketing Officer,
Kantar Consulting

"Born in Derby, I was the first person in my family to go to university. I took the difficult decision of moving down to London to fulfil my aspirations for a career in marketing. Migrant Leaders has given me all the opportunities I needed to seize in order to fulfil my potential. Elham Fardad saw something in me and connected me with Kantar and while at university I spent the next couple of years being mentored by the Kantar CMO Rena Patel, doing the Migrant Leaders Kantar Public Spring Internship and working with the Migrant Leaders team as their Marketing Intern. This really gave me the direction, skills and confidence I needed to do them and myself proud."

Impact: Identifying greatest talents and passions, devising roadmap to a marketing career and gaining skills in quality internships. Now working in graduate role at Kantar.

About the Founder

“ Have courage and your capabilities will connect you”

Elham Fardad,
Accelerated Leadership Conference
The O2 London March 2017

Professional career

Elham’s professional career spans 25 years in senior leadership roles in blue chip multinationals including GE, News Corp and Ernst & Young, where she has advised clients on their most challenging operational problems. She is the Founder and CEO of the charity Migrant Leaders and is a member of multiple Advisory Boards. Elham has been selected as Finalist in awards for her work on Migrant Leaders, including Charity Times Charity of the Year, Charity Leader of the Year and the IoD Director of the Year.

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 ethnic minorities in the UK from different walks of life to help them fulfil their true potential.

1986 — Moved from Iran to the UK

1999 — Executive MBA Sponsored by GE

1999 — Advanced Financial Leadership Programme

2004 — Finance Director, Senior Executive

2010-2019 — Business Transformations, Client Advisory Services

"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

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 15 and 12 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.

Interview with
Rene Carayol MBE

2017 Fardad Foundation Founder & CEO

2017 Migrant Leaders Founder & CEO

2020 Mentee Mentor Founder & CEO

2020 EduTech Kids Founder & CEO

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

Chris Dixon, Santander

Thank you

Be part of the Migrant Leaders story.

If you are as passionate as we are about helping young migrants fulfil their potential in the UK, then we want to talk to you about mentoring, sponsorship and partnership opportunities.

Corporates

We work with companies who share our vision of providing opportunities to disadvantaged young people. Our corporate partnerships deliver conferences, workshops, quality work experiences and access to job opportunities. Company volunteers work closely with our experienced team to change young people's lives, learn about the next generation of the workforce and develop by working with us on leading practice programmes. They find new purpose to work with their colleagues through a refreshed sense of common values and belonging.

Public sector

We collaborate with educational institutions, charities and the public sector to provide our programme free of charge to young people. We would like to continue to expand our partnerships with other organisations who would like to, with our support, give opportunity to their 16-25 year old students to apply to our programme.

Volunteers

Become a mentor, facilitator or join us in other volunteer roles. You will make a pivotal difference to the direction of young people's lives, will gain the opportunity for personal development and join our network of connections.

Support us

We are a registered charity with the Charity Commission. If you are a UK taxpayer, the charity will receive up to £250 through Gift Aid for every £1000 you donate to the charity.

Contact us:
enquiries@migrantleaders.org.uk

Appendix A: Our programme

Our programme participants are guided through the learning journey designed to support and build their capability and character:

ORIGINAL HIGH LEVEL PROGRAMME DESIGN | YEAR 1 → | YEAR 2 → | YEARS 3-5 → | BEYOND

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

How to Get the Best Out of Your Mentoring Programme On Boarding Materials

Raise Aspirations ML Think Big campaign

Build Confidence & Resilience ML online modules

Build Character & Integrity ML Character Cards

Enable Education Participation in Higher Education Conference

Build Future Leaders ML Leadership online Young Leader modules

Build Life Leadership Life skills workshops and sustainable leadership

Boost Access ML Leaders Like Us campaign

Unlock Capability Workshops on target topics and Leadership Conferences

Connect Conferences Networking events with top firms – London & Regions

Show Possibilities ML Mentees invited to corporate events

Share Leading Practice Expert top firms speakers

Give Back to Britain ML alumni to mentor British in deprived areas

Strengthen Support ML Community App for 24/7 support and mental health

Build ML Community ML website members discussion forum

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

Remote 1-2-1 Mentor monthly (or as agreed) voice/ video calls

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

Appendix B: The Young Leader

Our model to develop success characteristics in young people and the sustainable leaders of the future

Adds Value

Attains the motivation and self discipline required for real focus on operationalising a vision, supporting plans and execution of those plans.

Works at Pace

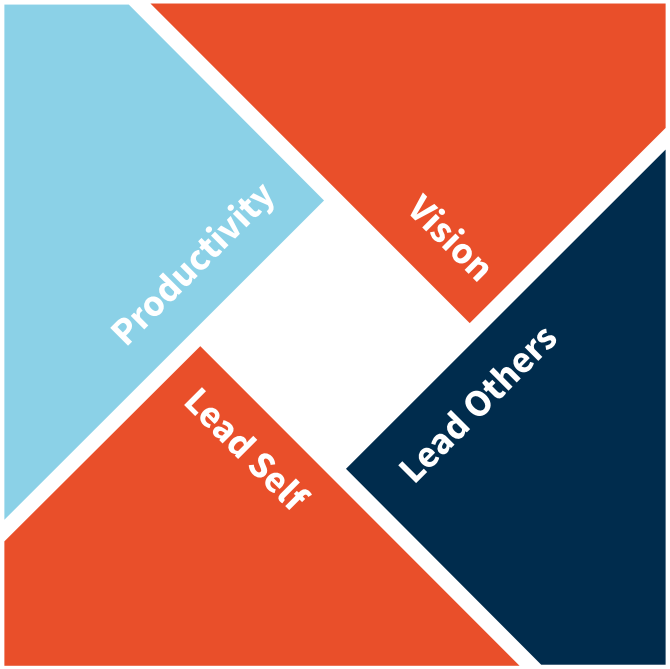
Demonstrates continued determination and the physical and mental endurance and momentum required to see through to the end objective and beyond.

Builds Self

Develops self awareness and gains an understanding of own needs in order to achieve happiness. Maintains a positive attitude, builds resilience and patience in achieving own personal objectives.

Instils Trust

Demonstrates behaviours and strengths that instil trust in a leader. These include the ability to inspire, confidence, decisiveness and clear communication.



Intense Ambition

Attains a firm belief in own ability to achieve own objectives and has the courage to commit to that responsibility.

Vision of the Destination

Has the creativity, intuition and proactivity to devise a vision of the end result. Leverages curiosity and adapts vision to the environment and resources.

Builds Others

Demonstrates gratitude for opportunities and makes positive contributions to society. Sets an example through personal integrity, empathy, compassion and respect for others.

Trusts Others

Learns to trust others and give people a chance so we place trust in each other and demonstrates this through flexibility of approach, honesty and tact.

These 4 level 1 ‘capability components’ describe our ‘Young Leader Model’ framework. No leader is the best in all these 8 level 2 traits, though the strongest leaders achieve a good level on all 8 traits while showing exceptional strength in particular traits. This framework aims to balance work and people skills. The critical factor determining young leaders’ development is early self awareness and guidance on the level 3 behaviours, capabilities, values, emotional and social intelligence needed to succeed in their life, in Britain and their chosen career. It is assumed that ‘technical functional expertise’ to enable progression in their chosen career is developed during their education, work experience and employment when they are on the right path leveraging the above traits.

MIGRANT LEADERS

connections · capabilities · courage

FARDAD FOUNDATION

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@ enquiries@migrantleaders.org.uk

linkedin.com/company/migrant-leaders

twitter.com/MigrantLeaders

facebook.com/MigrantLeadersUK

instagram.com/migrantleaders_

Youtube: Elham Fardad

The Fardad Foundation (TFF) is a UK registered charity that works directly with young people 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.