



paragon Ignite

The Ignite programme launched in 2023 and is focused on supporting the development and career progression of individuals in underrepresented groups.

Listening to our people

The programme was launched as a result of direct feedback from listening circles, hosted by our Equality, Diversity and Inclusion Network. The listening circles focused on race, gender, LGBTQ+ and disability inclusion and highlighted a lack of self-confidence from some attendees and a desire for more support in championing self-development at work.



What does the programme involve?

Launched by Paragon's Learning and Development team, Ignite is a nine-month programme specifically tailored for employees who have specific protected characteristics or who are from lower socioeconomic backgrounds.

Participants are paired with an internal mentor and given opportunities to network with other colleagues on the programme.

It focuses on four themes...

- ✦ Igniting awareness
- ✦ Igniting development
- ✦ Igniting relationships
- ✦ Igniting impact

Covering areas such as...

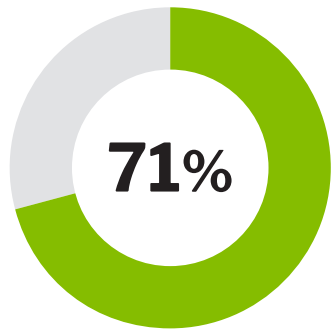
- ✦ Building confidence
- ✦ Overcoming imposter syndrome
- ✦ Developing a growth mindset
- ✦ Forming strong relationships
- ✦ Improving personal impact

And involving...

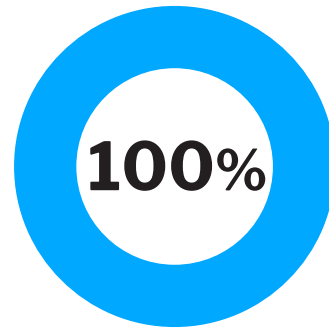
- ✦ 360 feedback
- ✦ 1:1 mentoring
- ✦ Strength Finder sessions
- ✦ Regular discussions with line manager around progress
- ✦ Reflection and action planning



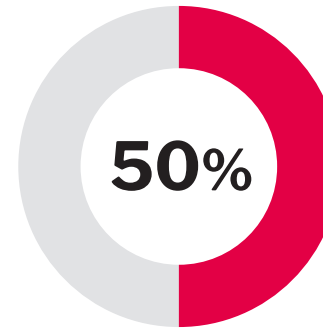
Success so far...



of mentees strongly agree the programme has helped them gain knowledge and skills to enhance their performance



of mentees agreed they would recommend the programme to others



of mentees have secured an internal promotion or change of role



of mentors stated they would participate in the programme again

How has it helped participants?

- ✱ Increased confidence
- ✱ Techniques to overcome imposter syndrome
- ✱ Confidence to present to senior stakeholders
- ✱ Improved time management
- ✱ Confidence to apply for roles and focus on career development

The Ignite programme was fantastic to be a part of! Each session gave us practical tips and approaches that we could apply immediately to our day-to-day roles.

There was a range of underrepresented groups on the programme, including those from lower socioeconomic backgrounds, and we were able to share our different experiences with each other in a safe space.

It also provided me with the confidence to apply for a new position within Paragon and I was successful!

Limpa Paul

Senior Prudential Risk Analyst
and 2023 participant on Ignite

