

Amey launches Multicultural Leadership Development Programme to promote diversity and inclusion

2 years ago



Amey, a leading provider of full life-cycle engineering, operations and decarbonisation solutions for transport infrastructure and complex facilities, is proud to announce the launch of its inaugural Multicultural Leadership Development Programme.

The innovative 18-month training and mentoring programme is designed to foster diversity and support individuals from multicultural backgrounds in reaching their full potential, while also striving to achieve higher multicultural representation in leadership positions across the organisation.

The 32 successful employees were joined by Amey CEO Andy Milner and other executives at the launch event last week to celebrate the initiative's commencement and underscore Amey's commitment to fostering diversity and inclusion.

Diversity and inclusion are fundamental values at Amey, and the new Multicultural Leadership Development Programme represents a significant step towards creating a more representative and equitable workplace. By providing opportunities for individuals from diverse backgrounds to enhance their leadership skills, Amey aims to drive productivity and performance, ensuring a thriving and inclusive organisational culture.

Neetu Khosla, Multicultural Chair and Social Value Manager at Amey, commented, "When I took over as Chair more than a year ago, I made it my mission to make sure there was a more of a platform for people of colour within the business. I truly believe that together we are stronger and building the community and committee has been incredibly rewarding and I'm delighted that the results are starting to show.

"Over the last few months, we have run several initiatives from Race Equality Week to Active Allyship,

bias, Privilege, with some passionate and driven allies that also just want to do the right thing.

“I am now absolutely delighted that we have launched the Amey Multi-Cultural Leadership Development Programme. It provides people in the business with a supportive community to share challenges, ideas and feedback as well as a roadmap to leadership.”

Michael Burgess, Chief People Officer, Amey, commented, “I am delighted that Amey launched its new Multicultural Leadership Development Programme last week. One of the outcomes we’re hoping to achieve from the programme is to increase multicultural representation at senior levels. Clearly, there are huge immediate and long-term benefits for Amey in such a programme that promotes wider diversity across the organisation and releases the talent and ambitions of all staff.”

One participant, Zodwa Mkhonta, Commercial Manager for EM projects, Complex Facilities, commented, “It just gave me the feeling of how much I matter. It made me feel this is the beginning of a journey of my life to become a leader. No limits, I can do it.”

Another participant, Muhammad Tauqeer, Finance Assistant, Complex Facilities, added, “It was really nice to see the support from senior leadership in Amey, and is really good to see this programme is supported by everyone.”

The programme was developed following the success of the Women@Amey Leadership Development programme, which is now in its third cohort, with 58 women from across the business having taken part since 2017. It is an 18-month Leadership Development Programme where participants work towards reaching their potential with focus on a long-term goal of a leadership role.

Julia Rumbles, Talent & Early Careers People Partner, Amey, who has helped create both programmes, commented, “Watching the Women@Amey participants grow and develop has been incredibly rewarding and I am very confident that the Multicultural leadership development programme participants will progress and develop in the same way. I am excited to be part of their journeys to leadership. There is so much positivity and excitement about getting started and we can’t wait to work with everyone to support them to drive forward their goals.”