
Advance

Developing our Future Female Leaders

Cohort 2: July 2019

Advance – Developing our future female leaders

The Business Case

At Lloyd's our strength lies in the diversity of our people. Their talent means we continue to innovate and provide insurance that supports the economic growth and resilience of communities, cities and countries, enabling human progress.

Lloyd's is committed to closing the gender pay gap by working to increase the number of women taking up senior roles across the Corporation, and improve the gender and broader diversity balance across all levels.

Commitment to improving gender diversity has increased over the past few years, data shows that an equal number of men and women are represented at the entry levels, however this representation does not translate at the senior level.

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Programme Objective

The **Advance programme aims to improve the pipeline of women within the Corporation and the Market, through a modular based development programme targeted at women identified as **future leaders**.**

Aligned with the Lloyd's Leadership Profile this programme will support participants to develop personal attributes, capabilities and networks required to advance their careers as future leaders.

Advance will bring together a community of future female leaders from across the Corporation and the market, providing targeted development, access to experts and role models and on-going networking opportunities aimed at supporting their future careers within the Corporation and the broader Market.

“Advance will bring together a community of future female leaders from across the Corporation and the market.”

Advance – Programme Overview

6 month programme

15

15 participants from the Corporation and the Market

4

4 development modules, personality & 360 feedback

Sponsoring

Mentoring

Networking

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Success Measures

Measured at 6 months (and 12 months) after the conclusion of the programme. It will consist of feedback from several levels, including:

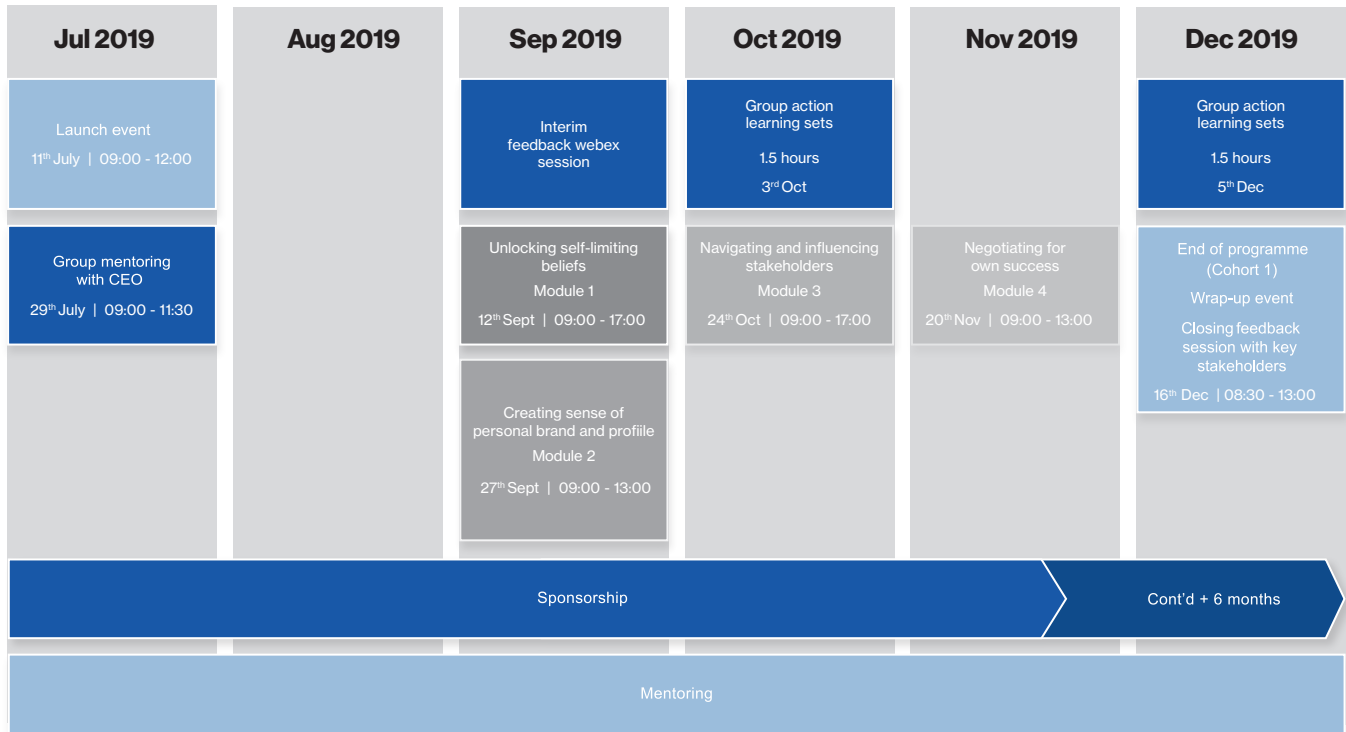
Feedback from participants, sponsors and mentors post programme

Feedback after additional 6 months of sponsorship

Career progression of participants within 12-24 months of completion (e.g. project assignments, secondments, broader responsibility, role change/promotion)

Retention of female participants within the Corporation and the Market

Advance – Programme Overview



Contact:

Please contact Mark Rivera or Pauline Miller at **mark.rivera@lloyds.com**, **pauline.miller@lloyds.com** regarding the nomination process, participant costs and with any queries.