
Advance

Developing our Future Female Leaders

Cohort 3: January 2020

"To better prepare and equip a talent pool of future female leaders for Lloyd's and the wider insurance Industry"

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, helping to create a **braver world**.

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.

“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.**”

Advance

Programme objective

The **Advance** programme aims to improve the pipeline of women within the Corporation and the industry, 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 Industry, 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 Industry.

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

Advance

Benefits – participants will be able to:

- Gain additional **personal skills development** NOT normally provided in traditional Leadership programmes
- Expand their network by joining the **Advance Alumni**
- Gain **access to senior leaders** from their own organisation through their sponsor and navigate amongst senior leaders with confidence
- **Manage themselves and their careers** effectively and confidently in a male dominated industry
- Learn from **mentors, sponsors** and female programme facilitators
- Develop greater **confidence** and **capability** from their learning and related actions to apply what they have learned



Advance – Programme Overview

6 month programme

15

15 participants from the Corporation and the Industry

4

4 development modules, CEO Mentoring session, personality profile report

Sponsoring

Mentoring

Networking

Advance

Programme overview

Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020
<p>January 13, 2020 Cohort 3 Launch event for Participants, Sponsors and Mentors 09:00- 12:00</p>	<p>February 13, 2020 Cohort 3 Module 1 – Unlocking Self-Limiting Beliefs 09:00 – 17:00</p>	<p>March 3, 2020 Cohort 3 Module 2 – Creating sense of personal brand and profile 09:00 – 13:00</p>	<p>April 21, 2020 Cohort 3 Module 3 – Navigating and Influencing Stakeholders 09:00 – 17:00</p>	<p>May 5, 2020 Cohort 3 Module 4 - Negotiation for your own success 09:00 – 17:00</p>	<p>June 5, 2020 Cohort 3 Closing Event for Participants, Sponsors and Mentors 09:00 – 10:30</p>
<p>January 28, 2020 Cohort CEO Mentoring Session 09:00 – 11:00</p>		<p>March 10, 2020 Cohort 3 Action Learning Sets, 3 groups 09:00 – 17:00</p>		<p>May 12, 2020 Cohort 3 Action Learning Sets 3 groups 09:00 – 17:00</p>	
		<p>March 31, 2020 Cohort 3 – Sponsors and Mentors Learning Sessions 08:30 – 11:30</p>			
Sponsorship + Continued + 6 MONTHS					
Mentoring					

Advance

Learning modules overview

Unlocking self-limiting beliefs

On this workshop participants will learn the tools and techniques required to raise awareness over the roots of their limiting beliefs. They will work with practical and realistic tools and real life examples that will enable them to walk away equipped and resilient to overcome any barriers with grit.

Creating sense of personal brand and profile

This workshop is highly experiential and explores what your personal brand is from the perspective of Body, Emotion and Language. There is individual feedback for every participant.

Influencing and navigating stakeholders

This session will ensure you know who your key stakeholders are, where you need to build new relationships and will take you behind the scenes of influence, equipping you with the skills you need to master to succeed.

Negotiating for your own success

This session will look at the core aspects of negotiation and share a practical and highly effective process, together with the skills needed at each phase, to help you prepare and execute those critical career negotiations.

Advance

Success measures

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

Progress feedback after 6 additional months of sponsorship and mentoring

Participants are using the knowledge, tools and techniques learned to progress their performance and career

Participants are successfully engaging with and navigating amongst senior leaders with more confidence and effectiveness

Participants are successfully engaging with and navigating amongst senior leaders with more confidence and effectiveness

Participants are regularly networking and seeking to build their network

Participants have identified and attained role stretch opportunities

Participants are seeking and influencing to, or have achieved a career progression move

Increased retention of female participants within the Corporation and the Industry

Roles and Commitments

There are 3 roles in the programme

Participant

Role – To attend all of the programme development events and to work closely with your Sponsor and Mentor to develop your capability, grow your network and career potential as a future leader.

- Own your learning, choose specific actions to apply what you learn.
- Contribute your experiences, be open to learning from other cohort members.
- Schedule meetings and own the relationship with your mentor and sponsor.
- Engage with your mentor to learn from their experiences.
- Engage with your sponsor to broaden your access, connections, opportunities to attend events, and engage with a wider network of leaders.
- Partner with your line manager to apply your learning and stretch yourself to prepare for more senior level opportunities.
- Own your career path. Take advice, gain support as you have these experiences.

Sponsor

Role – Work closely with your participant, meeting face-to-face on a monthly basis to understand her strengths and career aspirations; and leverage your networks and position to create new career opportunities. Attend the Launch event, Mid-point development event and Closing event (even if you have been a Sponsor before).

- Consider your network and opportunities where you have access to leadership colleagues in your organisation and facilitate access so that your Sponsoree can broaden their network and experience.
- Consider your wider network and events beyond your organisation and facilitate access that could support your Sponsoree.
- Share your experiences as appropriate to help guide them in their career.
- Continue to meet bi-monthly for the 6 months post-programme

Mentor

Role – Work closely with the participant to whom you will be matched, meeting face-to-face on a monthly basis to understand the areas where she can learn from your guidance and sharing of your experience in order to help her to grow in capability and career potential. Attend the Launch event, Mid-point development event and Closing event (even if you have been a Mentor before).

- Attend Launch Event, Mentor Development Event, Closing Event
- Be generous. Share experiences, lessons learned in your career in the industry, leadership, personal development and other areas as appropriate.
- Continue to meet during the 6 months post-programme.

Advance Programme Costs

This programme will be charged at £3000 per participant. There will be optional 1:1 feedback and coaching sessions which can be requested over and above that which the programme provides.

Advance

Developing our Future Female Leaders

Cohort 3: January 2020

If you have any questions, please contact: Mark Rivera,
Talent Development Partner, Lloyd's –
mark.rivera@Lloyds.com