

# Lloyd's Market Management Programme

An introductory guide for prospective participants



Delivered by



This programme builds effective managers who think critically about business challenges, deliver operationally and nurture high performing teams.

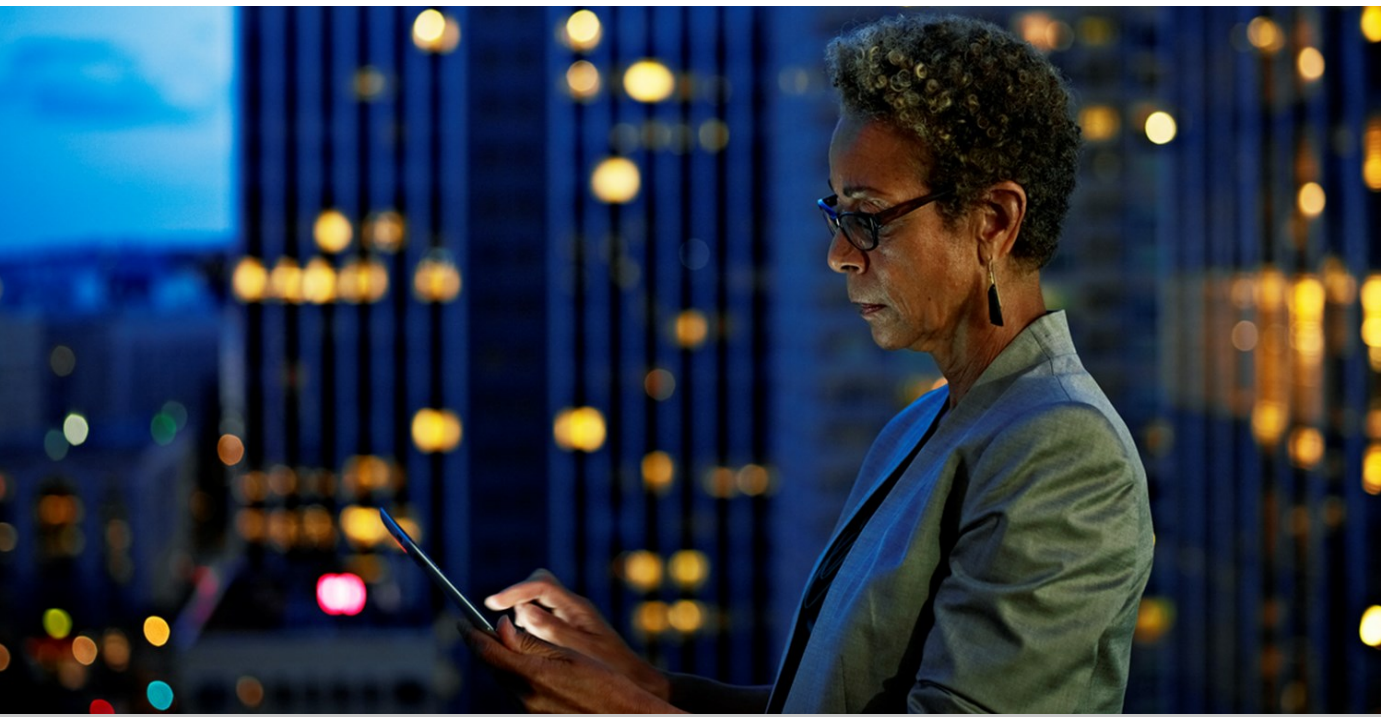


## Overview

Lloyd's has partnered with Lighthouse Group to offer the 'Lloyd's Market Management Programme'; a high quality learning opportunity focused on developing the most relevant skills for managers in Lloyd's Corporation and the market.

### Key benefits of this programme include:

- A broad range and depth of learning, covering Management topics relevant to the challenges we face today in our Industry.
- Working with Lighthouse Group, the UK's leading management development experts, who have real life, business relevant experience.
- Emphasis on applying practical tools immediately within your role and access to experts to help you make it happen.
- Flexible ways to learn, built around your day job.
- Exclusive to learners in the Lloyd's Market – allowing participants to network with talented peers within their industry and discuss relatable challenges together.
- Highly valued accreditation from the Chartered Management Institute.
- £7,000 programme, paid from your organisations apprentice levy pot. This means there is £0 cost to you or your organisation.



# Content and Format

In this VUCA (volatile, uncertain, complex, ambiguous) world, managers are a key driver of business performance and culture. Managers must demonstrate the highest standards of work and behaviour to create an engaging and motivating culture and maximise their team’s performance, ultimately assisting in the long-term growth of their organisations.

This comprehensive programme builds effective managers who think critically about business challenges, deliver operationally and nurture high performing teams.

Who it’s for	Approach	Professional Recognition
Managers in the Corporation and Market that have been managing people for less than 5 years or who have received limited exposure to management development in the past.	Mix of face-to-face workshops (London), psychometrics, 360 feedback, action-learning sets, live webinars, mentoring and self-directed digital learning.  Learning activity is spread over 18 months allowing you the space and time to practise and embed your new skills. The timeframe is also in alignment with the government requirement for apprenticeship funding.	CMI Chartered Manager status and CMI level 5 Award in Management and Leadership.

Accredited By



Lloyd’s Market Management Programme

# Programme Overview

Unit 1 - Personal Effectiveness

Unit 2 - Understanding Organisational Strategy and Problem Solving

Unit 3 - Operational Planning

Unit 4 - Equality, Diversity and Inclusion

Unit 5/6 - Developing Inspirational Leadership

Unit 7 - Coaching and Talent Management

Unit 8 - Talent Management: Managing Performance

Unit 9 - Talent Management: Managing Development

Unit 10 - Conflict and Negotiation

Unit 11 - Leading Projects

Unit 12 - Chairing meetings

Unit 13 - Leading Change

Unit 14 - Finance

Unit 15 - Presentation Skills

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Adopting the apprenticeship approach means you are guaranteed the highest quality programme, covering highly relevant and comprehensive content, that enables you to become the best manager possible.

# What is an Apprenticeship?

Our new Lloyd's Market Management programme takes advantage of the UK Apprenticeship scheme. The scheme fully funds development programmes for all levels of employee; **including Managers, Leaders and Executives**.

The UK Government in partnership with leading business organisations have set a high standard of knowledge, skills and behaviours that development programmes have to follow and learners have to achieve against.

The following are some of the organisations that have been involved in setting the management standard this programme follows: Agillisys, Barclays bank, Balfour Beatty, Boots, Santander and Virgin Media.

Many leading organisations are now moving their management and leadership programmes to become apprenticeship funded offers as it ensures we have the highest standard development in place and delivers significant cost savings.

For learners, adopting the apprenticeship approach means you are guaranteed the highest quality programme, covering highly relevant and comprehensive content, that enables you to become the best manager possible.

- Apprenticeships combine practical training in a job with learning.
- Apprentices learn and gain experience through off and on the job training delivered during working hours (6 hours per week)
- Learners are supported by their line manager and mentor throughout the programme – who ensure they have the opportunities to apply the learning in the workplace
- By the end of the apprenticeship, learners will have successfully developed the required Knowledge, Skills and Behaviours (KSBs)
- These KSB's are tested at the end point assessment (EPA), which is conducted by the CMI. The EPA is a reflection of the learning and evidence you have gathered during your studies.



# Frequently Asked Questions

## What are the entry requirements?

- Have the right to work in England (evidence required)
- Lived in the EU/EEA for 3 years prior to apprenticeship start date.
- Maths and English GCSE at grade C or above. If you don't already possess this we will support you to achieve the relevant Level 2 Functional Skills qualification whilst completing the apprenticeship.

## What is the time commitment?

- Six hours per week should be spent working towards this programme. Over the course of a module (four weeks) this will be made up of: on the job activity such as work based tasks and business improvement projects; shadowing; workshops; mentoring; action learning sets; collecting evidence for your end point assessment and reflective journal; and self directed learning such as e-learning.

## Where will the face to face workshops take place?

- Workshops will take place at 1 Lime Street, Lloyd's offices. This presents a great opportunity to connect with peers.

## What are the costs?

- There will be zero cost for apprenticeship levy paying organisations.

## What role does my line manager play?

- Managers play a key role in supporting learners during the programme – and it is for this reason that their consent is required before application. Managers will be encouraged to attend IAG events or line manager briefings during the application and onboarding period to ensure they understand the requirements and are there to support employees in accessing the right workplace experiences to apply the learning in role. Line managers will also attend tri-partite meetings during the programme with you and your mentor, to ensure you progress successfully to completion.

## How do I enrol?

If you are interested in applying for this programme there is a three step process:

- Attend an Information and Guidance session to fully understand the programme and the work requirements. Visit <https://www.eventbrite.co.uk/e/lloyds-the-london-market-management-programme-tickets-651733722107> for available sessions.
- Gain the support of your line manager.
- Apply directly to Lighthouse Group who will guide you through the process.

## How is it assessed?

At the end of the programme, you will enter into an End Point Assessment (EPA) which will assess the knowledge, skills and behaviours that you have learned throughout your apprenticeship. EPA will consist of two elements, all of which can be completed online:

- Professional discussion with the assessment body (CMI) to demonstrate what you have learnt and how you have changed, underpinned by a portfolio of evidence collected throughout your journey
- Presentation of a proposal for business improvement project, and follow up Q&A

# Frequently Asked Questions

## Can global staff attend the programme?

- A version of this programme will be available for those outside of the UK, unfortunately this cannot be funded through the levy. Please contact Lloyd's Leadership & Learning team for more details.

## Isn't an apprenticeship for people early in their careers?

- Apprenticeships are development programmes funded through the apprenticeship-levy rules, they have been designed to support employees at all levels, all the way up to Leaders and C-Suite. Lighthouse have been carefully selected as they are management education experts with the ambition to help working professionals develop the awareness and skills needed to stay relevant today and in the future. The faculty have real, lived experience of business as well as a commitment to academic rigour and research.

## How can I find out more?

- Contact [leadershipandlearning@lloyds.com](mailto:leadershipandlearning@lloyds.com) for questions about the programme
- Contact [angelah@lighthouse-group.co.uk](mailto:angelah@lighthouse-group.co.uk) to apply.



## **Lighthouse**

We believe in building long term, trusting relationships with our clients. We care deeply for the delegates we work with and balance the need to be professional with also being human in our delivery. Lighthouse aims to inspire every single person who attends one of our training programmes to fulfil their potential to be the best they can be.

Our team of development training specialists all have real life, relevant business experience, as well as academic theory. More importantly, they all really care. We take great personal pride in the planning and preparation of all our programmes so all our learners can throw themselves into enjoying their learning experience.

Plus our world-class, amazing and friendly support teams are always there to support you and your organisation.

## **Contact us**

For questions about the programme contact:

[LeadershipandLearning@lloyds.com](mailto:LeadershipandLearning@lloyds.com)

For applications contact:

[angelah@lighthouse-group.co.uk](mailto:angelah@lighthouse-group.co.uk)



**Presented By**

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