

# Management Development Programme



Learning @ Lloyd's



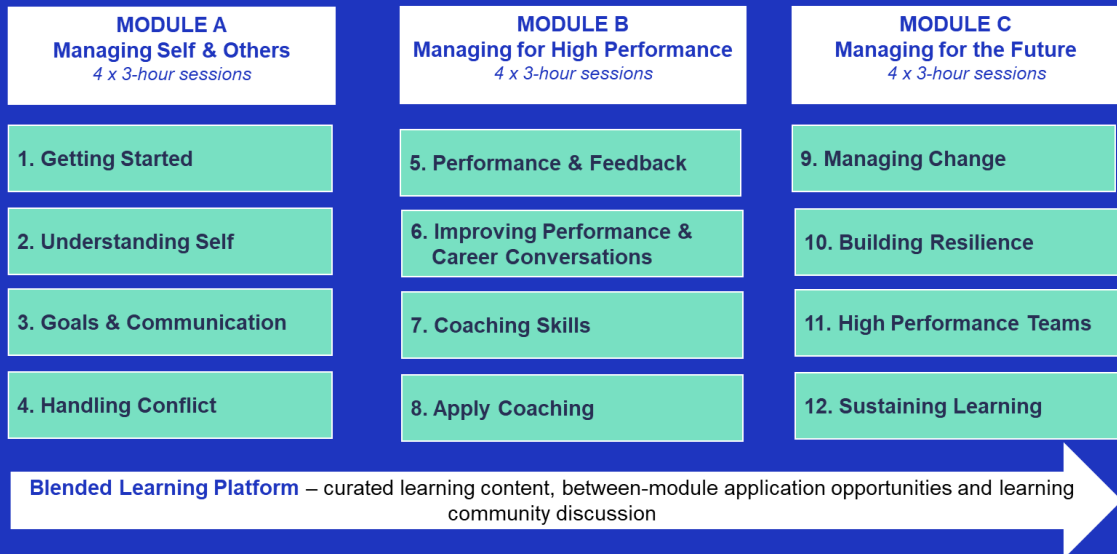
## Programme benefits – participants will be able to:



- **Understand themselves**, their **style and preferences** as a manager, and how to best adapt to get the best from others
- **Set and review clear goals** for others that align to the organisation's expectations motivating and empowering others to perform
- Deliver **powerful feedback** to those that work for them to enhance performance, motivation and grow future capabilities
- Support the performance, growth and development of their people through **effective coaching conversations**
- **Support others through change at work** – building for the future
- Know how to **align teams to perform, leveraging difference and enabling resilience** at work
- **Expand their network** by joining the Lloyd's Management Programme Alumni

# Programme Overview

Live virtual programme



## Our Learning Cadence

### Live Virtual Workshop\*

- 3 hours/fortnight

### Practice

- Put learnings into practice over the subsequent two weeks

### Blended Learning & Reflection

- Activities via online blended learning platform between sessions

### Connect

- WhatsApp group for peer support and questions

### Support

- Line manager engagement and ongoing support

\*occasional sessions can be recorded for unexpected delegate absence

## The delegate experience

<b>12</b>	12 virtual 3 hour sessions of experiential development modules facilitated by a management development expert	<b>12</b>	12 participants from the corporation and the industry to network and learn alongside
<b>4</b>	4 personal reports to support the individual learning experience, including a baseline and review self-assessment, personality preference report and 180-degree feedback	<b>12</b>	12 months access to a blended learning platform that includes additional curated content, social discussion forum and learning application opportunities
<b>2</b>	At least 2 peer coaching conversations	<b>1</b>	Support from your own line manager

## Personalised Reports

Delegates will receive the following 4 personalised reports as part of this programme:

### **Baseline Personal Management Diagnostic Report – completed prior to Module A**

A self-assessment by the delegate on their current management capabilities, based on a 7 management capability core framework.

### **Team Management Profile – completed prior to Module A**

The Team Management Profile is a unique management and team development tool that gives delegates more perspectives on their own personality preferences at work, and a greater awareness of others' preferences and the importance of diverse cognitive styles in a high performing team. It offers personal feedback based on extensive research into what creates personal success and high performance teamworking. The questionnaire is rigorously validated and analysed to provide a detailed customised written report, and is available in major languages.

### **180 Feedback Report – completed prior to Module B**

Each delegate will have the opportunity to receive anonymous feedback from their direct reports (mentees or project team members) about their management approach. This is used as part of learning around the role of feedback in management development.

### **End-line Personal Management Diagnostic Report – completed after Module C**

A repeat of the initial self-assessment by the delegate on their management capabilities at the end of the programme, providing a comparative report to focus their future management development plan.





## Questions & Answers

### **How much does the programme cost?**

£2000 per delegate

### **What if I cannot make all the sessions?**

Delegates should make every effort to attend all sessions on their chosen cohort, as the community formed within the cohort is integral to the learning experience. However, as the programme is run virtually, sessions can be recorded so delegates can bring themselves up to speed with their learning before the next session.

### **Who runs this programme?**

The programme will be delivered by our chosen learning partner, People Untapped. People Untapped are a well established learning and development consultancy based in the UK, but with consultants operating globally.

### **Is the programme accredited?**

The Lloyd's Management Programme will initially be accredited for Continuing Professional Development (CPD) hours.

## Next steps

Learn more and register for training at:

- [Lloyds.com/market-resources/learning-at-Lloyds](https://lloyds.com/market-resources/learning-at-Lloyds)
- Email: [Talent.Development@lloyds.com](mailto:Talent.Development@lloyds.com)