

Lloyd's Accelerate Programme

Developing our Future Ethnic Minority Talent

Cohort 5

June 2023 – March 2024

Application Deadline is 7th June 2023



Learning @ Lloyd's

Accelerate

Programme Objectives

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 developing the ethnic minority talent in the Lloyd's market as part of a wider action plan. We know that ethnic minority talent is under-represented across the Lloyd's market and particularly in management and leadership positions.

Only 6% of the total top management positions in the UK are held by individuals from ethnic minority groups, meaning unfortunately many role models simply aren't visible, and finding leaders who reflect your identity is challenging. Hearing and sharing lived experiences, and meeting inspirational role models is so key to the career progression of talented ethnic minority individuals – accompanied with effective sponsorship and support from managers and their organisations. These are all things this programme provides, alongside peer-to-peer support and a network built on understanding and empowerment.

Programme Objective

The "Accelerate" programme aims to improve the pipeline of ethnic minority future talent within the Corporation and the Market, through a modular based development programme targeted at individuals identified as future talent.

For participants it aims to build the skills, relationships and confidence to help them effectively manage their future careers.

Please note, this is not a leadership development programme that covers leadership ideas and concepts. It is a programme designed to help our future talent know how to leverage the skills, role models and opportunities that will enable them to manage their career.

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Benefits - Participants will be able to:




- Gain key **personal skills development** related to key areas of self-reflection, managing career and authentic leadership
- Understand and **discuss some of the challenges** they are facing as future leaders with their peers
- **Create key networks** with other ethnic minority talent from across the Lloyd's market – as well as with a wider Lloyd's leadership network post-programme
- **Gain access to senior sponsors** from their own organisation
- **Manage themselves and their careers** effectively and confidently in a white dominated industry
- Use **psychometrics** that bring increased understanding of personal preferences and how they bring their authentic selves to work
- Tailor a **personal coaching session** to discuss their own individual challenges
- Use **action learning sets** to coach each other on relevant problems being experienced, skills that can be used post-programme

Asked if the cohort **feel they in control of their career** this rose from **45%** of the cohort pre-programme to **100%** post programme.



This self-leadership programme aims to give skills and tools to enable the cohort to overcome obstacles in their careers and **100%** of the group agreed this was how they felt on leaving the course.

Accelerate Programme Design

-  All Times are UK
-  Virtual
-  In Person (London)

Accelerate Programme - Cohort 5



Launch Events	Module One	Module Two	Midpoint Events	Module Three	Final Event
 <p>Delegate Launch Event</p> <p>10 July 2023 9:00 - 11:00</p>	 <p>Authentic Leadership I</p> <p>7 September 2023 10:00 - 12:30</p>	 <p>Your Career Your Way</p> <p>9 November 2023 10:00 - 12:30</p>	 <p>Role-Model Event</p> <p>9 January 2024 9:00 - 11:00</p>	 <p>Myths of Politics & Power</p> <p>29 January 2024 10:00 - 12:30</p>	 <p>Journey Wrap Up</p> <p>12th March 2024 15:00 - 17:00</p>
 <p>Sponsors Launch Event</p> <p>10 July 2023 11:30 - 12:30</p>	 <p>Authentic Leadership II</p> <p>25 September 2023 10:00 - 12:30</p>	 <p>Strategic Networking</p> <p>29 November 2023 10:00 - 12:30</p>	 <p>Sponsors Event</p> <p>9 January 2024 11:30 - 12:30</p>	 <p>Leadership Readiness</p> <p>21 February 2024 10:00 - 13:00</p>	
	 <p>Action Learning</p> <p>25th October 2023 10:00 - 12:30</p>	 <p>Action Learning</p> <p>13th December 2023 14:00 - 16:30</p>			 <p>1-1 Coaching <i>(Optional)</i> March onwards</p>
<p>121 DISC Feedback sessions <i>(July - August 2023)</i></p>					

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Module Overviews

Pre-work	Module 1: Self Awareness	Module 2: Navigating Your Career	Module 3: Developing your Authentic You
<p>Tools to Succeed</p> <ul style="list-style-type: none"> • Uncover techniques to manage Imposter Syndrome • Understand the link between pressure & performance • Explore the importance of story telling 	<p>Authentic Leadership I (2.5hrs)</p> <ul style="list-style-type: none"> • An exploration into authentic leadership • Navigate the role and impact of Imposter Syndrome • Building your leadership identity and styles for maximum impact • Reflection and Action Planning 	<p>Your Career, Your Way (2.5hrs)</p> <ul style="list-style-type: none"> • Discover what Drives Our Career • Importance of Confidence • Employee Networks – to do or not to do • Explore what can impact the chances of getting ahead • Career planning 	<p>Myths of Politics and Power (2.5hrs)</p> <ul style="list-style-type: none"> • Challenge unhelpful thinking around Politics and Power and explore why they are an important part of how business outcomes are influenced • Share tools and approaches to enable you to engage with Power and Politics for win-win outcomes
	<p>Authentic Leadership II (2.5hrs)</p> <ul style="list-style-type: none"> • Why visibility matters & how to get it right • Maximising DiSC for effective communication, motivation and influence • Reflection and Action Planning 	<p>Strategic Networking (2.5hrs)</p> <ul style="list-style-type: none"> • What is Strategic Networking? • Exploring approaches to networking • Tools for effective networking and follow-up • Looking at your network • Reflections on strategic, operational & personal networking 	<p>Leadership Readiness (2.5hrs)</p> <ul style="list-style-type: none"> • An exploration of your leadership style/s • Strategic – vs - operational • Identification of your energy enhancers & depleters • A consideration of the climate you create as a leader and colleague
	<p>Action Learning Sets (2.5hrs)</p> <p>Working in small groups, each delegate shares a live challenge that they would value team support to work through.</p>	<p>Action Learning Sets (2.5hrs)</p> <p>Working in small groups, each delegate shares a live challenge that they would value team support to work through.</p>	<p>Journey Wrap up (2hrs)</p> <p>This final module brings together key points that have been learnt in the programme to form concrete and strategic next steps, formed by identifying their own authentic leadership style.</p>

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Roles and commitments



Participant

- Attend all the programme development events
- Own your learning, choose specific actions to apply what you learn.
- Contribute, be open to learning from other cohort members and openly share your experiences.
- Engage with your sponsor to broaden your access, connections and learning opportunities
- Network, proactively make connections with your fellow participants and find ways to utilise their professional networks.
- Partner with your line manager to apply your learning and stretch yourself to prepare for more senior level opportunities.
- Schedule all necessary meetings with the Lime manager and Sponsor.
- Own your future career path.

“Being on the Accelerate programme has helped me to actively think about career progression - where the opportunities are and how to prepare for obstacles that can get in the way.”

“The Accelerate course has been really insightful as I’ve been able to understand more about how to navigate the path to authentic leadership as a black woman in the insurance industry”

“Made a real impact on how I could positively affect my career path, I feel empowered with the strategies I have learned to take the next steps.”

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Roles and commitments



Manager

Support your employee during and after this challenging learning programme. Check-in with the participant regularly to talk about what they have learned and what support they need from you.

- Attend the Launch Event and other events as required.
- Ensure that your participant has the space to fully engage with their learning.
- Be careful not to de-prioritise their learning by adding to their workload which gets in the way
- Coach them on how they can manage their learning and workload
- Post-programme, meet to agree a plan on how the participant will apply their learning going forward and check-in monthly to see how things are going



Sponsor

Work closely with your participant, meeting them during the programme (suggested bi-monthly) to understand their strengths and career aspirations; leverage your networks and position to create new career opportunities. They will be required to attend the Launch event and a Mid-point Sponsor events.

Having a **Senior Leader** take on the sponsor role is critical to the success of this programme, to reinforce the organisations investment in its future talent. The sponsor must be someone different to the Line Manager.

We need Sponsors who:

- 1) Are fully invested in the upward movement of their sponsee
- 2) Provide tangible career enhancing opportunities
- 3) Help sponsees turn their uniqueness into leadership capital.

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Application Criteria

Nomination Process

The programme requires active support from a candidate's line manager. The nomination is to be completed by the line manager, with the support from their Talent Development or HR representative. Individual organisations will be responsible for identifying the candidate and engaging their sponsors – who should be at an executive level / senior leadership level, or at least 2 levels above the candidate.

Consideration will be given to the range of organisations taking part in the programme, to participants identified as key talent and the points highlighted in the endorsement from the line manager.

Application Deadline is 7th June 2023 . Nominated candidates will be advised of the outcome by **Friday 23rd June**. Where the programme has reached capacity, it may be possible to defer a candidate to the next cohort.

Candidates

This programme is aimed at UK based ethnic minority talent. Nominees should consistently receive high performance ratings and would be considered suitable candidates for future management or leadership roles. They will show a commitment to learning and progression and have the ability to take on stretch assignments.

All applications will be considered on merit and sponsorship with agreement from your HR Business Partner.

Candidates must block out all dates (on slide 4) in their diaries when applying.
Attendance at all sessions is necessary to gain the full benefit from the programme.

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Programme Costs & Questions

Costs

The participant **cost of this programme is £4,500 +VAT** which includes

- Launch & Closing Events (in person)
- Mid-point events Managers & Sponsors Event
- Role Model Event / Q&A Session (in-person)
- Personalised psychometrics
- 1:1 DiSC Debrief & Career Coaching (virtual)
- 7 x Core modules with expert ethnic minority facilitators (4 out of 7 in-person)
- Action Learning Sessions (In-person)

Questions

If you have any questions, please contact:

Aaron Boyle, Lloyd's Leadership and Learning Curriculum Manager

Aaron.Boyle@Lloyds.com

For Accelerate delegates in cohort 1, **70%** of the responders celebrated an improved role, promotion, secondment or role stretch, and **50%** from cohort 2

Guest speakers have included:

Mark Lomas
Head of Culture
Lloyd's

Rob Anarfi
Chief Risk Officer
Beazley

Maxine Goddard
Senior Vice President
Sompo-Canopus

Suneeta Padda
Director
Padda Consulting