
Lloyd's Management Programme

Developing our Managers for the Future

“To prepare and equip people managers in Lloyd's and the Market with the **core management skills** they need to enable people to be **brilliant** across Lloyd's and the wider insurance industry.”

Lloyd's Management 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

4 month programme

MODULE A Managing Self & Others

- Getting Started
- Understanding Self
- Goals & Communication
- Handling Conflict

MODULE B Managing for High Performance

- Performance & Feedback
- Improving Performance & Career Conversations
- Coaching Skills
- Apply Coaching

MODULE C Managing for the Future

- Managing Change
- Building Resilience
- High Performance Teams
- Sustaining Learning

Blended Learning Platform – curated learning content, between-module application opportunities and learning community discussion

Our Learning Cadence

- **Live Virtual and In-Person Workshops**

Each module is made up of 1 full day in-person workshop, and 2 x 3 hour virtual workshops.

- **Time for Practice**

Workshops happen each fortnight, which means you have 2 weeks to put learnings into practice.

- **Blended Learning & Reflection**

Activities for continued learning and reflection are shared via an online blended learning platform between sessions.

- **Connect**

Access to a cohort WhatsApp group for peer support and questions.

- **Support**

Line manager engagement and ongoing support.

The delegate experience

6

6 days of face to face, experiential development modules facilitated by a management development expert

12

12 participants from the corporation and the industry to network and learn alongside

4

4 personal reports to support the individual learning experience, including a baseline and review self-assessment, personality preference report and 180-degree feedback

12

12 months access to blended learning platforms that include additional curated content, social discussion forum and learning application opportunities

2

At least 2 peer coaching conversations

1

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**

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

- **Team Management Profile**

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**

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**

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?**

£1,800 per delegate

- **What if I cannot make all the modules?**

Delegates should make every effort to attend all modules on their chosen cohort, as the community formed within the cohort is integral to the learning experience. If you already know that you cannot make one or more dates, please book on an alternative cohort.

- **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 hours (CPD) accredited by the CPD Standards Office.

