

Accelerate

Developing our Black and Minority Ethnic Future Leaders

Cohort 3

January – June 2022

*"To better prepare and equip a talent pool of
black and minority ethnic future leaders -
for Lloyd's and the wider insurance
industry"*

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

Shockingly, only 6% of the total top management positions in the UK are held by individuals from Black and Minority Ethnic groups. This small number means that unfortunately many role models simply aren't visible, and finding leaders who reflect your identity is challenging. This is why, hearing and sharing lived experiences, and meeting inspirational role models is so key to the career progression of talented minority ethnic 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 black and minority ethnic future leaders within the Corporation and the Market, through a modular based development programme targeted at individuals identified as future talent

This programme forms part of our wider leadership offering and is underpinned by networking and sponsorship opportunities, as well as providing development modules to help delegates understand their own personal capabilities and skills as they develop an authentic leadership style. An emphasis on career management also encourages delegates to develop their longer term career ambitions as future leaders – enabling them with access to role models, sponsors and a wider leadership network.

Accelerate

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 black and minority ethnic 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



Accelerate : Programme Design



Launch Events	Module One	Module Two	Midpoint Events	Module Three	Final Event
Delegates Launch Event 18th January 2022 10:00 -12:00 GMT	Self Reflection 2nd February 2022 14:00 -17:00 GMT	Your Career Your Way 15th March 2022 10:00 -12:00 GMT	Role-Model Event 28th April 2022 10:00 -12:00 BST	Authentic Leadership 9th May 2022 10:00 - 12:00 BST	Journey Wrap Up 7th June 2022 10:00 – 12:00 BST
Sponsors Launch Event 18th January 2022 14:00 -16:00 GMT	Tools to Succeed 9th February 2022 14:00 -17:00 GMT	Strategic Networking 23rd March 2022 09:30 -12:00 GMT Myths of Politics & Power 23rd March 2022 14:00 -16:00 GMT	Sponsors Event 29th April 2022 10:00 -12:00 BST	Impact & Influence 16th May 2022 10:00 -12:00 BST	
	Action Learning 28th February 2022 14:00 -16:30 GMT	Action Learning 6th April 2022 10:00 -12:00 BST			1-1 Coaching (Optional) June onwards
121 DISC Feedback sessions (December-January)					

Accelerate : Module Overviews

Module 1: Understanding You

Self-Reflection (3hrs)

- Discover how to utilise Resilience
- Introduce Imposter Syndrome
- Uncover Authenticity- what is it really?
- Learn from Your Life

Tools to Succeed (3hrs)

- Uncover techniques to manage Imposter Syndrome
- Understand the link between pressure & performance
- Explore the importance of story telling

Action Learning Session (2.5hrs)

Overview of how the Action learning Sets work
In groups, delegates will bring challenges to focus on (15 minutes each), and share ideas on how to tackle this problem.

Module 2: Navigating Your Career

Your Career, Your Way (2hrs)

- 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

Strategic Networking (2hrs)

- 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

Myths of Politics and Power (2hrs)

- 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

Action Learning Session (2hrs)

In groups, delegates will bring challenges to focus on (15 minutes each), and share ideas on how to tackle this problem.

Module 3: Developing your Authentic You

Authentic Leadership (2hrs)

- Drill down to what authentic leadership looks and feels like
- Identify your own leadership styles, and implement them without compromising your authentic self

Influence & Impact (2hrs)

- Explore visibility, career capital, effective communication and feedback as tools for influencing others
- Understand the power of DiSC for having effective impact and influence across difference

Journey Wrap up (2hrs)

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.

Accelerate : 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.

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 Friday 26 November 2021. Nominated candidates will be advised of the outcome by the Tuesday 7th December 2021. Where the programme has reached capacity, it may be possible to defer a candidate to the next cohort.

Candidates

This programme is aimed at ethnic minority talent who are identified as future leaders, within mid-levels of their careers (this may vary according to organisational structures) and are showing commitment to learning and progression. At Lloyd's as a guide, applications should come from those graded 12 and above, and exceptions to this may apply, as all applications will be considered on merit and sponsorship with agreement from the HR Business Partner.

Sponsors

The programme requires active sponsorship from a member of the delegates executive team for the duration of the programme. The role of a sponsor is to increase visibility, profile and opportunities for the delegate and is essential to the success of the programme. Sponsors are expected to fully engage in the sponsor event and future interactions with the delegate.

Costs

The participant **cost of this programme is £3,500 +VAT** (inc psychometrics, all events, 1-1 coaching and alumni events)

Accelerate : Roles and Commitments

Participant

Role – To attend **all of the programme development events** and to work closely with your Sponsor and Line Manager 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 sponsor.
- Engage with your sponsor to broaden your access, connections, opportunities, 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.

“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”

Accelerate : Roles and Commitments

Line Manager

Role – 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

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

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