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# Nomination Process

The Lloyd’s Advance programme nomination form is to be completed by the Line Manager, with the support from their Talent Development or HR representative.

The line manager will be responsible for:

* + identifying the candidate, their sponsor and for putting forward a mentor for the programme (who will be assigned to mentor a programme participant from a different organisation)
  + completing the nomination form below with a brief endorsement explaining why they make a good candidate, giving examples of when they delivered exceptional results and how they add value to their areas.
  + ensuring that the candidate contributes her candidate statement of development and career motivations for attending Lloyd’s Advance
  + ensuring it is reviewed and supported by their HR representative

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.

Nominated candidates will be advised of the outcome. We will offer feedback where requested. Where the programme has reached capacity, it may be possible to defer a candidate to the next cohort.

As well as participants, Sponsors, Mentors and Line Managers are required to attend the launch event, mid-point review and closing event. Information will be provided to all participants, sponsors, mentors and line managers and invitations to the relevant events sent shortly after candidates are confirmed.

## Costs

This programme will be charged at **£3500 + VAT** per participant.

Please contact Aaron Boyle ([aaron.boyle@lloyds.com](mailto:aaron.boyle@lloyds.com)) for any further information.

**Deadline for applications is: 5July 2024**

## Line Managers – please consider the following information before completing the application.

## Candidate eligibility

Nominees consistently receive high performance ratings.

They add value in one or more areas by delivering effectively and/or supporting wider organisational culture, with the ability to take on stretch assignments.

They are at feeder levels to senior leadership (Executive Committee/C-Suit -3) with the potential for leadership promotions and/or lateral moves into new areas.

**NOTE –** As nominating line manager, **you should be sure that you have confirmed with both mentor and sponsor their agreement to participate in their respective roles in the Advance programme**. See the attached marketing document for information as to roles.

## Mentors

## A male or female senior manager from the candidate’s organisation should also be included in the nomination to serve as a mentor for a six-month period. To ensure diversity of learning experience they will be paired with a female participant from a *different* organisation to their own. Please ensure that the Mentor and candidate understand this.

## Sponsors

## The programme requires active sponsorship from a male or female member of their executive team for the duration of the programme. The role of a sponsor is to increase visibility, profile, access, and opportunities for the participant and is essential to the success of the programme.

Sponsors should not be line managers of the applicant, and two levels above the applicant.

# Nomination Form (to be filled out by Line Managers with candidate completing their Candidate statement)

# Candidate

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Name: |  | | | |
| Role: |  | | | |
| Location: |  | | | |
| Tel: |  | | | |
| Email: |  | | | |
| If this cohort is full, and we cannot allocate a place on the next cohort due to volume of applications, are you willing to take a place on the next cohort? | | | Yes | No |
| Please can you share the reason if you have answered **No** to the above question. | |  | | |
| Last 3 Job Roles with 1 line noting key responsibilities for each |  | | | |

## Candidate statement

|  |  |
| --- | --- |
| Up to 500 words covering the candidate’s development and career motivations for attending Lloyd’s Advance including how the programme specifically supports their development. |  |

## Endorsement by Line Manager

|  |  |
| --- | --- |
| Name: |  |
| Role: |  |
| Location: |  |
| Tel: |  |
| Email: |  |
| Up to 500 words supporting this nomination: |  |

## Talent Development or HR Representative

|  |  |
| --- | --- |
| Name: |  |
| Role: |  |
| Tel: |  |
| Email: |  |

## Sponsor (Member of the Executive Team / two levels above applicant) put forward by Line Manager

|  |  |
| --- | --- |
| Name: |  |
| Role: |  |
| Location: |  |
| Tel: |  |
| Email: |  |

## Mentor (can be male or female) put forward by Line Manager.

## (Mentor will mentor another member of the cohort and not this applicant – please ask for agreement from mentor to support this programme.)

|  |  |
| --- | --- |
| Name: |  |
| Role: |  |
| Location: |  |
| Tel: |  |
| Email: |  |

Please email the completed form to Aaron Boyle ([aaron.boyle@lloyds.com](mailto:aaron.boyle@lloyds.com) & [LeadershipandLearning@lloyds.com](mailto:LeadershipandLearning@lloyds.com))