

Lloyd's Advance Programme

Developing our Future Female Leaders

Cohort 8

September 2022 – February 2023

Application Deadline is 1st July 2022



Learning @ Lloyd's

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Mission Statement

"To better prepare and equip a talent pool of future female leaders for Lloyd's and the wider insurance Industry"

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**.

However, data shows that the increasingly positive gender diversity represented at entry level does not continue into senior levels. Lloyd's is committed to closing the gender pay gap and, via the Advance Programme, empowering a greater number of women to take up senior roles, improving the gender and broader diversity balance across all levels of the Corporation.



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Programme Overview

Aligned with the Lloyd's Leadership Profile, **the Advance programme**, supports participants to develop the personal attributes, capabilities and networks required to advance their careers as future leaders. It does this through a modular based development programme, with elements targeted specifically at **women with future leadership potential**.

Advance creates a community of future female leaders from across the Corporation and the Industry, providing access to tailored development sessions, experts and role models, and on-going networking opportunities, all in support of their growth and success in a male dominated industry.

6 month programme

15 participants from the Corporation and the Industry

4 development modules,
CEO/EXCO Mentoring session,
Personality profile report

Sponsoring

Mentoring

Networking

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Programme Benefits - Participants Will:

- Gain additional **personal skills development** NOT normally provided in traditional Leadership programmes
- **Engage with senior leaders** from their own organisation through their sponsor and navigate amongst senior leaders with confidence
- Learn to **manage themselves and their careers** effectively and confidently in a male dominated industry
- **Gain insights from mentors, sponsors** and female programme facilitators
- **Grow in confidence** and develop the **capability** to apply what they have learned
- Expand their network by joining the **Advance Alumni**
- Have access to **post-programme development** opportunities as they are made available



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Previous Cohort Quotes & Highlights:

“The Advance course was personal and relevant and has given me the confidence in my intentions for my career development.”

“Following the course, I feel inspired to build my capabilities and confidence. I have met incredible women who have supported each other through open discussions and have learnt how to recognise what gives us energy and adds meaning to our lives.”

“To think outside of our comfort zones, framework of questioning, creating brands and confidence in speaking up.”

Guest speakers have included:

Jo Scott

Chief Marketing & Comms Officer
Lloyd's

Emma Woolley

Chief Executive Officer
Lancashire Syndicates Limited

Sheila Cameron

Chief Executive Officer
Lloyd's Market Association

Kim Swan

Chief Risk Officer (Asia)
Liberty Specialty Markets

Advance Programme Timeline

Pre-programme self-assessment

1	8th Sept 2022, 09:00-11:00 LAUNCH EVENT for Delegates 	5	3rd Nov 2022, Full day MODULE 1 Unlocking  Self-Limiting Beliefs	9	8th Dec 2022, Full day MODULE 3 Navigating &  Influencing Stakeholders
2	8th Sept 2022, 11:30-13:00 LAUNCH EVENT for Line Managers, Sponsors & Mentors  	6	18th Nov 2022, Full day MODULE 2  Creating a Sense of Personal Brand & Profile	10	12th Jan 2023, Full day MODULE 4  Negotiation for Own Success
3	15th Sept 2022, 09:30-11:00 CEO MENTORING session from Market 	7	18th Nov 2022, 09:00-13:00 MID-POINT REVIEW for Managers, Sponsors & Mentors   60 min per group	11	25th Jan 2023, times TBC Virtual Action Learning 3 x 2hr sessions – 5 people per group 
4	OCTOBER 2022, times TBC DiSC PSYCHOMETRIC & 1:1 Debrief 	8	NOV/DEC 2022, times TBC 1:1 CAREER COACHING sessions 	12	9th Feb 2023, TBC Closing Event for All Learning showcase  

Post-programme alumni opportunities

- **Blended Learning Platform** – Curated learning content, learning journal, pre & post module activities and community discussion space.
- **Regular Meetings** – between delegate & Managers, Mentors & Sponsors

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Core Module Spotlight

Unlocking Self-Limiting Beliefs

This workshop provides participants with the tools and techniques required to identify the roots of their limiting beliefs. They will use a range of practical tools to work through real life examples, enabling them to face future barriers with resilience and a capability to tackle them with confidence.

Creating sense of personal brand and profile

During this highly experiential workshop participants explore what their personal brand is from the perspective of Body, Emotion and Language. There is individual feedback provided for every participant.

Influencing and Navigating Stakeholders

This workshop enables participants to map their stakeholders, identifying where new relationships are needed. It will take a behind the scenes look at influence, and equip them with the skills they need to master to succeed.

Negotiating for Your Own Success

Looking at the core aspects of negotiation this workshop will share a practical and highly effective process, together with the skills needed at each phase, to help participants prepare and execute those critical career negotiations.

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Roles and commitments



Participant

To attend **all of the programme development events** and to work closely with your Line Manager, Sponsor and Mentor 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 mentor and sponsor.
- Engage with your mentor to learn from their experiences.
- Engage with your sponsor to broaden your access, connections, opportunities to attend events, 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.

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Roles and commitments to participant



Sponsor

Attend the Launch, Mid-point and Closing Events

Have regular 1:1 meetings

Gain an understanding of their strengths and career aspirations

Advocate for and champion your participant for career progression

Share your leadership network connections to increase visibility

Open doors and create opportunity to attend a wider variety of events

Post programme, continue the relationship for at least 6 months



Mentor

Attend the Launch, Mid-point and Closing Events

Have regular 1:1 meetings

Role model and inspire strong leadership values

Act as sounding board for career thinking and evaluating opportunities

Share relevant industry experience and lessons learned generously

Guide, motivate & build confidence

Post programme, continue the relationship for at least 6 months



Manager

Attend the Launch, Mid-point and Closing Events

Have regular 1:1 meetings specifically related to the programme

Help make time and space to fully engage with the learning

Check-in regularly on learning focus and support required

Encourage and challenge whenever appropriate

Provide immediate feedback on the progress you see

Post programme, agree a plan for continuous growth and application of learning

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Future female leader nomination criteria

Candidates

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.

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 1st July 2022. Nominated candidates will be advised of the outcome by the **18th July.** Where the programme has reached capacity, it may be possible to defer a candidate to the next cohort.

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Programme Costs & Questions

Costs

The participant **cost of this programme is £3,500 +VAT** which includes

- Virtual Launch, Closing and Mid-point events including Managers, Mentors & Sponsors
- Female CEO Mentoring/Q&A Session
- Personalised psychometrics
- 1:1 DiSC Debrief & Career Coaching
- 4 x Core modules with expert female facilitators
- Action Learning Session
- Blended Learning Platform Access (learning content, activities and more...)

Questions

If you have any questions, please contact:

Aaron Boyle, Lloyd's Leadership and Learning Curriculum Manager

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Success Measures

Measured at 12, 24 and 36 months after the conclusion of the programme. It will consist of feedback on several levels, including:

Progress using effective tools and techniques to progress career

More effective career planning with clear and specific actions

Engaging with leaders more confidently and building networks

Greater access to a broader range of senior leaders

Growing professional network being used to develop career

Maintaining senior sponsorship support to gain wider access, opportunities

Securing a variety of career growth and advancement opportunities

Securing formal recognition for achievements