

LLOYD'S



Lloyd's Leadership Development Programme 2022 **(in person format)**



Henley
Business School

UNIVERSITY OF READING

Classification: Unclassified

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The Lloyd's Leadership Programme

Lloyd's and Henley Business School have partnered to bring you the Lloyd's Leadership Programme in a virtual format.

This partnership brings together a deep understanding of the needs of our leadership population and the highest standards of executive education in a highly accessible and interactive 'live-online' format.

The programme sits at the confluence of three streams.

1. The hectic and unpredictable pace of change in many aspects of our society and culture. There are several different ways of responding to these changes but our framework describes the longer-term imperative of leadership as future-proofing the organisation through constantly reinventing the organisation; innovating across products, methods, or services; and developing people and organisational culture
2. The crisis in leadership currently being experienced in a number of countries affecting our political and economic futures.
3. The specific impending changes about to be experienced in the insurance industry, among others, as AI has an increasing and accelerating disruptive impact and the internet continues its radical progress.

Target audience

The Lloyd's Leadership Programme is designed for leaders in managing agencies, broking firms and the Corporation of Lloyd's who are in, or are likely over the next 12-18 months to move into, a substantial leadership role. They should have been identified as having the potential to progress in their organisation and have support from a Director of their business. The programme is designed to help participants anticipate, understand and cope more effectively with change - enhancing their leadership and turning uncertainty into opportunity.

This is a unique opportunity to join a development programme with highly talented peers from across the Lloyd's market. It will enhance professional networks and give participants a wider appreciation of industry and market issues.

Programme principles

The programme is designed using an outside-in and future-back approach whilst also reflecting the current context and the best thinking about how to respond to the changes and challenges emerging.

- **Outside-in:** the world beyond our industry before we consider the industry itself. Historically, Lloyd's was instrumental in the establishment of the insurance industry. Lloyd's can be proud of its game-changing impact in a former time. The programme asks us now to find the answers to the emerging questions in the world rather than operating from its understanding of former contexts.
- **Future-back:** an analysis of how the context in which we operate is changing and those aspects of our future we can already anticipate. During the programme participants will explore these emerging patterns and trends; understand their implications for the insurance industry; learn how to respond with agility; and draw on the power of complementary difference to tackle this uncertain and complex environment

The future-back and outside-in principles guide participants towards exploring more radical possibilities that new scenarios might highlight.

The programme will encourage sense-making and radical thought in much the same way as the thinking that lies behind the Lloyd's Lab, whose thought leaders will share their insights and expertise alongside other innovation experts.

The programme

Pre-work

Participants will be required to complete a personality questionnaire to help identify what they most naturally bring to leadership, establishing a start-point for the developmental journey.

Format and outline

Overall - The programme is based on well researched and practical ideas about leadership presented in multiple formats so that all learning styles are served. Formal presentations are few and reserved for setting out key arguments that form the building blocks of 21st century leadership. The vast majority of the programme is highly interactive and experiential. The three modules of the programme are described below.

Module 1 – This module examines the nature of leadership and participants explore their own leadership strengths and limitations. As a result they better understand what modern leadership entails, identify their style and uncover what drives some of their behaviours and decisions.

Module 2 - This module is all about how we, as leaders, create the conditions for innovation to thrive in our organisations. Participants learn how to lead to build and maintain a culture of innovation and creativity in the teams they lead, and are introduced to tools used to generate creativity and ideas.

Module 3 - Delivered in partnership with Moving Performance, this highly experiential module provides the opportunity to work with world-class musicians to explore the metaphors of what underpins truly high-performing teams and engaging leadership. Participants receive detailed feedback leading to deep personal insight and clear actions for the next steps on their leadership journey.



The modules in detail

Module 1 – 21st Century Leadership

Day 1

- The Primary Colours approach to leadership
- Personality & differentiating behaviours

The territory in which 21st Century leadership operates and how personality plays a role is explored in depth. Participants learn how an inclusive style and teams made up of complementary differences help us thrive in our current and emerging context.

Day 2

- What do I stand for?
- Influencing effectively

Identifying values that inform leadership styles helps individuals understand how they operate, make decisions and influence. Participants practise their own work based influencing situation and receive detailed feedback.

Day 3

- Surviving and thriving
- Team working
- Peer feedback

Understanding the 'Drivers' of conscious and unconscious compulsive behaviours can help avoid stress and lead to more effective performance both as individuals and in teams. We will explore how teams can operate and what we can do to avoid team dysfunctions. You will receive feedback of your impact on others throughout the module.

Module 2 – Leading the Future of Lloyd's

Day 1

- Leadership and the future
- Reinventing organisations with creativity & innovation

After setting out the context for a modern leadership approach in order to survive in today's market place, the connections between individual leadership behaviour and a culture of innovation are explored to understand how to nurture innovation within teams.

Day 2

- Building an innovative culture
- Creativity and design thinking

This sets out the foundations of an innovation culture including the importance of trust and psychological safety, before applying tools of creativity and design thinking to real-life Lloyd's and Lloyd's market challenges, raising new ideas that can be taken forward into the workplace, and developing techniques that can be applied to work-based challenges

Day 3

- Innovation surgery
- Maintaining a creativity culture

Continuing to develop the skills and mindsets of leaders who nurture innovation and creativity, we will explore how these behaviours are taken back to and embedded into teams to create and maintain engagement and an innovation culture

Module 3 – Developing High Performance

Day 1

- Know the Score® with the Royal Philharmonic Orchestra

Rarely do you have the opportunity immerse yourself in a world-class high performing team and learn first hand how they achieve brilliance in performance and the role of leadership in the process.

Day 2

- Developing learning agility
- Developing leadership vision for self and team

Days 2 and 3 continue the theme and explore areas such as vision, listening, and leading teams through ambiguous and volatile times.

Day 3

- Innovation, creativity & experimentation

[Know the Score® Showreel](#) gives you a preview of this powerful experience

The outcomes

Participant outcomes

At the end of this process, we aim to create a cohort of leaders who:

- Embrace the uncertainties facing the insurance industry and feel much more equipped to deal with its implications for their organisations and teams
- Better understand how to deploy leadership through teams made up of complementary differences and will have the skills to operate successfully to bring out the best in their colleagues and themselves
- Better understand human motivation and have greater insights into how to nurture it through challenge and support
- Will be engaged in projects and processes that have the potential to shape the future for organisations, teams and individuals.

Benefits for the organisation

The programme will:

- Provide targeted and relevant learning designed specifically for the Lloyd's market
- Equip your leaders with the skills they need to tackle the challenges of the future
- Improve networks across the market and give a wider appreciation of industry and market issues
- Aid improved business performance
- Give access to the innovative processes and ideas coming from expert thought-leaders in innovation and creativity
- Provide a flexible, highly-accessible learning process that allows you to partake in a world-class executive education programme wherever you are based in the world.



Further information

Programme costs

Charge per participant for managing agents and brokers

£7500 + VAT

Any additional 1:1 coaching over and above that which the programme provides will be charged back at cost.

Applications and timelines

For more information on the application details and programme timelines please [Click here](#)

Contact us

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lloyds.com/market-resources/professional-development/leadership-programme

