

Lloyd's Advance Programme

Developing our Future Female Leaders

Cohort 17 UK F2F

October 2025 – April 2026

Application deadline – 10 July 2025



Learning @ Lloyd's

Advance

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 & Audience

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**.

The audience 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. At a minimum manager/senior manager level looking to progress their careers.

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.

6 month programme

18 participants from the Corporation and the Industry

5 x 1 day development sessions,
Senior Female Role model 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



Advance Programme Timeline

Pre-programme self-assessment

1	2 nd October 2025 LAUNCH EVENT for Delegates	6	18 th November 2025 MODULE 2 Creating a Sense of Personal Brand & Profile	11	3 rd February 2026 MODULE 5 Presence and Impact
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2	 2 nd October 2025 LAUNCH EVENT for Managers, Sponsors & Mentors	7	4 th December 2025 MODULE 3 Navigating & Influencing Stakeholders	12	11 th /12 th February 2026 VIRTUAL ACTION LEARNING 2hr sessions - 4/5 people per group
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3	8 th October 2025 CAREER INSIGHTS FROM A SENIOR FEMALE LEADER	8	 9 th December 2025 MID-POINT REVIEW for MENTOR/SPONSOR/MANAGER 45 min per group	13	 TBC April / May 2026 Closing Event for all To showcase the learning
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4	October 2025 DiSC PSYCHOMETRIC & 1:1 Debrief	9	January 2026 1:1 CAREER COACHING sessions
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5	6 th November 2025 MODULE 1 Empower Your Potential	10	7 th January 2026 MODULE 4 Negotiation for Your Own Success
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All activities are underpinned by:

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

Post-programme alumni networking

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Core Module Spotlight

Empower Your Potential

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 a 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.

Presence and Impact

A key final workshop to analyse what presence and impact is, investigating how you come across to others. Exploration of the role of body language and how you can 'show-up' as self-assured & confident. We also investigate tone of voice to maximise its' impact and how you can find your unique style; one you feel is the real you!

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Additional Activity Spotlight

Launch Sessions – for Advancers & Stakeholders

Dedicated sessions exploring the journey ahead in the context of Advancer, Manager, Mentor, or Sponsor.

Career Insights from a Senior Female Leader

Hear the career story of an inspiring female leader, followed by the opportunity to delve deeper in an intimate Q&A.

DiSC Profiles & 1:1 Debriefs

Building a greater level of self-awareness using the DiSC psychometric profile, followed by a 1:1 with our DiSC expert to really understand what it means for you and your career journey.

Stakeholder Midpoint sessions

Check-ins for the Managers, Mentors, and Sponsors to review their support and drive impact for the 2nd half.

1:1 Career Coaching

A personal and confidential space for you to evaluate your career trajectory with an expert career coach.

Action Learning Sets

In small groups, peer-coach each other through real-world scenarios utilising all you have learned to date.

Closing Celebration

Come together to celebrate your highlights and successes and set the focus for continuing your leadership journey.

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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.

- Commit to attend all programme dates – blocking out time in diaries.
- 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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Previous Cohort Quotes & Highlights:

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

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

“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.”

14 Advance cohorts have completed with **200** alumni.
Since completing the programme **58%** have gained a senior promotion – increasing the percentage of senior female leaders in the Lloyd's Market

Guest speakers have included:

Jo Scott

Ex 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

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Application Criteria

Application deadline is 10 July 2025 .
Nominated candidates will be advised of
the outcome by 25 July 2025.

Nomination Process

The programme requires active support from a candidate's line manager. Nomination should be completed by the line manager, with the support from their Talent Development / HR representative. Individual organisations will be responsible for identifying the candidate and engaging their sponsors – who should be at an executive level / senior leadership level, or at least 2 levels above the candidate.

The name of a **mentor** is also a pre-requisite for the nomination – as the mentor named will be part of a mentor pool and then aligned to another person in the cohort for the duration of the programme as a career mentor.

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.

Candidates

This programme is aimed female talent. Nominees should consistently receive high performance ratings and would be considered suitable candidates for future leadership roles. They will show a commitment to learning and progression and have the ability to take on stretch assignments.

All applications will be considered on merit and sponsorship with agreement from your HR Business Partner.

Candidates must block out all dates (on slide 5) in their diaries when applying.
Attendance at all sessions is necessary to gain the full benefit from the programme.

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Programme Costs & Questions

Costs

The participant **cost of this programme is £4,000 +VAT** which includes

- Launch & Closing Events (in-person)
- Mid-point events for Managers, Mentors & Sponsors (virtual)
- Career insights from Senior Female Event / Q&A Session (in-person)
- Personalised psychometrics
- 1:1 DiSC Debrief & Career Coaching (virtual)
- 5 x Core modules with expert facilitators (in-person)
- Action Learning Session (virtual)

Questions

If you have any questions, please contact:

Aaron Boyle, Lloyd's Leadership and Learning Curriculum Manager

Aaron.Boyle@Lloyds.com

For Advance delegates in cohort 8, **100%** of this latest cohort agreed that they gained knowledge that can be applied to their career.

Guest speakers have included:

Sara Gomez
Ex-Chief People Officer
Lloyd's

Gina Butterworth
Director of Underwriting
Nephila Syndicate

Jennifer Hummerston
Director of Underwriting
Polo

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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