



# Future Female Leader Programme

Gaining gender parity through a bespoke career development programme for high potential female employees



## We help organisations achieve gender parity

**Research shows a direct correlation between gender diversity and financial performance.** Diverse companies are more profitable, create greater value and attract the best and brightest talent<sup>1</sup>; yet the gender pay gap remains a key issue for many organisations in 2019.

Whilst equal representation at entry level is common, it rarely carries through to senior level roles, with under 30% of boardroom positions held by women<sup>2</sup> and just 6 female FTSE 100 chief executives<sup>3</sup>. Whilst the commitment to gender parity from UK organisations is clear, translating this into tangible results is more challenging.

### Career development for emerging female leaders

Right Management's **Future Female Leader Programme** provides a flexible solution to support the career growth of emerging female leaders, helping organisations identify, develop and empower female employees through a programme of mentoring and sponsorship, implementing a culture of career development and aligning individual aspirations with organisational needs.

The core of the programme is in matching each participant with an internal mentor and sponsor, providing tailored coaching and development for each and fostering powerful reciprocal relationships, enabling participants to understand and act upon the potential blockers to progression.

### Customisable programme elements

Each Future Female Leader Programme is designed to suit the specific needs of the organisation, using a combination of face-to-face and virtual learning events, online tools and self-reflection, facilitated by our expert Career Consultants.

We'll work with you to create a bespoke programme around the following building blocks:



Individual assessment



Mentor / mentee matching



Sponsor / mentor / mentee workshops



Peer-to-peer coaching



Modular group learning events



Webinars

## Case Study

# Lloyd's of London *Advance* Programme

## Challenge

Lloyd's of London is the world's leading insurance market, providing specialist insurance services to businesses in over 200 countries and territories and focused on demonstrating best practise to the wider market. A historically male-dominated industry, the insurance sector has an average gender pay gap of 33%. Consequently, it faces a challenge in women progressing their careers: although receiving a 50/50 split at graduate and apprenticeship levels, within 5-10 years the number of men in senior roles far outweighs women, and representation at CEO level within the marketplace is even lower. Women in the insurance sector are experiencing slower progression than their male counterparts, or simply checking out and leaving the sector altogether.



*"We wanted to work with an organisation that had experience of and understanding of the challenges that women faced, and that had expertise in leadership. We have ambitions to take the programme into other locations so we were also looking for an organisation with a global network."*

Pauline Miller, Head of Talent Development, Diversity & Inclusion, Lloyd's of London

## Solution

Recognising potential blockers to women's progression within the sector, Lloyd's aimed to create a programme that focused on the developmental needs of female employees within the Corporation and marketplace.

Partnering with Right Management, Lloyd's created the six month *Advance* programme, built around the concept of sponsorship and mentoring. Through line manager nomination, each female leader was carefully matched with a mentor who offered the participant the opportunity to grow and develop specific skills, the chance to learn and be challenged as well as receive support from someone who was more experienced, often from a different organisation. The sponsor, typically a member of their organisation's leadership team, had the brief to provide networking opportunities, challenge and act as someone who would be prepared to "open doors" for the participant, helping them to progress and grow their industry network and profile.

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*"Each time the participants come out of a session, they are absolutely buzzing. They have formed, in a few short weeks, a close bond as a group of women from different roles and at different levels. It's been a real learning opportunity and they're already asking for more."*

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## Result

Through a series of facilitated sessions and self-directed learning, the programme was delivered to women across the insurance market, developing strong Mentor-Mentee relationships built to last beyond the 6 month programme. It has provided the participants with additional skills to identify steps and navigate their careers in their chosen direction, building the foundations of the network and relationships they need to progress within their organisation and the wider industry. This market-leading programme has set the gold standard for developing future female leaders, with future cohorts now in preparation, and could not have happened without the commitment of the senior leaders within Lloyd's.

# The programme

Our Future Female Leader Programme focuses on three core roles: the Mentee, Mentor and Sponsor. Adopting a variety of learning styles and events, we work with each participant to support internal development and mobility, helping your employees to take ownership of their career development.

## Typical programme structure

### Launch event

Kick off event designed to connect all stakeholders and to understand their roles and responsibilities in the programme.

### Modular workshops

Selected workshops on topics from a range including personal branding and self-marketing, stakeholder influencing, negotiations and personal career focus.

### Group mentoring

Facilitated group session(s) focusing on the career journey of an invited female C-suite speaker.

### Group action learning sets

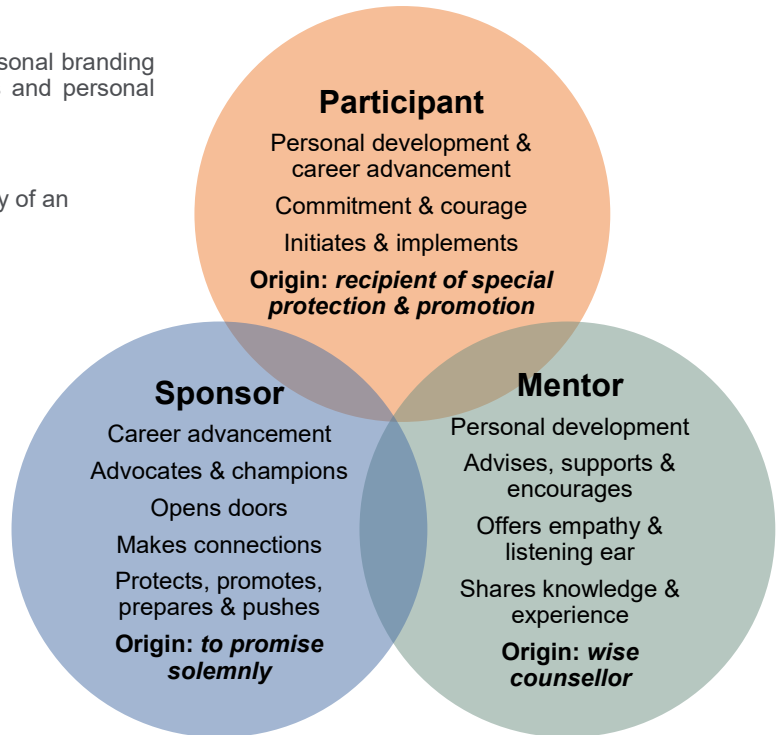
Peer-to-peer coaching session with the opportunity to share experiences of successes and challenges, as well as providing support and advice.

### Mid point event

A facilitated session in which Mentors and Sponsors review progress so far, focusing on what has worked well in the relationships, common themes identified/discussed/reviewed, and tips for fellow Sponsors/Mentors.

### Closing event

An opportunity for all stakeholders to share their experiences and takeaways from the programme and to embed learning to ensure participants continue their growth and development.



The programme is designed to equip all participants with the self-reflection, insight, skills and capabilities to navigate the corporate hierarchy and achieve their career goals.

## Programme outcomes



**Harnessing  
untapped  
talent**



**Greater  
internal  
mobility**



**Increased  
employee  
engagement**



**Reduction in  
turnover**



**Faster career  
progression**



**Identifying new  
development  
opportunities**

Right Management® is the global career and talent development expert within ManpowerGroup®.

We help organisations become more agile, attractive and innovative by creating a culture of career management and learning that nurtures future talent, motivates and engages people, and provides individuals success in their careers. We've spent the last 35 years identifying workforce challenges and developing innovative solutions, enabling our globally informed methods to be time-tested across more than 50 countries.

To discuss how Right Management can help your organisation to quickly deploy measures to achieve gender parity objectives, **please get in touch.**

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