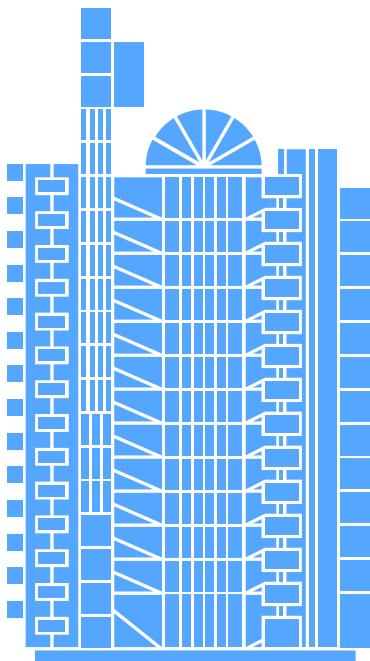


# An introductory overview of all offerings available to Lloyd's Market participants

January 2026



Culture and Learning  
Offerings

## Free to access

Lloyd's Mentoring Programme	05
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AdviceLine	07
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Culture Upskilling	09
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## Paid offerings

Introduction to Lloyd's and the London Market	16
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## Partnership opportunities

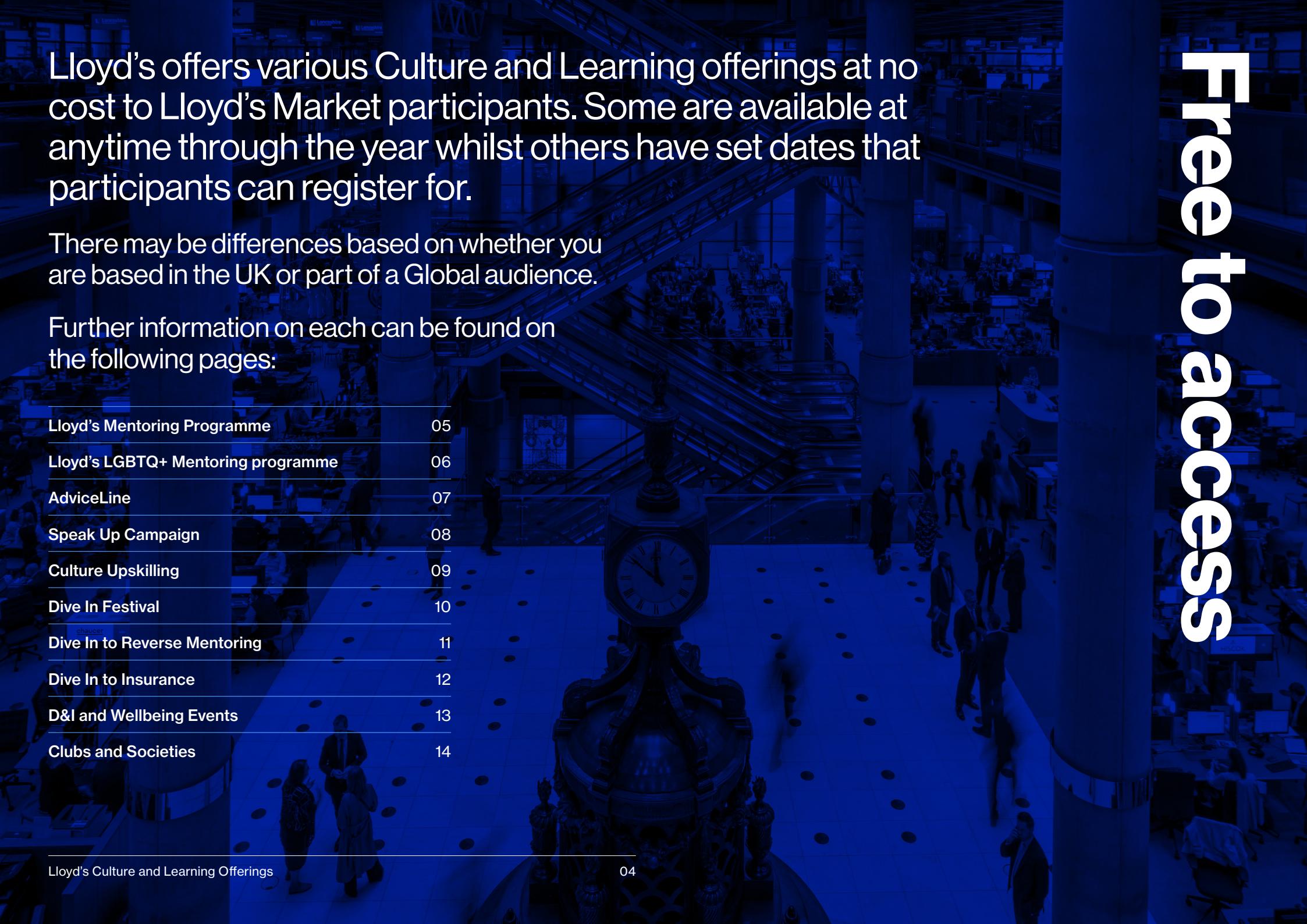
Dive in	22
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# We all need to develop continuously to keep pace with accelerating change and in order to build inclusive workplaces



Lloyd's has partnered with a number of high calibre specialist organisations to offer a range of formal programmes and development opportunities to the Lloyd's market, supporting us in becoming a destination of choice for global talent.

These opportunities allow organisations and learners from across the market to come together to develop and network, whilst supporting our aim of building inclusive and high-performing cultures.



Lloyd's offers various Culture and Learning offerings at no cost to Lloyd's Market participants. Some are available at anytime through the year whilst others have set dates that participants can register for.

There may be differences based on whether you are based in the UK or part of a Global audience.

Further information on each can be found on the following pages:

Lloyd's Mentoring Programme

05

Lloyd's LGBTQ+ Mentoring programme

06

AdviceLine

07

Speak Up Campaign

08

Culture Upskilling

09

Dive In Festival

10

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Dive In to Reverse Mentoring

11

Dive In to Insurance

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D&I and Wellbeing Events

13

Clubs and Societies

14

## Lloyd's Mentoring Programme

The Lloyd's Mentoring Programme brings mentors and mentees together and supports the mentoring journey end to end.

We help match mentors with mentees through a platform called Pushfar. Twice a year we'll open PushFar, and you'll then have two weeks to explore the system and find a match for yourself. The system will help you with this by suggesting potential matches whose experience most closely connects with your needs, or vice versa. If you've had no luck in this two week window, we'll step in to help find you a match.

You can create a profile any time before the next opening date, via the PushFar platform, but you won't be able to make any matches until we open the scheme. Be thoughtful about your profile. The more specifics you include about yourself and your learning needs or experience, the more likely you are to find your perfect mentoring match.

### Where is the course available

- UK
- Globally

### Who is it for

It is available to all Lloyd's Market participants

### How to participate

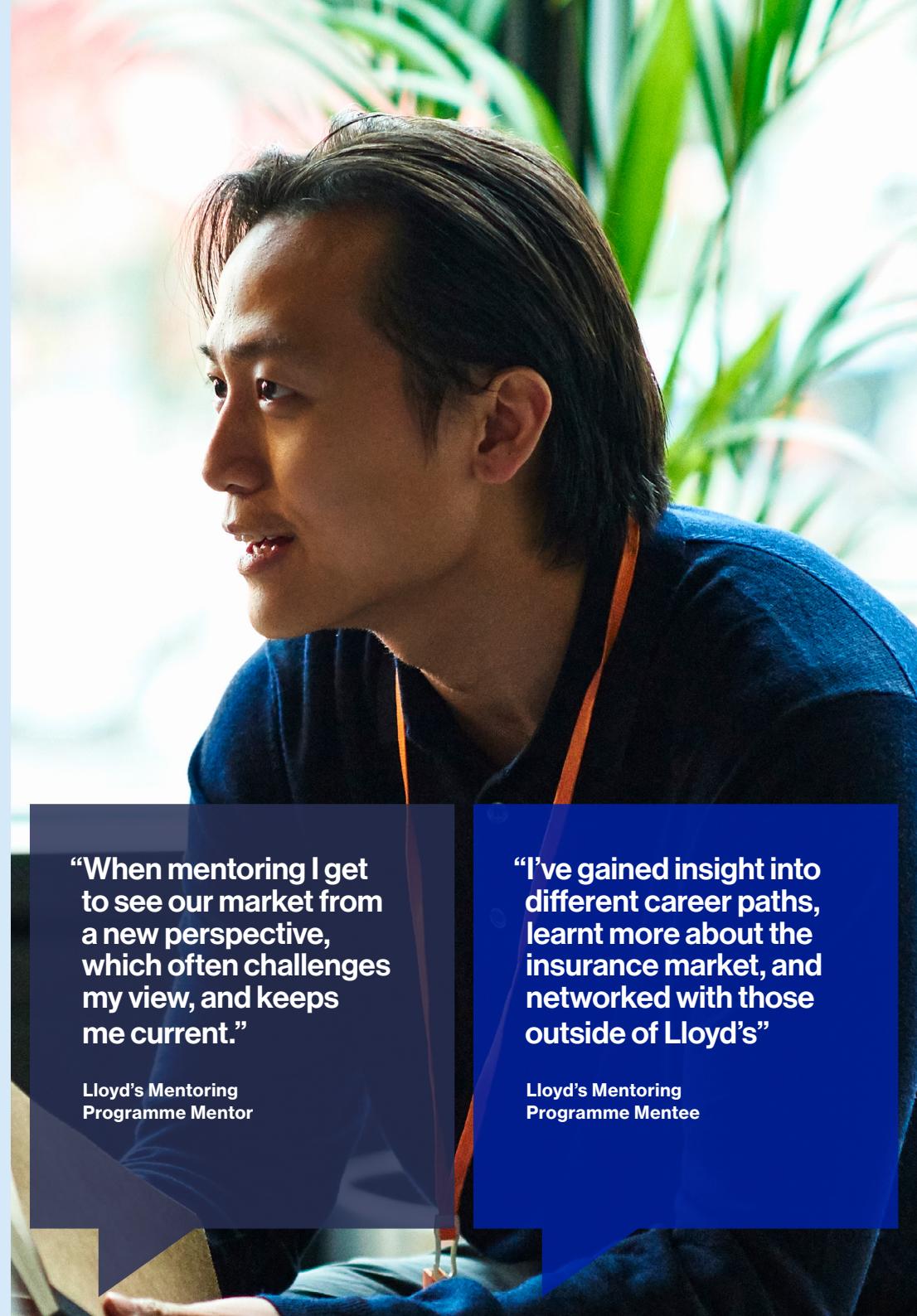
Contact:  
leadershipandlearning@lloyds.com

### More detail

Access the webpage [here](#)

### Cost

Free



**"When mentoring I get to see our market from a new perspective, which often challenges my view, and keeps me current."**

Lloyd's Mentoring  
Programme Mentor

**"I've gained insight into different career paths, learnt more about the insurance market, and networked with those outside of Lloyd's"**

Lloyd's Mentoring  
Programme Mentee

## Lloyd's LGBTQ+ Mentoring Programme

As part of our drive to build inclusive work cultures, this mentoring programme seeks to support and develop our LGBTQ+ talent – helping individuals find the tools and advice they need to develop their careers within Lloyd's and the wider market.

We know from our wider mentoring platform that those in mentoring relationships feel more empowered, confident and happier in their careers – something that can be a challenge in the LGBTQ+ community and other minority groups.

This global programme seeks to partner LGBTQ+ mentees with the right mentors to help them develop in their careers. People will be matched based on needs either with LGBTQ+ senior role models who can speak from experience, or active allies who are stepping forward to support this population with technical and career advice.

### Where is the course available

- UK
- Globally

### Who is it for

Mentees should identify as LGBTQ+  
Mentors could either be experienced LGBTQ+ professionals themselves or experienced allies who want to help support and develop LGBTQ+ talent

### How to participate

Complete the relevant documents and send them to: [prideandallies@lloyds.com](mailto:prideandallies@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

Free



**"Being able to discuss openly the challenges of being gay within the industry, and seeing someone of a similar background having succeeded is inspiring. It helps builds my confidence to not shy away from being myself in the workplace"**

LGBTQ+ Mentoring  
Programme Participant

## AdviceLine

A free, confidential service provided by an independent third party on behalf of Lloyd's.

The AdviceLine was set up to provide market participants with access to emotional and practical support and advice – particularly in relation to bullying and harassment or behavioural concerns.

- All calls to the AdviceLine are strictly confidential
- This service is provided by an independent third party (CareFirst) on behalf of Lloyd's
- You are able to access an expert telephone counsellor, trained to discuss the situation and help you resolve it
- Anyone in the Lloyd's market can call the AdviceLine, and can continue to call as many times as they find helpful

Lloyd's Market Participants are encouraged to continue to guide their employees towards AdviceLine to get the support they need.

### Where is the course available

- UK
- Globally

### Who is it for

It is available to all Lloyd's Market participants

### How to participate

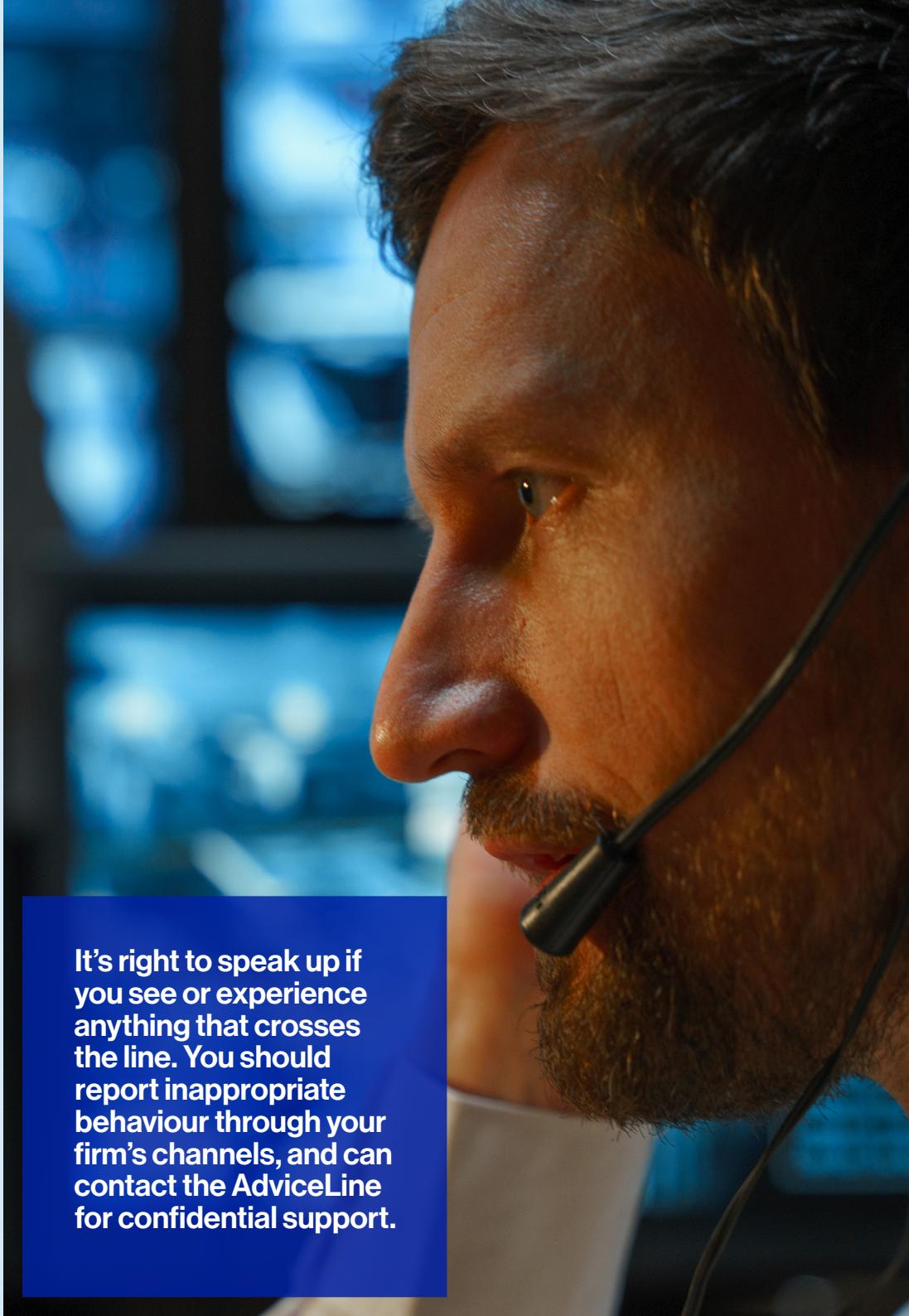
UK: 0333 212 3510  
Global: +44 (0)1452 623 23

### More detail

Access the webpage [here](#)

### Cost

Free



**It's right to speak up if you see or experience anything that crosses the line. You should report inappropriate behaviour through your firm's channels, and can contact the AdviceLine for confidential support.**

## Speak Up Campaign

An opportunity for you to challenge behaviours before they happen with our Speak Up Campaign.

In this campaign you will find a series of assets to assist you in raising awareness around your company's standards of business conduct and escalation procedures.

This campaign has three primary objectives:

- Raise Awareness: Spread knowledge about the Lloyd's AdviceLine and Lloyd's speak up procedures.
- Empower Firms: Provide firms with collateral to promote their internal reporting processes.
- Build Trust: Build trust within the Market by emphasising the importance of reporting concerns.

This toolkit enables Market firms to actively participate in the campaign and communicate internally about the available channels for raising concerns. The overarching aim is to continue in our progress towards a culture of integrity, respect and inclusion across the Lloyd's Market.

### Where is the course available

- UK
- Globally

### Who is it for

HR and Communications teams

### How to participate

Contact:  
[culture@lloyds.com](mailto:culture@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

Free

# IT'S NOT JUST A JOKE

**Lloyd's AdviceLine 0333 212 3510**  
**[lloyds.com/speakup](http://lloyds.com/speakup)**

It's right to speak up if you see or experience anything that crosses the line. You should report inappropriate behaviour through your firm's channels, and can contact the AdviceLine for confidential support.



## Culture Upskilling

To support continued improvement on culture, diversity and inclusion, a programme of support and upskilling sessions is available to market participants.

We identify key themes and topics each year using data collected through the Market Policies and Practice return and the Market Culture Survey. We then develop and deliver sessions designed to encourage discussion and openness between market firms, in particular encouraging the sharing of good practice so firms can learn from each other.

These programmes are available year round and are open to all market staff with a focus on HR and Talent Leaders.

### Where is the course available

- UK
- Globally

### Who is it for

HR and Communications teams

### How to participate

Contact:  
[culture@lloyds.com](mailto:culture@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

Free



## Dive In Festival

Dive In is a global movement that supports the development of inclusive workplace cultures. It empowers individuals to realise their potential by raising awareness of the business case and promoting positive action for diversity in all its forms.

Dive In is a year-round proponent of diverse and inclusive cultures, offering guidance and tools that culminate in an annual three-day festival hosted in countries across the world, every September.

Launched in 2015, Dive In has become one of the world's largest diversity, equity, and inclusion events. It brings together over 128,000 participants from nearly 100 countries across 850 events on six continents.

The Dive In Festival is committed to fostering inclusive cultures within the industry, unlocking the potential of every individual for a sustainable future.

With hundreds of events to choose from, this is a great way to upskill employees on key diversity and inclusion topics, either in-person or virtually. Ensure your employees are ready to Dive-in...

### Where is the course available

- UK
- Globally

### Who is it for

It is available to all Lloyd's Market participants

### How to participate

Contact:  
[diveinfestival@lloyds.com](mailto:diveinfestival@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

Free



## Dive In to Reverse Mentoring

Reverse Mentoring is the process of senior leaders engaging with individuals at different levels within the industry, at a more junior level.

Reverse Mentoring enables a shared learning experience with the goal of exchanging experience, knowledge, perspectives, and skills. It encourages professional interactions that break through communication barriers that form with rank, seniority, and generational differences.

Unlike normal mentoring, in these interactions it is the junior participant that takes the lead and mentors the more senior person.

### Where is the course available

- UK
- Globally

### Who is it for

It is available to all Lloyd's Market participants

### How to participate

Contact:  
[diveinfestival@lloyds.com](mailto:diveinfestival@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

Free



**"This was an incredibly rewarding and challenging experience especially in terms of learning how younger colleagues perceive management, the behaviours they value and those they don't. The most interesting was that often they don't want or expect leaders to share their own values and behaviours – but they do expect leaders to live theirs."**

**Dive In Reverse Mentoring Participant**

## Dive In to Insurance

This exciting new outreach initiative is part of the Dive In Festival promoting diversity and inclusion in the Insurance industry.

The programme aims to promote the profession to all levels of education, working with our partners, including The Switch, ELBA, SEO and the Reach Society.

The outreach programme launched September 2023, with the aim of making it easy for the market to access volunteering and outreach opportunities for whole organisations, teams, and individuals.

It aims to utilise the skills and experience from across the market to engage the next generation, not just to join the profession, but bring new skills and innovative approaches from a diverse range of perspectives.

### Where is the course available

- UK
- Globally

### Who is it for

It is available to all Lloyd's Market participants

### How to participate

Contact:  
[diveinfestival@lloyds.com](mailto:diveinfestival@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

Free



## D&I and Wellbeing Events

Lloyd's is committed to fostering a culture of diversity, inclusion, and wellbeing within our community and for the wider Market.

We are excited to offer various free and low cost events hosted throughout the year by our internal Employee Resource Groups (ERGs), the Culture Team, and the Inclusion at Lloyd's (I@L) Partner networks.

These events aim to create a platform for meaningful conversations, learning opportunities, and initiatives that support a more inclusive workplace. Keep an eye on the events page at Events – Lloyd's (lloyds.com) for updates and more information about these engaging events. Join us as we work together to build a more inclusive future for all.

Past Events include:

- Link and InterBank LGBTQ+ Celebration
- iCAN Exploring Black Experiences: Unveiling Hidden Narratives of Success and Visibility
- Celebrating trailblazers: Inspirational Black leaders in insurance
- Panel Discussion: AI: Utopia, Dystopia, or Both. A perspective for Risk and People

### Where is the course available

- UK
- Globally

### Who is it for

It is available to all Lloyd's Market participants

### How to participate

Contact: [events@lloyds.com](mailto:events@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

Free



## Clubs and Societies

The Clubs and Societies are set up, run and managed by passionate individuals who work within the Lloyd's and wider London insurance market.

These clubs and societies are independent of Lloyd's, and provide an opportunity for people to get involved and build connections across the market.

A few examples of these are:

- Lloyd's Art Group
- Lloyd's Cricket Club
- Lloyd's Football Club – Women's
- Lloyd's Wine Society
- Lloyd's Choir

### Where is the course available

– UK

### Who is it for

It is available to all Lloyd's Market participants

### How to participate

Contact specific club/society representative

### More detail

Access the webpage [here](#)

### Cost

There may be a small cost to join a club/society



# Paid Offerings

Lloyd's offer a range Culture and Learning initiatives where organisations can pay for their employees to participate in.

Some are available at anytime through the year whilst others have set dates that participants can register for. There may be differences based on whether you are based in the UK or globally.

Further information on each can be found on the following pages:

Introduction to Lloyd's and the London Market	16
The Extraordinary Leader	17
Inclusive Hiring	18
Lloyd's Military Network	19
Performance and Executive Coaching	20

## Introduction to Lloyd's and the London Market

The insurance and reinsurance transacted at Lloyd's is primarily for large, specialist risks which most insurers elsewhere in the world are unable or unwilling to cover.

This virtual half day, foundation level programme will provide delegates with a sound level of understanding of the function of insurance and an overview of the various organisations which are part of the Lloyd's insurance market.

The programme will also highlight the various lines (classes) of business which are transacted in the Lloyd's market and the methods by which suitable insurances are set up.

The delegates will learn about various areas such as:

- Insurance terminology and overview of how insurers make profit
- The London Insurance and Reinsurance Market – the Company Market and the Lloyd's Market – what are the differences?
- The Lloyd's market – the role of syndicates, managing agents and members' agents

### Where is the course available

- UK
- Globally

### Who is it for

It is available to most Lloyd's Market participants (Managing Agent employees please contact the LMA to attend this event)

### How to participate

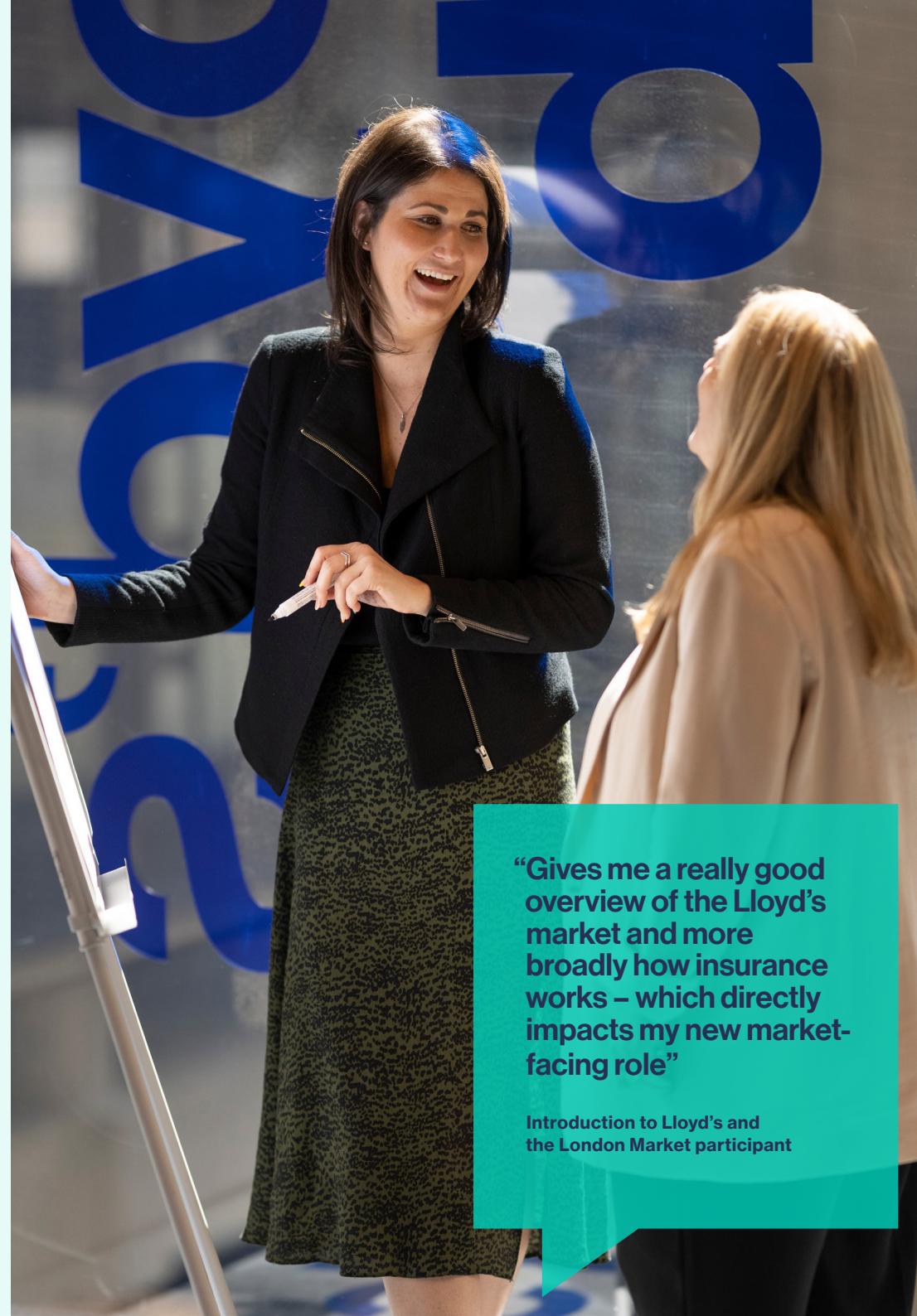
Contact:  
[leadershipandlearning@lloyds.com](mailto:leadershipandlearning@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

£100 + VAT



**"Gives me a really good overview of the Lloyd's market and more broadly how insurance works – which directly impacts my new market-facing role"**

Introduction to Lloyd's and the London Market participant

## The Extraordinary Leader

Extraordinary Leader comprises a multi-rater survey (also known as a 360 degree survey) and a series of in person and live online workshops.

The Extraordinary Leader programme will provide participants with an opportunity to increase their leadership effectiveness. Participants will utilise candid feedback received from The Extraordinary Leader 360-degree assessment to understand their current level of effectiveness and create their own personal, strengths-based development plan.

This strengths-based approach provides a framework for helping individuals make profound differences in their organisation's results and in their own leadership effectiveness. Participants will learn about the leadership competencies that differentiate extraordinary leaders and gain an understanding about the significant on-the-job performance differences between 'good' and 'extraordinary' leaders.

### Where is the course available

- UK
- Globally

### Who is it for

Managers / Leaders in the Lloyd's market with at least 6 months in their role and 3+ direct reports

### How to participate

Contact:  
[leadershipandlearning@lloyds.com](mailto:leadershipandlearning@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

£600 + VAT



**"The feedback I received helped me understand the strengths others see in me as a leader – and gave me clear direction on how I can raise my leadership skills to an exceptional level that sets me apart from others."**

Extraordinary Leader Participant

## Inclusive Hiring

We have a collective role to play in ensuring we have the knowledge, tools, competence and confidence to make hiring decisions with objectivity, transparency and rigour.

To ensure we achieve this goal we have created an accredited workshop in partnership with The Clear Company, and this workshop will provide delegates with those skills and confidence.

This 4-hour virtual workshop is designed to set the standard for recruitment and selection and embed consistency and best practice in recruitment across Lloyd's. To make the programme as accessible as possible for you we have created a blended programme of digital and face-to-face / virtual modules. The course is in 2 parts: the first being 4 online learning modules which will take approximately 2 hours; the second is a 4 hour virtual session delivered by The Clear Company.

### Where is the course available

- UK
- Globally

### Who is it for

London Market participants who are in HR related and recruitment positions

### How to participate

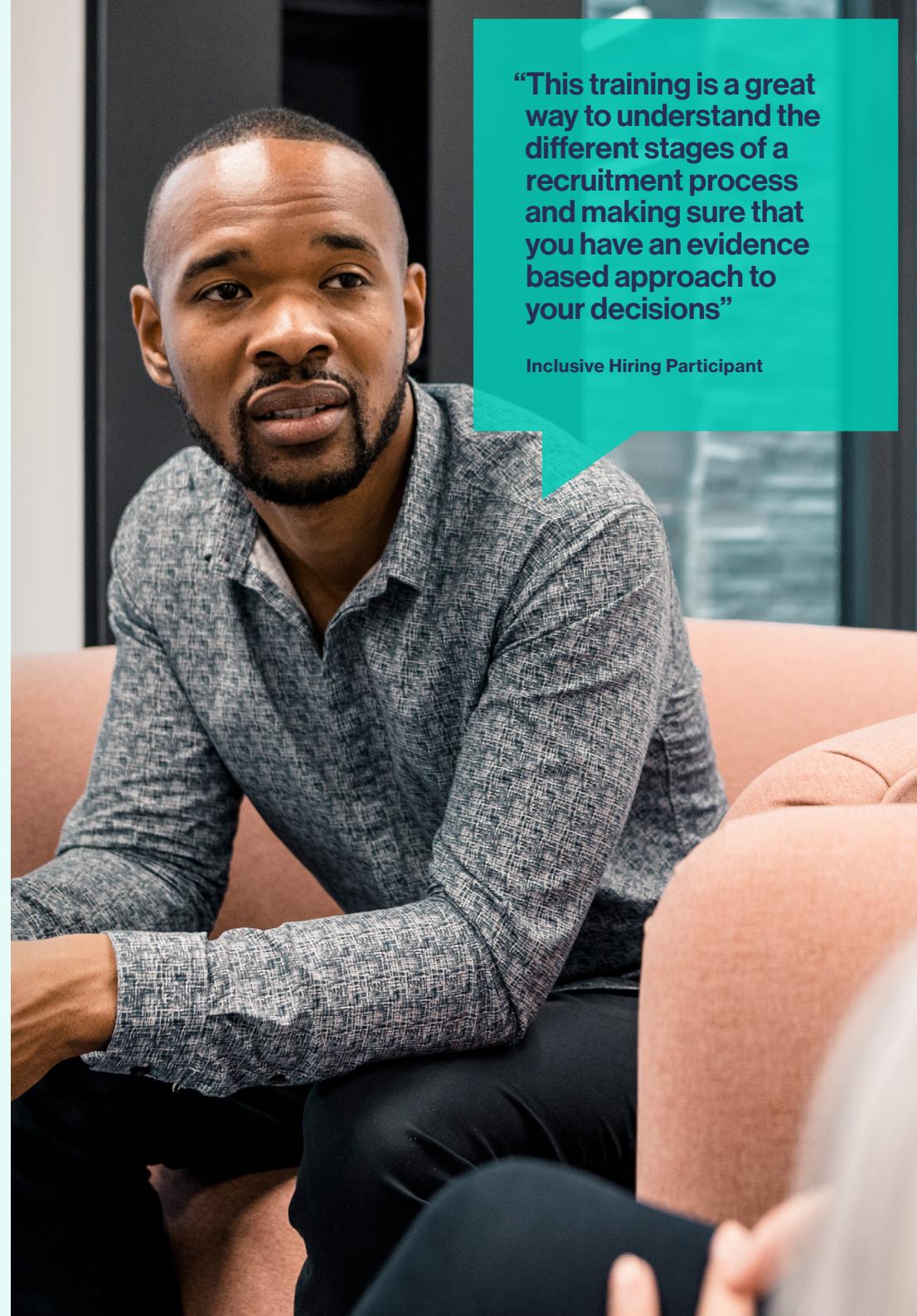
Contact:  
[leadershipandlearning@lloyds.com](mailto:leadershipandlearning@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

£325 + VAT



**"This training is a great way to understand the different stages of a recruitment process and making sure that you have an evidence based approach to your decisions"**

Inclusive Hiring Participant

## Lloyd's Military Network

The Lloyd's Military Network was established in 2015 to support the transition of Service Leavers into the Insurance industry.

Individuals transitioning from the military ('Service Leavers') are given time in their last year of service to conduct internship/placement schemes. Some individuals will also complete internships once they have left.

The programme exposes potential employers to high quality talent that they may have otherwise not had access to and it gives Service Leavers exposure to the civilian workplace, de-risking their transition by providing them with technical and workplace specific skills.

Additionally, the programme acts as a networking opportunity for Service Leavers and they are allocated a mentor to aid their transition and LMN provide support as required. The scheme runs for eight weeks, paying the London Wage.

### Where is the course available

– UK

### Who is it for

It is available to all Lloyd's Market participants

### How to participate

Contact:  
[militarynetwork@lloyds.com](mailto:militarynetwork@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

Employee wage



**"In my role, I am able to live out my 14 year old dream of working in finance while working towards a professional accounting qualification"**

Lloyd's Military Network Participant

## Performance and Executive Coaching

Lloyd's has partnered with Sheridan Worldwide to provide access to a community of highly qualified and diverse external coaches who have a wide range of commercial experience across many fields including insurance.

Coaching programmes are designed specifically for the individual and usually take place over a period of 3-6 months depending on the need.

The personal benefits of coaching are as wide-ranging as the individuals involved. Most people who have engaged in coaching with a professional coach find that it positively impacts their lives both inside and outside of work.

The ability to speak confidentially with a trusted advisor out of the individual's line, with no direct influence over their career can be extremely liberating for a leader.

### Where is the course available

- UK
- Globally

### Who is it for

Executives / Senior Managers / High-Potentials in the Lloyd's market

### How to participate

Contact:  
[info@sheridanworldwide.com](mailto:info@sheridanworldwide.com)

### More detail

Access the webpage [here](#)

### Cost

Executive: £6,250 / £10,500  
Senior Leader: £3,750 / £6,900  
High-Potential: £2,000 / £3,500

**"The tools and techniques introduced to me have been of great help and will stay with me for the rest of my days. Not only does it help clear and focus your mind in a positive way in a business environment, but also around your personal life, which ensures you are performing at the best of your ability"**

Performance and Executive Coaching Participant



# Partnership opportunities

Lloyd's offers various Culture and Learning offerings that Lloyd's market participants can partner on.

Some are available at anytime through the year whilst others have set dates that participants can register for. There may be differences based on whether you are based in the UK or globally.

Further information on each can be found on the following pages:

Dive In

22

## Dive in

Dive In is a global movement that supports the development of inclusive workplace cultures. It is the largest Diversity & Inclusion festival in the world. It empowers individuals to realise their potential by raising awareness of the business case and promoting positive action for diversity in all its forms.

### Global Festival Partner

Global Festival Partners play a pivotal role in ensuring the success of the Dive In Festival.

The funds contributed by Global Festival Partners are dedicated to sustaining the festival's infrastructure and facilitating specific anchor events worldwide.

### Local Festival Partner

In addition to being a Global Festival Partner you can also be a Local Festival Partner for events in particular countries where they need specific support for:

- Speakers
- Subject matter experts
- Event spaces
- Additional equipment i.e. lights, microphones, speakers, AV
- Branding i.e. banners, posters, and social media advertising

### Where is the course available

- UK
- Globally

### Who is it for

It is available for all Lloyd's Market participants

### How to participate

Contact: [divefestival@lloyds.com](mailto:divefestival@lloyds.com)

### More detail

Access the webpage [here](#)

### Cost

Global Festival Partner:  
Standardized price  
Local Festival Partnership:  
Differ for each event



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