

Flagship Talent Program Report

Future Platform
enabling corporate evolution

LLOYDS
INTERNATIONAL 

Key Statistics

20 participants + 12 months

5 program components; 52 hours contact time

100%

...reported they have built stronger relationships with others in the business

100%

...reported that they feel more confident as a leader in the business

100%

...could see how the key learnings of the program can be applied and used in their role to lead people and organisations forward

93%

...reported that they have a stronger awareness of the areas that require continued personal development.

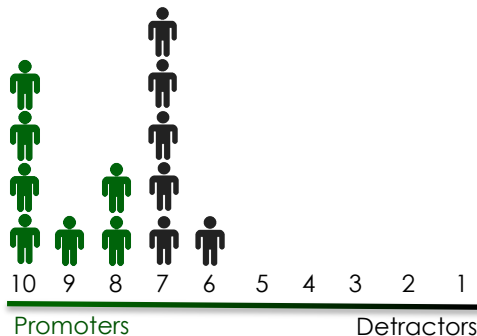
85%

...felt that the content of the program was relevant to them and the business they are in

On average 88% reported an **improvement** across all of these factors after **1 month** on the program

Likelihood to recommend the program

"The flagship program marks a real turning point for me in terms of my own perspective and how I engage, and I just wanted to say thanks. It's paying dividends, and I am very grateful."



Target capability areas



Across 5 of 5 capability areas 100% of participants reported they incorporate the tools and learnings into the way they think and do things. They find themselves thinking about the concepts and applying the learnings to how they execute aspects of their role and, when leading others, they think about how they can use the tools to educate and take others with them.



The Flagship Talent Program was launched with a day of rowing on the harbour – after introductory training session they were divided into group and let loose. An alternative take on a traditional team bonding activity.

Roles of participants on the program:

- Lead Senior Manager (Property)
- Leader Senior Manager (Corp)
- Head of Central Risk
- Senior Manager (Corp Risk Analytics & Systems)
- Head of Portfolio Management
- Lead Senior Manager (CFS)
- Head of Corporate Finance
- Senior Manager (Energy & Infra)
- Lead Senior Manager (Acquisition Finance)
- Head of Operations – ITO
- Lead Senior Manager, Loan Approvals
- State Manager, WA
- Manager Systems & Projects
- Head of Change – ITO
- Head of IT Operations
- Head of Finance Treasury
- Senior HR Business Partner
- Deputy General Counsel
- Head of Rates Trading

93% of participants reported enjoying the program



100% have a stronger awareness of the commercial impact they can have on the Distributions business



"While the program was a big commitment of time and initially viewed with a degree of healthy scepticism, the benefits far outweighed the investment. I forged some important relationships, got a deeper understanding of my strengths and weaknesses and have definitely learned new skills that I will utilise throughout my career."