



One
Network

Reverse Mentoring Programme

LV= General Insurance



Agenda

What is
reverse
mentoring

The benefits
of reverse
mentoring

Overview of
the LV=GI One
network
reverse
mentoring
programme

Panel
discussion
with LV=GI
mentors and
mentees

What's next
for us

Question time



On the call . . .



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D&I Lead



Susan Richards
Service Delivery Manager &
One Network Co-Sponsor



Trena Elsey
Senior Customer Claims
Handler



Saju Kesavan-Lal
Scrum Master & One Network
Co-Sponsor



Natalie Jeffers
Customer Service Team
Leader



Heather Smith Managing
Director of Retail



Mike Crane
L&G GI CEO and Managing
Director of Broker



Martin Milliner
Managing Director of
Claims



Dawn Dallas
People Director



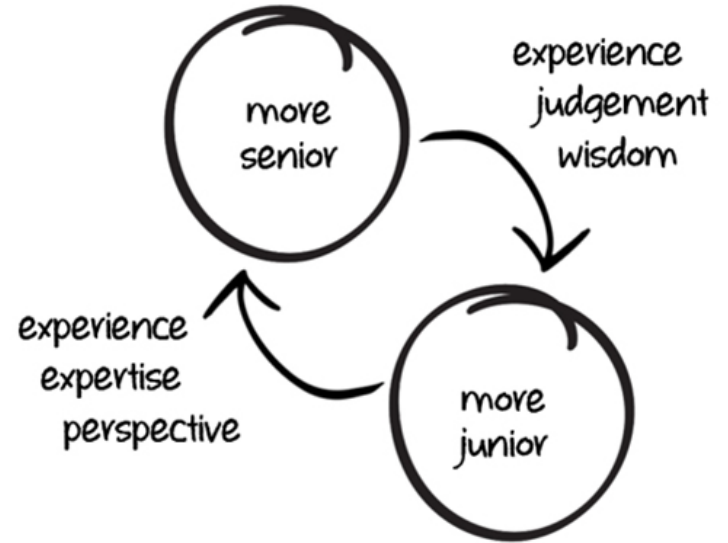
What is reverse mentoring?

Traditional mentoring is centred on the development of junior mentees.

In reverse mentoring both the mentor and mentee have an opportunity to learn from each other.

The focus of reverse mentoring is to increase the mentee's (senior employee) inclusion competencies.

Mentors (junior employee) are provided with the opportunity to learn from their mentee's experience, knowledge and networks.



What are the benefits of reverse mentoring

An effective way to build genuine awareness

Organisations and leaders can demonstrate their commitment to race equality & inclusion

Reverse mentoring can challenge established hierarchies

Successful implementation of reverse mentoring improves Black, Asian, Mixed Race and ethnically diverse engagement

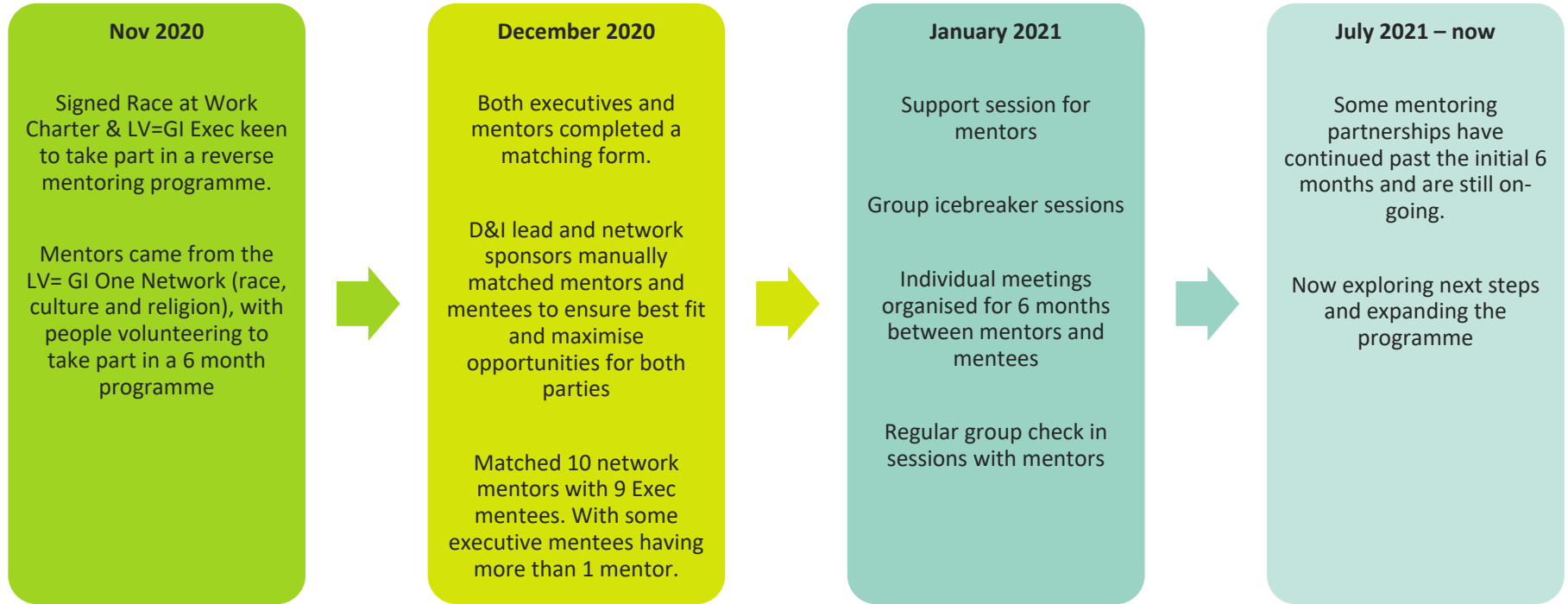
Black, Asian, Mixed Race and ethnically diverse people value mentors more than other ethnic groups.

Great way to get leaders to act as active sponsors, using their influence when development or progression opportunities are being discussed.

Black Asian and ethnically diverse employees are more likely to want a mentor and more likely to value the impact of having one.



The LV=GI One network reverse mentoring programme



Panel discussion



Next steps for us

- Next year we are aiming to set up a reverse mentoring programme with our ExCo -1 & 2 population and network members.
- As LV=GI are part of Allianz Insurance, we plan to roll out a reverse mentoring programme with the Allianz Commercial Exec and HR teams.



Questions

