

Reverse Mentoring Programme

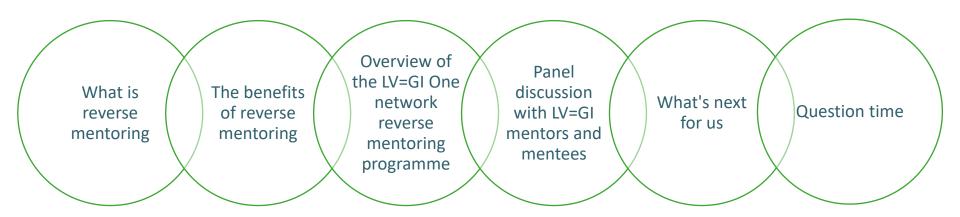
LV= General Insurance







Agenda







On the call . . .



Hannah Montagu-Clark
D&I Lead



Susan Richards
Service Delivery Manager &
One Network Co-Sponsor



Trena ElseySenior 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

Nov 2020

Signed Race at Work Charter & LV=GI Exec keen to take part in a reverse mentoring programme.

Mentors came from the LV= GI One Network (race, culture and religion), with people volunteering to take part in a 6 month programme



December 2020

Both executives and mentors completed a matching form.

D&I lead and network sponsors manually matched mentors and mentees to ensure best fit and maximise opportunities for both parties

Matched 10 network mentors with 9 Exec mentees. With some executive mentees having more than 1 mentor.

January 2021

Support session for mentors

Group icebreaker sessions

Individual meetings organised for 6 months between mentors and mentees

Regular group check in sessions with mentors

July 2021 - now

Some mentoring partnerships have continued past the initial 6 months and are still ongoing.

Now exploring next steps and expanding the 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





