

HR & Academy Update



HR

You always think the time after the end of the remuneration cycle is quiet for HR, but from all my conversations with you, it was time to catch up on all those things that you put off from January through to March!

In April, on behalf of the Lloyd's Market Association charity of the year, [The National Autistic Society](#), I walked their 15k Spectrum Night Walk with LMA colleagues after work. Unfortunately, as I got Covid at the time of the original scheduled walk, we took it upon ourselves to leave the Lloyd's Building on time, walk towards St Paul's, down the Strand towards Trafalgar Square, Buckingham Palace, Harrods before the return to EC3 via the House of Parliament, Big Ben and hitting our kilometre target at the Mansion House in 3 hours 3 minutes. I'd like to thank everyone for their generous donations for a charity very close to my heart.

Ruby Knightsbridge has joined the LMA HR & Academy Team as our Advisor. She has just completed her degree and is embarking on her HR career with us.

We have continued with the monthly HRD Forum, hosted by the LMA for HR Directors in the market to share information and support one another. The topics that have been discussed have included:

An update from Sara Gomez, Chief People Officer and Mark Lomas, Head of Culture for Lloyd's outlining their strategies for the market on Culture, Talent and Learning.

We were joined by Barbara Horsfield, HR Director - Business Partners at QBE and her colleague Alice Hendy, QBE Cyber Security Specialist and Founder and CEO of [R;pple Suicide Prevention Charity](#).

Alice shared her tragic story of losing her brother Josh to suicide in 2020, aged just 21. After discovering Josh had been searching the internet to find ways to take his own life, Alice started R;pple Suicide Prevention Charity and her journey to preventing suicide began. She spoke about how Corporates can support this

charity and Barbara updated us on how QBE have supported Alice in her work, alongside her day job.

The perimenopause and post-menopause currently impacts 13 million people, typically women who are aged 45 – 55 years of age, who are often reaching senior positions or are well established within their careers. With the ever present need to attract and retain talent, looking after this influential group and enabling them to give of their best is business critical. Lewis Silkin, employment lawyers, came to talk to us and provided guidance including policy, training, creating a menopause club, listening forums and communications to support increased awareness in organisations.

The London market HR Benchmarking Survey, a highly regarded set of data bespoke to the Lloyd's Managing Agency HR community, commenced in June. Hosted and managed anonymously by a third party, Alan Jones & Associates. The data has been used by Lloyd's Managing Agents who wish to benchmark their HR practices and policies with others, and for those who participated, we look forward to receiving the results in the September.

LMA Academy

Q2 has been a busy period for the LMA Academy with 11 programmes delivered during the quarter, attended by total of 272 delegates. Throughout the period we continued the shift back to hosting in-person programmes whilst also maintaining a core of virtual offerings to meet market flexibility.

We delivered our flagship programmes for underwriting and claims academies with Syndicate Business Planning (SBP) and Claims Practitioner Programme (CPP) respectively. Both were highly rated and supported by senior market SMEs for panel presentations. Thank you again to these individuals who offer so much back to the market with their continued support for the LMA Academy.

Our new INED Programme launched during May in partnership with PwC, with great success. 13 market INEDs attended, and the programme will run again in mid-October. Similarly, May also saw the launch of our new modular Reinsurance Foundation Programme.

The LMA Academy continues to provide support for Lloyd's Europe with the market coordination of exams for underwriting secondees and RDs. Cohort 3 was undertaken in May bringing the total number of secondees and RDs who have passed the exams to 146 (94% passed first time).

Some exciting 'new' programmes will be launched during the second half of this year. For the latest information on current and future events and wider Academy initiatives, please visit the [LMA Academy homepage](#).