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**INTRODUCING  
DIVE IN TO  
REVERSE MENTORING**

**#DiveIn2023**

# What is Reverse Mentoring?

# What Does Reverse Mentoring Involve?

- Reverse mentoring is similar to a standard mentoring relationship, but it is flipped on its head. The junior member of staff is the mentor and the senior leader is the mentee.
- The point of reverse mentoring is to ensure that a broad range of perspectives are being heard, it helps to challenge senior leader's thinking, and explore subtle behaviours which impact equality, diversity and inclusion and broader organisational performance.



# Why Have a Reverse Mentoring Programme?

# Why Reverse Mentoring?

Lloyd's Culture strategy states:

***“We aim to change perceptions of the industry so that it becomes a destination of choice for global talent.”***

**Dive In to Reverse Mentoring will enable global talent networks across Lloyd's and the wider industry, helping to unlock innovation.**

# Addressing the Barriers

- Monitoring data across the Lloyd's Market show under-representation of diverse groups.
- The Lloyd's Market is a global Market. We want to improve how we engage diverse talent globally to leverage innovation and more inclusive cultures.
- Reverse Mentoring helps challenge the biases and preconceptions of decision makers, allowing groups to exchange perspectives and harness innovation.
- Additionally, workplace issues (for example, those reported by staff surveys) affecting culture and performance in the workplace need to be identified and addressed with a variety of approaches, especially those bringing together the widest breadth of experiences across the organisation.

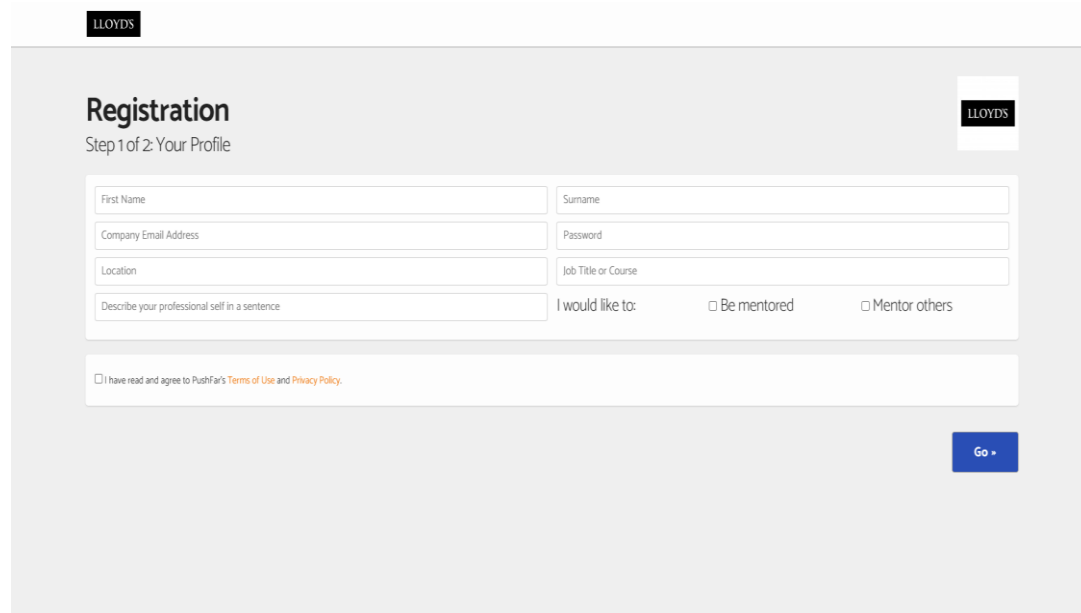
# Changing Perceptions One Meeting at a Time

- Understanding global diversity is complex but **REVERSE MENTORING** is one of the ways of doing this in a manner that allows personal and professional development in a positive framework.
- Exposing senior leaders to greater diversity of talent is a powerful way to make them experience collaboration with those with a different gender, background or characteristics to themselves

# Matching and Selection



# Dive In to Reverse Mentoring: How it will work



The screenshot shows a registration form titled "Registration" with the subtitle "Step 1 of 2: Your Profile". The form includes the following fields and options:

- First Name
- Surname
- Company Email Address
- Password
- Location
- Job Title or Course
- Describe your professional self in a sentence
- I would like to:  Be mentored  Mentor others
- I have read and agree to PushFar's [Terms of Use](#) and [Privacy Policy](#).

A blue "Go" button is located at the bottom right of the form.

- Reverse Mentors and Mentees register on the Pushfar platform accessed via the Dive In to Reverse mentoring platform
- Mentees and Mentors meet 6 times over 6 months
- Individuals can match themselves but the Lloyd's team will actively match people where someone has not got a match
- Specific categories can be selected (detailed on the next slide) to enable people to match with Reverse Mentors

# The Rules

# Programme Rules

- **6 month** programme
- **6 meetings** over 6 months for an hour each
- Meetings must take place **outside office premises or via online video chat if this is not possible**
- Goals or action pledges will be recorded to provide reflection throughout the programme's management system which can be online and moderated



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# Programme Commitments

## Senior Mentees

- Minimum one meeting per month
- Treat It is an equal relationship
- Guide Topics are provided but these will change as the relationship develops
- Your main commitment is to listen – and reflect on the feedback given

## Reverse Mentors

- Attend training or coaching provided
- Minimum **one meeting per month**
- Come prepared to discuss topics which affect the organisation, the project, your development & wider staff engagement
- It is an equal relationship. You are encouraged to be open, honest and constructive with a solution focus

# Safeguarding

It is important that you respect the cultural background of the individuals you are paired with.

Some top tips:

- Agree a time that is mutually convenient. When working globally this may be outside of traditional working hours if that is what works for you and your mentee.
- Professional standards of behaviour should always be applicable, regardless of the time of any meeting
- Reverse mentoring encourages an exchange of perspectives, viewpoints and ideas. Be respectful of views and cultures different to your own. This can be challenging but is the one of the true benefits of reverse mentoring.

# Initial Guide Topics

# Reverse Mentoring Guide Topics

**Social Media**

**Technology**

**The Future of  
Work**

**Generational  
Perspectives**

**Creativity and  
Innovation**

**Mental Health and  
Wellbeing**

**Lived Experiences,  
Ethnicity and Race**

**Marginalisation  
and Lived  
Experience**

**Disability and  
Conditions**

**Gender Equity**

**Sexual Orientation**

**My Culture  
(Exchanging  
Global Cultural  
understanding)**

**Religions and  
Beliefs**

**Speaking  
up/Welcoming  
challenge**

**Micro-aggressions**

**Sponsoring  
diverse talent**

# Some Powerful Questions to get the Conversation Started on a Positive Note

- What's important to you as a leader in your organisation?
- What were your initial reflections on diversity and inclusion in our sector?
- What are the main challenges you have engaging with staff?
- Shall we have a look at the suggested topics and find a couple we are both interested in?
- Shall I share with you the top challenges from my perspective and how I think I might be able to help?
- What would you like to have changed by the end of our mentoring relationship?



# **Making the Reverse Mentoring Relationship Work.....**

**It Takes Two....**

# Making the Sessions Beneficial

Agree a goal to work towards as soon as possible. Record this formally on the virtual conference area assigned to you. This will give focus to your meetings.



1. Read up a bit about your **mentee** and the **business area your mentee leads**.
2. Attend the first meeting with some observations aligned to the guide topics that interest you. Use these to **get a conversation going** with your senior mentee.
3. **Use the guide topics** so you aren't scratching around for something to talk about in the first meetings.

# Making the Sessions Beneficial

- Will Work....
- Come with some **powerful questions**
- Being focused on **the solution** not the problem
- Understanding that as the relationship develops it will become a **reciprocal mentoring arrangement if effective**
- Setting goals related to topics you are **BOTH** engaged or interested in

## Won't Work.....

Using sessions as a **“venting” mechanism** for line management issues

Not being prepared to **listen as well** as give your thoughts and experience

Arriving with a **“Let me tell you something”** approach

Making **judgements** about the individual you are paired with after just one meeting

# Plan Ahead

After your first discussion think about your next interactions:

- Gather links, programmes, articles and/or videos that are worth reflecting on with your mentee or mentor
- Do some research on the sector in their part of the world, or relevant statistics if you are from the same geographical region
- Try and agree an action to work towards at the end of your first or second session
- Make the time commitment and stick to it! Giving the time to engage in the reverse mentoring partnership is a key factor.



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**Register via the Dive In Website**

# **INTRODUCING DIVE IN TO REVERSE MENTORING**

**Reverse Mentoring Registration Link:**

**[Introducing Dive In to Reverse Mentoring  
\(diveinfestival.com\)](https://diveinfestival.com)**