AMBITION MEETS OPPORTUNITY.
FUTURE EXECUTIVES PROGRAMME.

lloydsbankinggroupmba.com
ASPIRATIONS MEET OPPORTUNITIES
GLOBAL PERSPECTIVE MEETS CUSTOMER FOCUS
PROGRESSION MEETS CHOICE
SUCCESS MEETS RESPONSIBILITY

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Our goal is to be the best bank for customers. We will do that by building relationships with our customers, using the strength of our iconic brands, our franchises, our heritage which spans back over more than 300 years, and of course the people who work for us.

Our customers are at the heart of everything we do. Across our many brands we have more than 30 million customers; 1 in 3 people in the UK have a relationship with us.

While our business is focused on the UK, we also have an international presence in countries that have a strong relationship with the UK. We are playing our part in building a strong, sustainable economy for the future: we are committed to building relationships with our many small business customers.

These are not the only relationships we build. We are committed to developing the communities where we do business too, and are proud to be the UK’s largest community investor. Last year we invested £76 million in good causes. Our charity partnership with Save the Children, along with a whole range of other fundraising activities, offers our colleagues the support and the opportunity to give something back through volunteering and fundraising. What’s more, as the Official Banking and Insurance Partner of the London 2012 Olympic and Paralympic Games, we are giving colleagues and customers alike unique opportunities to get involved in bringing the Games to London.

What all of this means is that we offer the size, the scope and the sheer diversity you need to let your ambition truly flourish. You can shape your own career and become one of the leaders we need to build for the future.
ASPIRATIONS MEET OPPORTUNITIES

OUR PROGRAMME

We created our Future Executives Programme with one clear aim — to turn exceptionally talented, ambitious experienced professionals into leaders who can make an impact at the heart of our business. So you can be sure that, in your two years on the programme, you will get the broadest possible perspective of our organisation.

Through two rotational placements, each one lasting a year, you will develop a deep understanding of how we work. You will get to see the challenges we face and, perhaps most importantly, develop the skills you will need to become an invaluable executive for the future.

Wherever you are based in the UK, here is what you can expect from us:

• Your journey will start with a comprehensive and illuminating induction. This will provide you with a real insight and understanding of our business, from organisational level through to our individual Business Units.
• After induction, you will start your first rotational placement. We will place you in a part of the business that both suits your skills and contributes to the group’s strategic goal.
• Your rotations will focus on either; Operational leadership, Commercial management, Change management and Strategy. This will be your opportunity to make an immediate impact, start building your network and begin defining your future career.
• Your second year-long rotational placement will be in a different type of role in a different division. Over this year you will get the opportunity to put the experience you gained in your first year to direct use, while building up further skills.
• Throughout the programme, you will be stretched at every stage. On-the-job development, supported by more formal learning, will ensure you gain a broad range of skills, and it will be shaped by the role you are in.
• At the end of the two years, we will expect you to be ready to fulfil your potential. So, if you have excelled during your time on the programme, bigger and broader opportunities will present themselves. This will be the first major step towards a lasting and successful career with Lloyds Banking Group.
SUCCESS MEETS RESPONSIBILITY

OUR BUSINESS

There are two sides to our business. There is what we do for our customers – the businesses in which we operate, our many high-profile brands, and the markets in which we work. And then there is our wider contribution – the partnerships we have with charities and communities, created to help us give something meaningful back. Each guides the other and they combine to create a remarkably diverse business with strong ethics and a future full of promise.

Our Future Executives Programme will see you working across some of the following areas:

Through our Retail division, we provide a full range of banking and financial services to 30 million personal customers through the internet, telephone banking and an extensive branch network across the UK.

Insurance is home to Scottish Widows and Clerical Medical, which provide life assurance, pensions and investment products. Lloyds TSB General Insurance provides over five million customers with home, car, travel, student and caravan insurance.

Our Wholesale division provides banking and related services for major UK and multinational corporate companies and financial institutions, and our Commercial business serves small and medium-sized UK businesses. We also provide asset finance and manage our activities in financial markets through our treasury function, as well as providing banking and financial services overseas.

Our Wealth & International businesses provide private banking for high net-worth individuals, asset management through our Scottish Widows Investment Partnership and Insight brands, and international banking.

Group Operations underpin our vibrant customer-facing business areas and ensure that we get the best possible support in IT, Operations, Procurement and Property Services. This division aims to provide quality and simple support services to employees and customers.

All our businesses are bolstered by critical functions such as Human Resources, Finance, Audit and Risk departments. This ensures we are offering the highest level support, systems, processes and procedures to make our business run smoothly and effectively.
MARIANA DACHEVA
Director of Global Financial Institutions
I manage a portfolio of banks in Northern Europe. My task is to acquire new, profitable business and to build long lasting partnerships. I’m currently at the final stage of my Executive MBA. Since studying, I’ve changed the way I think about the business. I understand strategy better – and as the financial industry transforms I feel better positioned to discuss issues with customers. What makes LBG different? The people and culture. They make a massive difference to your working environment, especially when you’re under pressure.

TIM PORTER
Commercial Banking Director, England & Wales
I’m accountable for Strategy Development and Performance Delivery across the wider Commercial Business. In my day-to-day role, I’d say the lasting legacy of my MBA has been the discipline of clearer thinking – from strategy formulation through to practical execution. It’s given a breadth to my formal education that would have been difficult to get elsewhere. For me, the ability to have a positive impact on the lives of individuals and businesses in the UK makes LBG a great place to work.

KARTIK MANI
Head of Pricing and Portfolio
We’re the UK’s largest card business, and it’s my role to make sure we maintain this in a way that’s profitable and customer-focused. I think of my MBA as being a valuable toolkit. It equipped me to communicate at a higher level. It showed me how to work with teams – when to lead and when to take a step back. Finally, it helped me embark on an international career. Right now, LBG is going through some fascinating challenges. If you ever wanted to learn about banking, this is the place.
PROFESSIONAL DEVELOPMENT

We will want you to become a rounded and versatile leader, and your development will reflect this. There will be a fascinating blend of formal learning and on-the-job training throughout your two years on the programme where you will be challenged to develop your personal and professional skills. The series of job rotations will ensure that you build up the broad perspective you need to thrive in a business as diverse as ours.

Wherever you go, you will have access to learning opportunities, ongoing career coaching discussions and a wide range of support networks including a mentor, all of which will assist you in fulfilling your potential.

REWARDS AND BENEFITS

To attract the best, we know we have to offer the best. So we have put together a comprehensive package to reward your contribution.

This includes a competitive base salary, up to 30 days' paid annual leave plus public holidays, performance-related bonus scheme, pension scheme, private medical insurance, medical examinations, life assurance. Ultimately though, the sheer scope for career growth here is what really sets our organisation and our programme, apart.

Throughout your time on the programme, and indeed throughout your entire career with us, you will be encouraged and supported. As you grow, more doors will open and you will have ever more opportunities to make a genuine impact upon our business. You will be well rewarded as you do.
APPLICATION PROCESS

Put simply, we are looking for future executives. People who can bring an impressive array of skills to the programme, and a readiness to develop many more. Talented and innovative thinkers who are eager to take hold of their own careers and forge their own path within our diverse business. And natural leaders, who can inspire others and put our customers at the heart of their work.

If you can match these qualities with boundless ambition, there’s just one thing to do. Apply.

The application process:

Step 1: Online application
Step 2: Psychometric tests
Step 3: Competency-based assessment
Step 4: Final assessment
Step 5: We’ll be in touch shortly after the final selection stage to let you know if you’ve been successful.

For more about our business, our programme and the near-limitless opportunities we offer, visit lloydsbankinggroupmba.com

DIVERSITY AND INCLUSION

Diversity and inclusion are central to our success. By truly reflecting the diversity of our customers, we’ll become a better bank. So we are actively ensuring that we do: In 2010, we joined the FTSE 100 Cross-Company Mentoring Scheme, which aims to increase the number of female Non-Executive Directors. We also have a number of colleague diversity networks within the business.

Our commitment starts at very top, with Group Executive sponsoring our gender & work-life balance; race, disability and sexual orientation programmes. This year we were Top Private Sector Employer in the UK in the Stonewall Equality Index of the best employers for lesbian, gay and bisexual people. We were also named as Top Scottish Employer and our Lesbian, Gay, Bi-sexual and Transgender staff network was awarded the rank of ‘Star Performer’.

We’ve developed a range of initiatives and strategies to ensure that we are inclusive for all colleagues. The additional support we provide to disabled colleagues, right from the very beginning of the selection process, is just one example. In 2011, we were the first UK employer to carry out research into the career aspirations of disabled graduates. These are just some of the ways in which we are creating an open environment where nothing stands in the way of talented people.

POTENTIAL MEETS INVOLVEMENT

AMBITIOSN MEETS OPPORTUNITY