



Preparing Female Insurance Talent to Lead & Succeed

The Business Case for Female-Focused Leadership Development

Key Facts



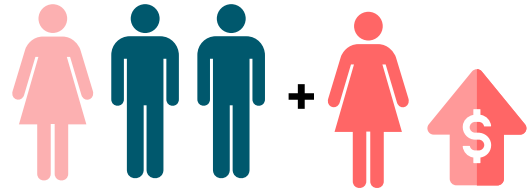
Companies with more than 30% women in senior leadership are 39% more likely to outperform their competitors financially.

Source: McKinsey/LeanIn



For every one woman promoted to director, two leave because women feel they cannot thrive and grow in the environment. It costs 1.5–2x annual salary to replace senior leaders.

Source: McKinsey/SHRM & Deloitte



There are almost 2 men for every woman in leadership in the UK insurance industry. Closing that gap could mean a 5% rise in EBIT for those organisations that take action.

Source: McKinsey

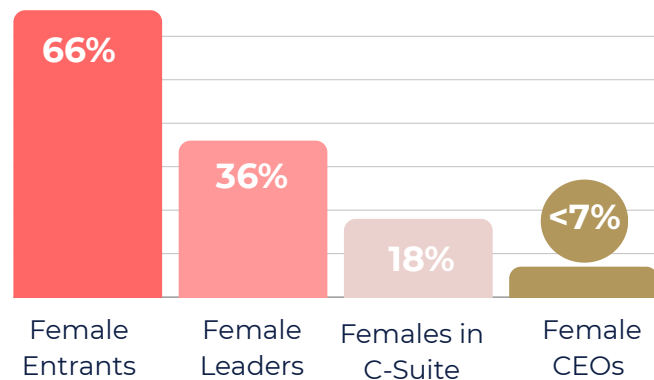


15%

Only **15% of women** in the Lloyd's underwriting market are expected to be ready for leadership roles within two years, and just 25% within three to five.

Source: Lloyd's/LMA, 2025

The 'Broken Rung' in the Female Talent Pipeline in the US/UK Insurance Industry



Sources: McKinsey & Company (US insurance industry); GQ Littler (UK insurance industry, 2023)

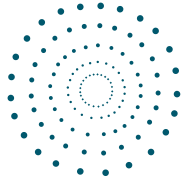
“Female leaders around the world are consistently independently rated as outperforming the median male leader on effectiveness — yet in terms of self-perception, they underrate their own performance by nearly double the margin male leaders do. “

Source: Leadership Circle Profile 2022



The Solution

Two Programmes Designed to Support at Two Key Moments



The Prime Programme™

Six months of pre-promotion and succession readiness, confidence & visibility.

WHO IT'S FOR

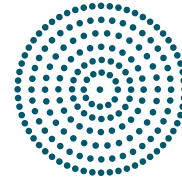
Female high-potentials in financial services preparing for their first senior role — capable and ambitious, but not yet visible or considered 'ready' when opportunities arise.

THE PROBLEM IT SOLVES

Succession gaps that open before the right women are ready and in position to fill them.

WHAT PARTICIPANTS LEAVE WITH

- Clarity on current reputation and what's needed to step up
- Greater visibility and strategic presence in the organisation
- Sponsorship and influencing skills that open doors
- A confident leadership identity — before the promotion
- A peer network of equally ambitious women
- A trusted 'board' of women who see her, and in which she sees herself, where she can speak candidly without having to work hard at justifying herself or her experience in order to be accepted.



The Flourish Programme™

Six months of post-promotion effectiveness, consolidation, growth & retention

WHO IT'S FOR

Newly-promoted female leaders in their first senior role in financial services — already capable, but navigating new pressures, cultures and expectations largely alone.

THE PROBLEM IT SOLVES

Retention at the most vulnerable point in the career trajectory — where two leave for every one who stays.

WHAT PARTICIPANTS LEAVE WITH

- Confidence their leadership is effective under pressure
- Accelerated transition to strategic leader
- Executive presence, authority, stakeholder influence & political savvy
- Clear professional identity and leadership brand
- A high-calibre female peer network that lasts beyond the programme, who see her, and in which she sees herself, where she can speak candidly without having to work hard at justifying herself or her experience in order to be accepted.

“Essential criteria for transformational leadership learning of women includes learning from experienced women leaders, from the shared experiences of other women, and in a safe environment where women can express questions”

~ Gelaye Debebe, Journal of Leadership Education



Organisational Benefits

The commercial case for investing in your female talent pipeline

1

Succession Pipeline

A stronger internal pipeline of promotion-ready female talent
So when senior roles open, the right people are already visible, prepared and ready to step up.

2

Up to 700% ROI

Calculated against retention, succession readiness and productivity gains.

Source: The Fossicker Group, Leadership Development ROI Report, September 2023

3

ESG / gender pay gap / board scrutiny:

A credible, evidenced response to ESG & Lloyds market commitments, gender pay gap reporting and board-level scrutiny on inclusion

4

Reportable Data

Pre and post Leadership Circle Profile data — quantifiable evidence of leadership development, reportable directly to boards.

5

Improved Financial Performance

A more confident, visible cohort of female leaders driving stronger team performance, culture and results.
Increased numbers of senior women = increased financial performance.

6

Talent Attraction/Retention:

A reputation as an organisation that genuinely invests in female talent — attracting the next generation of high-potential women as well as retaining the current one

Investment

**We offer single participant prices and multiple participant discounts.
White-label service for in-house programmes will be available from 2027.**

**For more information, please call +44 (0)7942 862628 or email
support@amandalepape.com**

The internal programme delivers the same programme and expert components as the open programme, for one organisation's exclusive cohort. White-labelled delivery will be available in future cohorts.



Programme Overview

Support, challenge and accountability, in real-time.



Both programmes are carefully designed development programmes that combines genuine challenge with high levels of personal support — because real change requires both. A group of 8 women come together monthly over the **6 months intensive** to tackle the challenges of the moment, and to prepare for what's ahead in their careers. They then receive **a further six months support** in 'open clinics'. The work is rigorous, the environment is safe, and the results are measurable.



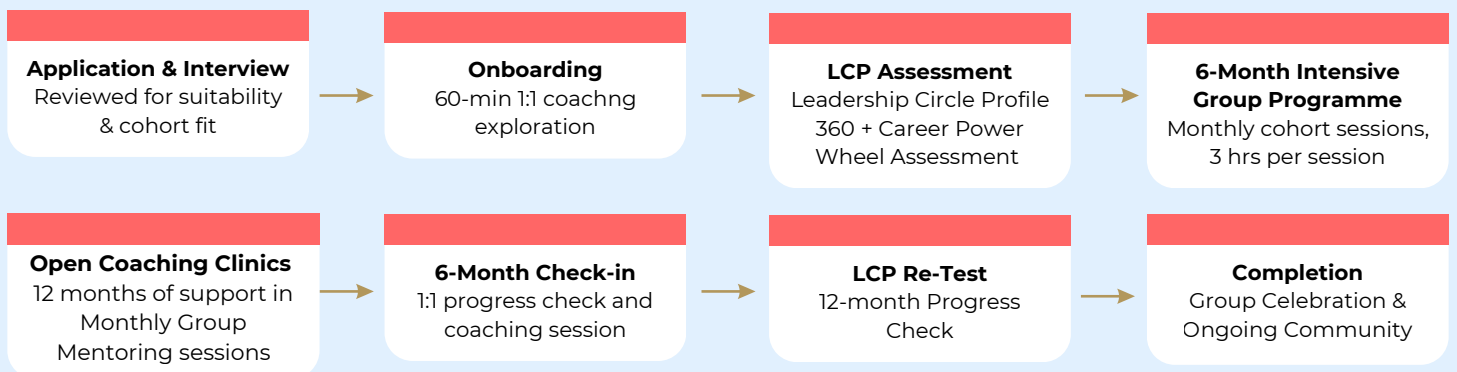
Prime and Flourish brings together what most development programmes keep separate — the **rigour of a validated psychometric framework**, the power of peer learning, and the depth of one-to-one coaching support. Participants aren't learning about leadership in the abstract. They're working on their own real challenges, in real time, with people who understand the specific pressures of the insurance industry.



Each participant sets her own agenda (rooted in her LCP feedback). The group holds her to her commitments. That combination of fierce support and accountability means things shift faster than they would in any one-to-one setting alone — she knows people believe in her and are gunning for her success. That safety brings out the courage to have the conversations she's been avoiding, to try things differently, to lead in new ways.

The Programme Journey

Same rigorous methodology for both Prime™ and Flourish™





Participant Benefits

Networked and Measureable Real-Time Learning

1

Women-Only Cohort of 8

Creates psychological safety by design, knowing that candour is a precondition for real development.

2

Real Challenges, in Real Time

(no hypothetical case studies or heavy content) Participants work on what they are actually navigating and learn from their own and their peer's experiences.

3

Validated Before-and-After Measurement

Leadership Circle Profile in month 1 with re-test 12 months later creating reportable data of the transformation.

4

Peer Accountability & Expert Coaching

The combination that produces lasting change, plus a ready-made industry community that continues long after the programme has finished.

5

A Play to Win, Rather Than 'Play Not to Lose' Mindset

The programme encourages the mindset that research consistently links to stronger leadership effectiveness and business performance.

6

Navigating Male-Dominated Environments

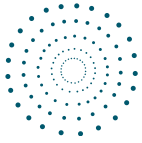
Greater confidence and skill navigating male-dominated cultures, conflicting agendas and the unwritten rules that can otherwise steadily undermine even the most capable leader.

"The most effective means [of creating change] we have is to talk to each other in groups."

— Gloria Steinem



The Ideal Participant



The Prime Programme™

Pre-promotion and succession readiness, confidence & visibility

- ✓ Are identified as having potential for senior leadership but not yet being considered when senior roles arise
- ✓ Feel ready to step up but lack the visibility, sponsorship, positioning or confidence/authority to make it happen
- ✓ Are watching less capable colleagues get promoted ahead of them
- ✓ Want to build the strategic presence, influence and leadership identity that gets them noticed for the right reasons
- ✓ Are navigating a male-dominated environment where the informal networks and unwritten rules feel inaccessible
- ✓ Are ready to do the work — and want a peer group of equally ambitious women alongside them when they do



The Flourish Programme™

Post-promotion effectiveness, consolidation, growth & retention

- ✓ Have recently been promoted into their first senior role and find the old playbook no longer works
- ✓ Are over-thinking, over-working and still feel they have to prove themselves daily
- ✓ Are experiencing a confidence dip despite being more than capable
- ✓ Are navigating male-dominated cultures and feel the unwritten rules might be working against them
- ✓ Want to build strategic influence, authority and recognition — without losing themselves in the process
- ✓ Are ready to be challenged, supported and held accountable by peers who genuinely want them to succeed



Who this Programme is NOT for

- Those who cannot commit to the six month session schedule and the practical assignments inbetween (which are tailored to each participant)
- Those unable to prioritise time to invest in the process and take responsibility for their learning
- Those who are not open to new perspectives or being challenged
- Male leaders (sorry guys!)



Our Experienced Team

We work with organisations to develop the female talent they already have — and turn unrealised potential into a commercial advantage.



Amanda Le Pape
Executive Coach, Founder and Programme Lead

- ICF Certified PCC, Psychology BSC
- 14 years coaching leaders in finance sector
- 10 years coaching leaders in insurance.



Zelah Senior
Executive Coach, PCC



Tessa Odoni
Clarity & Wellbeing Coach



Lucy Francis
Programme Office

The first Prime Programme™ cohort opens in October 2026 — with a limited 8 places available.

To explore whether Prime™ or Flourish™ is right for you, or for the women on your team, book a conversation with Amanda.

BOOK NOW

