



Peter Coats,
Group Protection Academy Manager,
Legal & General: 2018 recipient

The Ripple Effect of achieving a

Princess Royal Training Award

The Princess Royal Training Awards are a flagship programme delivered by the City & Guilds Foundation in association with the President of City & Guilds, HRH the Princess Royal

Applied '18

Attended applicant workshops and decided to submit the Step Forward programme for an Award.

Achieved

After successfully achieving the Award, as part of the Princess Royal Training Awards alumni Peter had the opportunity to become an Award Assessor. This role gives him the opportunity to capitalise on all his experience and he has enjoyed being part of the assessment team since 2020.



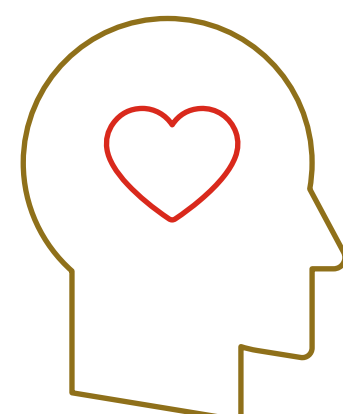
Advocated

Invited to share insights and inspire others at a number of events, including a discussion panel at the Changeboard Conference attended by 750 HR Directors.

Peter on demonstrating impact:

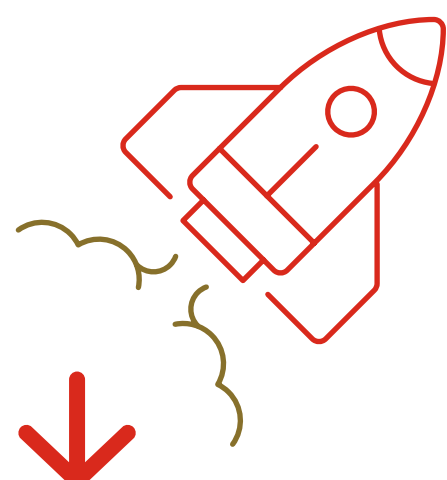
"Sometimes we measure things that are easy to measure but often the greatest impact is found in the place where it's hardest to measure."

Joined the Council of The City and Guilds of London Institute in 2020 to help shape future direction of the organisation and the skills agenda for society.



Attended

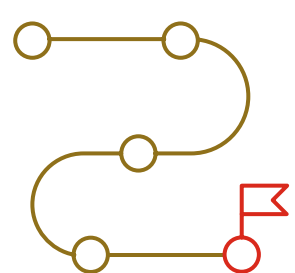
Almost 200 employees had undertaken the programme by 2022 and it recently won two awards at the Learning Excellence Awards.



Step Forward is still a flagship Legal & General programme and is being put forwards for revalidation in 2022. Outcomes so far include:

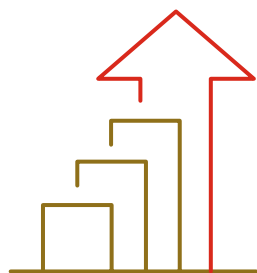
97

out of the 138 trainees have progressed their careers in L&G



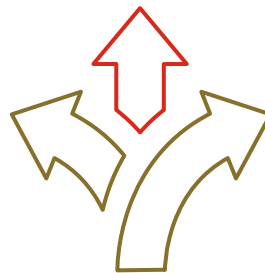
44

of the 138 trainees have been promoted to Grade 4 roles (the programme is for employees at Grades 1-3)



14

attendees have left the business for promotions. L&G see this as a positive



55

employees expressed an interest in the latest cohort which takes 12-14 trainees each year

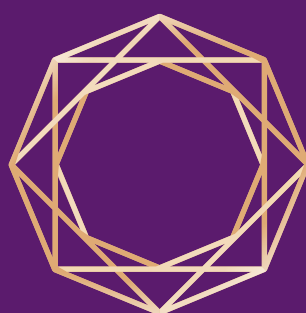


Each trainee has a mentor from the Talent Board, and the mentoring programme has been accredited by the Institute of Leadership & Management



Achieving a Princess Royal Training Award for Legal & General has:

Made the L&D team think differently about desired outcomes and impact from the very beginning of planning new training programmes. They have tweaked the programme based on lessons learned from going through the Princess Royal Training Award's robust application process.



PRINCESS ROYAL TRAINING AWARD

Secured the long-term future of the Step Forward programme.

Led to increased budget which allowed the team to work with The Oxford Group to deliver vital training on Emotional Intelligence.

