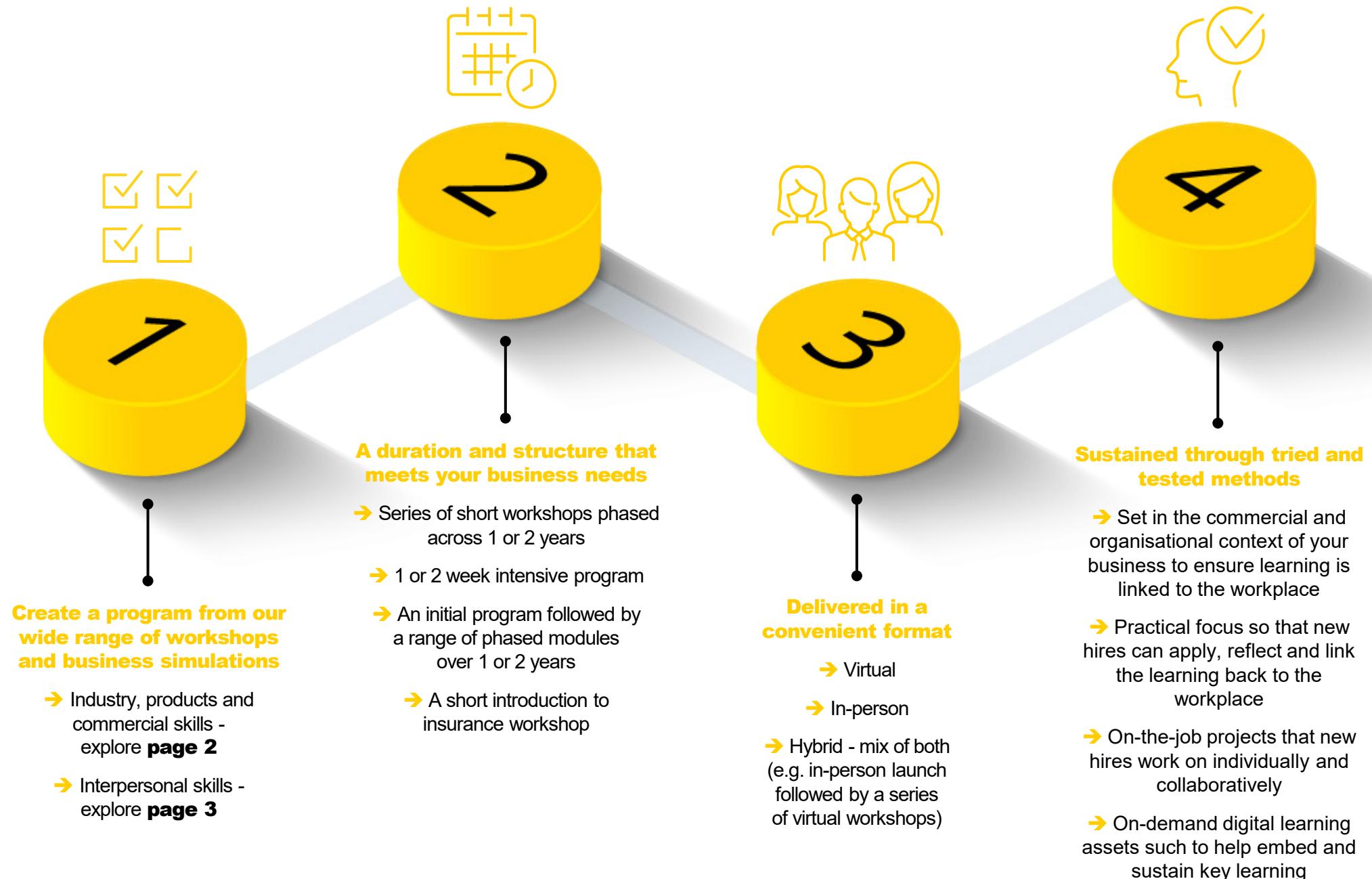


Early careers programs - tailored to your needs

Our early careers and new joiner programs, whether this be on-boarding, graduate development or apprenticeship programs, all have a proven track record of helping to develop skills and insights essential for anyone starting a role in the insurance industry. We will work in partnership with you to design and deliver a program that supports your people from day one. You have complete flexibility over the structure and flow of modules in your program, duration of the modules, timeframes and delivery format. You can also choose from our range of unique insurance business simulations and activities too, to help bring a high energy, experiential focus to your program.



Industry, products and commercial skills - virtual or in-class

A mix of industry, products and commercial skills are vital to improving business performance in an insurance company. The underlying ambition is to build confidence and capabilities of your new hires in this key area, as well as help them to better understand the roles, functions, products and solutions that an insurance company provides. We take a learner-centred approach in our modules building in a range of interactive digital activities, practical case studies and exercises, collaborative group work and facilitator-led discussions.



Introduction to insurance

An insightful workshop that provides an introduction and orientation to insurance and reinsurance industry, the key products and clients and fundamentals of underwriting and claims.



Reinsuring the impact of risk

This workshop explores the nature and language of reinsurance, the types of risks that can be reinsured and why an insurance business may choose to cede its risk to a reinsurer.



The drivers of Life business results

This module explores the performance of life, savings, and annuity products in order to identify emerging operational business performance, and the strategic challenges that shape, and are impacted by, that performance.



Understanding your business model

This workshop will help new hires to build a good understanding of your organisation's business model so that they more easily communicate and promote your company's products and services.



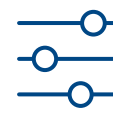
Drivers of insurance value & performance

★ Explores how the performance drivers of an insurance company are quantified, illustrating what drives value creation in the business and clients.



The impact of claims on performance

This module focusses on the impact of claims and claims management when understanding the drivers of business performance within your company.



Practical portfolio optimisation

Equips graduates to make the most of expertise and market insight, and to collaborate with others to identify the actions that are critical in managing a portfolio as opposed to an individual policy.



Digital disruption and insurance

Explores the key challenges and opportunities that digital disruption have posed on the industry, with a focused look at how tech can help drive business performance.



Insurance product performance

★ Explores the critical features of an insurance product and Lloyd's slip to explore how they add value to both the client and your insurance business.



Investment management

Key investment concepts and decisions are explored and applied to your business: expected return, associated risks, contribution of return and risk to an overall portfolio.



Managing capital and capital setting

Explores the challenges of modelling capital to cover insurance, credit, market and diversification risks and also the reporting that drives the disclosure of performance and alternative capital.



Running an insurance business

★ S In this business simulation, new hires get the opportunity to run an insurance business and experience first-hand the strategic, operational, commercial and leadership challenges involved.



Understanding insurance for brokers

Explores the specialised role that brokers play for both insurance companies and clients, exploring the broker's role in matching clients with underwriters in delivering solutions with best markets, price and terms.



Managing value in an insurance business

★ This module provides the skills and frameworks to assess the drivers of insurance business valuation with confidence.



Modelling the impact of reinsurance

This module explores and models an insurance and reinsurance company's performance and the activities that insurers can undertake to increase that performance, including how insurance and reinsurance creates value for clients and your business.



Risk management

★ S Risk management lies at the heart of an insurance business. This simulation-based workshop equips new hires to understand risk in the workplace, and to apply internal processes for the management of risk throughout the business.

★ Modules currently on-trend with our clients S Insurance business simulation

Interpersonal skills - virtual or in-class

In a complex sector facing change, disruption and regulatory pressures, first rate interpersonal skills are critical. Our interpersonal skills modules are designed and delivered in the context of an insurance business so that your new hires come away with skills, knowledge and insights that are useful and relevant to their early career development.



Effective personal impact

An interactive workshop that will enable new hires to build their brand to help grow their career and develop their relationships and network.



Handling difficult conversations

Handling difficult conversations effectively will improve the performance of all your people - gaining confidence, taking responsibility and accountability for dealing with challenging issues.



Relationship management

Centred around five key themes, this workshop will provide new hires with key skills to help them build long-term trusted relationships internally and with clients and stakeholders.



Managing projects

Builds a practical understanding of the key elements of project management to help everyone to understand their role and impact in a team, and so contribute more effectively to project success.



Communicating with impact

A practical workshop that will help new hires to better communicate and present information, ideas and vision in a clear, structured and impactful way.



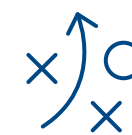
Delivering powerful presentations

Designed to challenge participants' existing presentation strengths and weaknesses, to help build more effective ways to structure and deliver their material with impact.



Writing with power and impact

Write in ways that address the original business needs behind each information request, and structured in ways that make the findings clear and the next steps easy to determine.



Influencing and negotiating

Reach effective business solutions by thinking, acting, influencing and negotiating in a collaborative way with colleagues to achieve sustainable success.



Being at your best

Individual and corporate productivity is improved when your people are at their best. The ability to be at your best can be life changing for individuals and transformational for organisations.



Resilience

Helps to develop participants' emotional intelligence at work by providing an insight into managing their emotions and behaviour to maximise success in the workplace.



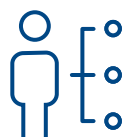
Understanding others better using MBTI

Recognise the differences in the ways people think and react as individuals through MBTI, building interpersonal effectiveness and leading to constructive interactions with clients and colleagues.



Effective time management

Helps new hires to optimise their approach to work and projects, leading to stronger individual contribution and more productive teamwork.



Effective delegation

Mastering delegation is a fundamental skill all graduates must possess to prevent them from doing everything themselves, especially as their roles grow.



Managing your development path

As new hires advance in their careers this module will support them to ensure they get best out of themselves to create short-term effectiveness and long-term success in your business.



Presenting and pitching virtually

Practical tools, tips and tricks to ensure your people present and pitch with impact virtually. See next page for more details.



Interactive film-making activity

New hires work collaboratively in teams to produce short 60 second films. To be effective and deliver to client brief, they must demonstrate a range of interpersonal and team-working skills throughout.

★ Modules currently on-trend with our clients