



The Insurance  
Institute of Sussex  
Chartered Insurance Institute

# Leadership Development Programme



# Eligibility

- Open to all members of the Insurance Institute of Sussex
- Available to individuals with 5 plus years' current experience in insurance or financial services
- Places are limited and will be awarded to those who best demonstrate their suitability to the programme





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# Objectives



# For members

- To give CII members in Sussex the opportunity to develop personally in areas which will help all functions of the industry. This will make individuals more effective in their current roles and further develop their skills to become the future leaders of tomorrow.
- The programme be spread over six event and will run over a 12 month period from January 2019 to December 2019.

*“The pessimist complains about the wind.  
The optimist expects it to change.  
The leader adjusts the sails.”*

*John Maxwell, Leadership Author*



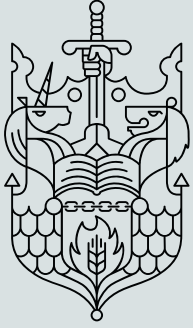
# For employers

- Engaged staff - when individuals are actively developed, we know that they feel more valued, more motivated and are more effective
- Succession planning - by developing the talent you currently have, you can fill your business critical positions in-house
- External training - access to training that you may not currently have.

*“The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.”*

*Ronald Reagan*





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# Programme



# Outline

- January - Who are you? A look in the mirror. Including Hogan's psychometric profile
- March - Emotional Intelligence and Communication – Understanding yourself and others
- April - Mock Trial event
- July - Lloyds of London Tour and CII visit
- September - Handling Conflict - What pushes your buttons?
- November - TBC - Coaching Skills or presentation skills



# January 14<sup>th</sup>

## Who are you? A look in the mirror

- A fully interactive one day introductory workshop that takes a real look into who you are, your reasons for undertaking the programme and what you want to get out of it. Includes sharing your self-perception of what makes you tick and the elements of your personality that drive you to make certain choices and decisions
- Session includes:
  - Introduction to the Programme – Lizzy Dunning, CII President Insurance Institute of Sussex
  - Who are you – interactive session for all attendees, which allows you to introduce yourself to each other in a unique way
  - What makes you tick - a shared run through of the Hogan MVPI tool – Motives, Values and Preferences Inventory.





# March

## Emotional Intelligence and Communication – Understanding yourself and others

- A fully interactive one day workshop that covers Emotional Intelligence and Communication. Using practical models and Neuro Linguistic Programming techniques to investigate how you come across to others. The session includes:
  - What is Emotional Intelligence and how do you know you have it?
  - The Science of Communication – how we perceive it
  - Communicating to groups – a practical technique for everyday use
  - Feedback – the gift that keeps giving!
  - Practice and debate.



# April 3<sup>rd</sup>

## Mock Trial – VIP access

- Mock trial on a liability claim. We will play out a life like case which will include, a judge, witnesses, barristers and a verdict.
- Learn what it would be like to go to court and how you can help your case.
- A great experience and some valuable tips to pick up for your clients.
- This will be open to all members, but you will have VIP access.



# July Lloyds Tour

- Tour around this internationally renowned building, with an opportunity to see the current trading floor
- Visit to the CII and be part of a Q&A covering the current trends and future of the industry.



CPD  
CII Scheme  
2 hrs



# September

## Handling Conflict – What pushes your buttons?

- A half day workshop that looks at conflict handling from a very personal viewpoint. The session will enable you to look at yourself and what conflict is to you personally. It will include:
  - What is conflict to you?
  - The physiological response – how do people react to a perceived threat
  - What are your triggers?
  - The five typical conflict styles
  - Practice and debate

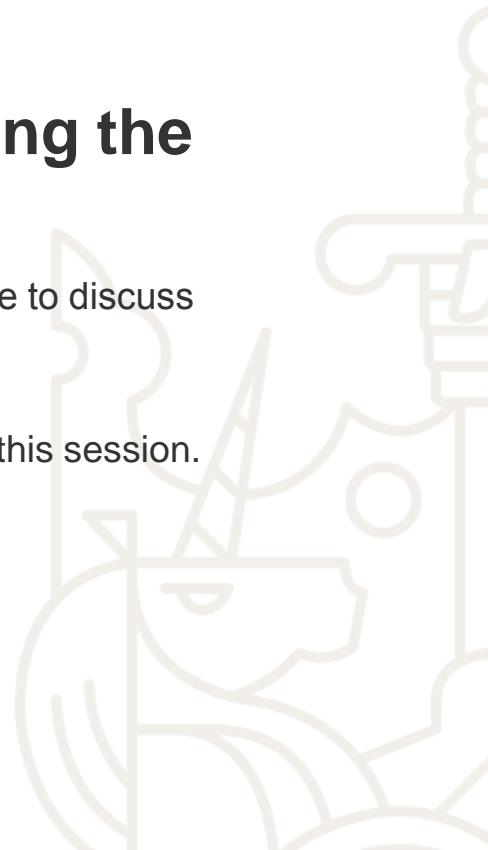


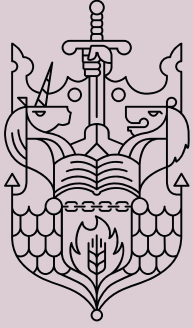
# November tba

## Presentation skills or coaching skills bringing the course to a close

This session is TBC, it will pull all the year's learning together and provide a base to discuss what's next.

The intention is to provide mentors from the industry, which will be discussed at this session.





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# Commitment



# Company support

- Full company support must be provided
- Individuals must commit to attend ALL sessions provided on the programme
- In addition, individuals must attend a minimum of 3 council meetings in 2019 to share their thoughts and ideas on the programme and to help support the work of the local institute
- A contribution of £60 per person required (this is non-refundable)
- For questions / queries, please contact [President@sussexcii.org.uk](mailto:President@sussexcii.org.uk) or call Lizzy Dunning on 07854 163786.



# How to apply

- Complete the application form provided, highlighting why you wish to be included on this programme
- Include a supporting statement from your employer
- Deadline for entries 31<sup>st</sup> October 2018
- Send to: [President@sussexcii.org.uk](mailto:President@sussexcii.org.uk)

## Notes:

- Minimal pre-session work may be required
- Sessions to be held in Sussex, exact locations to be advised, dependant on delegate locations. Locations and successful applicants to be advised by the end of November.

