

Continuing Professional Development Certificate

Why diverse hiring is vital for businesses

Date: Thursday 31 May 2018

Time: 1.15pm - 2.00pm

Speaker: Paul Jardine, EVP and Chief Experience Officer, XL Catlin

In this IIL lecture Paul explored what we mean when we speak about diversity and why diversity and inclusion is important. He concluded by looking at practical steps the market is taking to improve.

What do we mean when we talk about diversity? Do we always see the real picture? Paul explored unconscious bias, the accidental, unintended, subtle and completely unconscious choices, made by everyone, all the time. He examined the business case for diversity and inclusion and how the world is changing and why companies need to keep up. He also looked at the practical steps the market is taking, using XL Catlin as a case study.

By the end of this lecture members would have gained an insight into:

- 1 The case for diversity providing the potential for greater innovation and performance
- 2 London market D&I initiatives
- 3 Practical steps and progress XL Catlin is making



This lecture or podcast can be included as part of your CPD requirement should you consider it relevant to your professional development needs. It is recommended that you keep any evidence of the CPD activity you have completed and upload copies to the recording tool as the CII may ask to see this if your record is selected for review.