

The Insurance Institute of London

The Insurance Institute of London

In association with RSA

CII CPD accredited - demonstrates the quality of an event and that it meets CII/PFS member CPD scheme requirements.

This webinar will count as 1 hour of CPD and 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.





The Insurance Institute of London

Speakers

Sarah Byrom ACII, Underwriting Leader, London Market, RSA

Karen Fox, Leadership Talent Development Consultant, RSA





The Insurance nstitute of London

Introduction to leadership skills

Learning objectives:

Understand what leadership entails and the various roles and activities that leaders perform day to day

Practical examples of situations you might come across as a leader with a view to inform on how you might deal with them

Tips and advice on how you might gain leadership experience and improve your skills





Agenda

- What is Leadership?
- Leadership in practice Rewarding and challenging examples?
- What does a good Leader look like?
- Building leadership capability- current and for aspiring leaders
- Q&A



Our ask of you

- Minimise distractions
- Keep your line muted
- Get involved





Poll

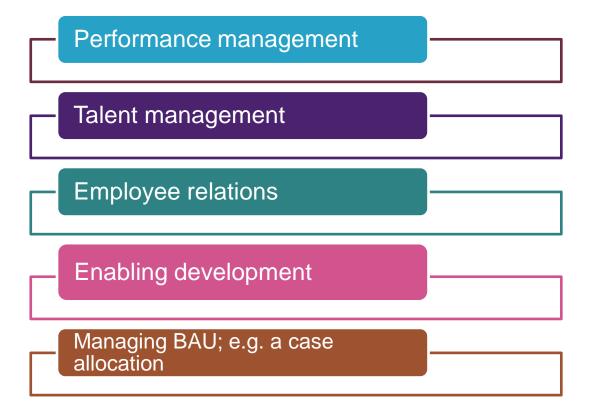
Where are you now?

- New leader
- Experienced leader
- Aspiring leader



What is Leadership?

What is Leadership?



Communications

Setting strategy* or translating strategy

Managing Workflow

*Setting financials and business plans

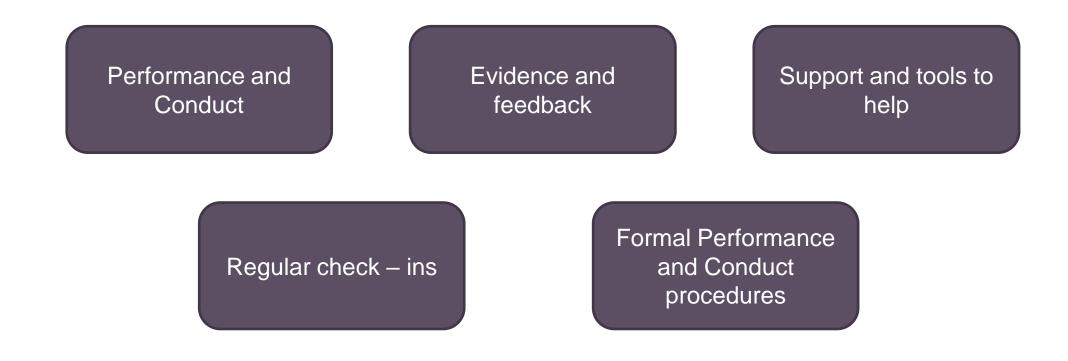


Leadership in practice

Leadership in practice?



Leadership in practice?





What does good leadership look like?

10 Leadership skills all leaders need

- 1. The ability to navigate complexity
- 2. The ability to handle ambiguity
- 3. The ability to influence and persuade
- 4. The ability to motivate self and others
- 5. Open-mindedness and curiosity
- 6. Respect for difference and inclusive
- 7. The ability to build and maintain quality relationships
- 8. The ability to problem solve
- 9. Tenacity and perseverance

10. Resilience- the ability to bounce back from failure or overcome problems



Building leadership capability



Current Leaders

On the job

- Seeking regular feedback from team members, peers and leaders
- Reflecting on your leadership style
- Seeking a mentor and being a mentor

Selfdirected

• E-learning modules, books, podcasts, Ted talks, articles

Structured learning Workshops, leadership apprenticeships, leadership programmes, MOOCs e.g. coursera



Aspiring Leaders

On the job

 Leading team meeting, leading projects (work and, or extra curricular projects), mentoring/being mentored, deputising for your leader

Selfdirected

• E-learning modules, books, podcasts, Ted talks, articles

Other learning opportunities

 Volunteering, trustee of a charity, school governor, leading a sports team

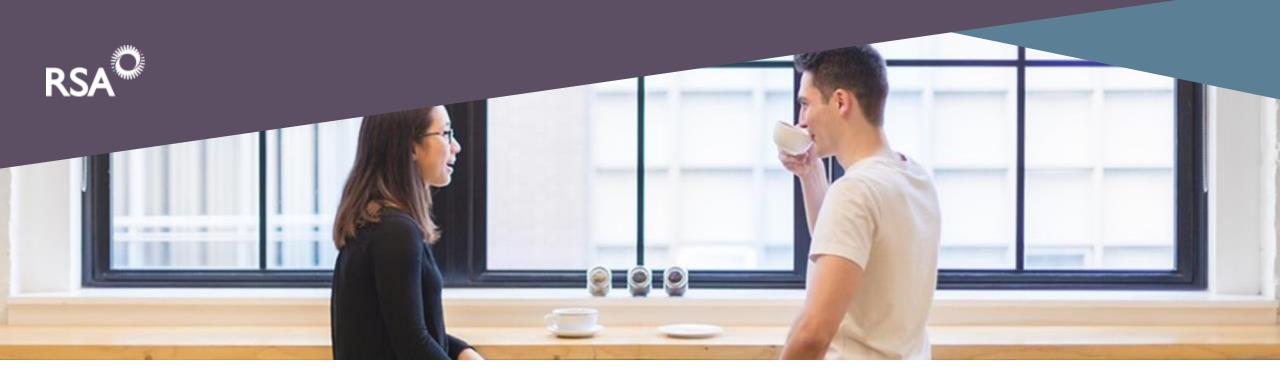


• Question to you...

What else can existing or aspiring leaders do?







Summary You can build leadership skills ahead of moving into your first leadership role

Leadership skills can always be further improved and developed once you are leading people

Effective leadership links to high engagement, retention, commitment and productivity

You are 'always on' as a leader, what you do or don't do will have a bigger impact than you will be aware of

The biggest reward of being a leader is seeing your team develop and feeling fulfilled in their roles

The biggest challenge of being a leader is learning to take a step back and realising your team also need to be in control of their own destiny



Questions for reflection

1. What is one thing will I explore off the back of today's session?

2. What is one action I will take off the back of attending today's session?



Q&A time

4.

15.30

16 16.30

17.30

18 18.30

29 19.30

20

20.30

22 21.30

22



The Insurance Institute of London

Introduction to leadership skills

What we have covered:

Understand what leadership entails and the various roles and activities that leaders perform day to day

Practical examples of situations you might come across as a leader with a view to inform on how you might deal with them

Tips and advice on how you might gain leadership experience and improve your skills





The Insurance Institute of London

Feedback

Many thanks for attending this webinar.

Please take a moment to complete this Feedback Form. Your comments will enable us to ensure that future CPD activities satisfy the needs of our members. CPD certificates will be available to download upon completion of the survey.

To access the survey, scan this Quick Response code with your QR reader app on your phone.



