

# Young Members' Committee

## YMC Blog – Meet the A-Team and discover the keys to their success

Following the success of the career development evening in February, the IIL Young Members' Committee returned to their Insurance Hall home in May to host the next event in the calendar - 'Meet the A-Team'. In association with AIG and RSA, several senior market professionals joined forces to share their own personal thoughts on how to succeed in the insurance industry and reach the top.

As at the previous YMC event, the guest speakers were given the opportunity to speak for a short time each to tell their story of success, before the audience had the chance to question the panel. Many valuable snippets were shared but the following gives a concise snapshot:

### **Jon Hancock, Managing Director, UK Commercial & Global Broker Relationship Director, RSA**

- Follow your instinct
- Keep learning
- Don't chase money – if you are good enough and hungry enough this will come
- Move around and try different things – be brave and keep experimenting
- Be prepared to move sideways as well as up and move round the world
- Never change everything when changing roles (i.e. location, discipline, level)
- Surround yourself with brilliant people and hire brilliant people
- When you move roles the least classy thing you can do is bad-mouth what the previous leader did – staying professional is very important
- If something is your fault put your hand up and be accountable
- Fell into insurance and fell in love with it!
- Feels very lucky to work in an industry which employs c 350,000 people in the UK

### **Lucy Clarke, Deputy CEO & Head of Energy, JLT Specialty**

- Has a 'roll your sleeves up' approach to leadership
- Remember where you are and why you are there – insurance is the most evolved, amazing market that exists in the world, underpinned by integrity and trust
- Never forget that clients come first
- Hold yourself to a very high personal standard i.e. act like a normal human being
- Trust your instincts
- Guard your integrity
- Find somewhere to work that you really believe in – if you find somewhere that works for you and you make a connection with the culture, grab it! If so there is no need to move around companies, though remember to build your external network too
- Respect the people that you work for

*Continued...*



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## Jeremy Sharpe, Head of Sales & Broker Management, AIG

- Work for companies who will let you progress a career
- Build a strong network of people internally
- Try different disciplines and move countries if you have the opportunity
- Pay attention to other Managers and learn how not to do things
- Network internally

## Louise Piper, Head of UK Retail Broking Large & Complex Risks, Willis Towers Watson

- Have a plan – though not rigid
- Look at job as a 3 year cycle
- Good to know people up the chain i.e. your boss's boss – most senior people want to talk about themselves and give advice
- Do more than just your day to day job and broaden your network
- Reputation is key especially in this market so never hide anything/never blag – it is better to admit you don't know something
- Don't let yourself be put in a pigeon hole
- Remember to still have fun – this is a fun industry!

The event concluded with some drinks and networking with the team and hopefully the attendees went away armed with some useful tips for empowering their careers!

Remember to watch out for updates on [www.iilondon.co.uk](http://www.iilondon.co.uk); details for our next event "Do you think like Mr Spock or Homer Simpson?", Summer Party and Winter Ball have now been released!

