

Management to ExCO – Level 2

Part of the Future Leaders Programme



This inaugural six month ExCO programme, consisting of a selected cohort of talented individuals preparing to step up into an Executive Committee or Partner level role, begins in September 2024 and concludes in March 2025.

The location of face-to-face sessions will be London; all meetings will include lunch. We will accommodate a maximum of 8 individuals per programme.

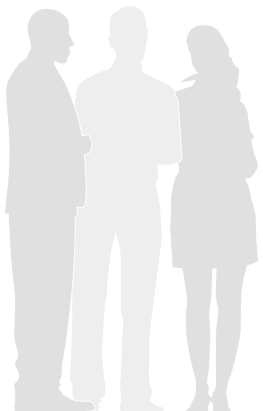
There will be 6 personalised support sessions: 3 coaching interventions and 3 mentorship sessions, for each individual. We have several market leaders supporting this programme, including Group and Regional legacy insurance CEOs, both speaking and mentoring. Attendance and homework will be set and monitored and forms part of the final completion of the course.

Cost for members is £2000 +VAT pp; just one individual per company will be accepted in each cohort. (IRLA Platinum Supporters have the option to submit one leader per programme, inclusive in each year's support).

Reading material, homework and personal development is provided in-between sessions.

This course will prepare our future leaders to

- Lead strategically in the ExCO
- Manage the business holistically, cross functionally, and with a future focus
- Nurture and influence critical senior relationships outside the organisation
- Be accountable for, as well as manage and protect, the company brand and reputation
- Identify the legacy they want to leave in the market through career success
- Present with impact





SESSION 1
12 SEPTEMBER 2024

The Hallmark Building, Fenchurch St

Introduction - Shaping Executive Leadership

(from 12 noon including lunch)

- Introduction by Leslie-Ann Giovnilli, IRLA run by Emma McConachie, Areté
- Speaker: Laurent Rousseau, CEO Europe, Middle East, Africa; CEO Global Capital Solutions, Guy Carpenter

- Homework task and reading
- Mentor discussion (45 mins)

SESSION 2
29 OCTOBER 2024

The Hallmark Building, Fenchurch St

Boardroom Presence

(from 12 noon including lunch)

- Introduction by Leslie-Ann Giovnilli, IRLA run by Emma McConachie, Areté
- Speaker Andy Rear, Investor and Non-Executive Director. Previously founder and Group CEO of Munich Re Digital Partners

- Homework task (45 mins)
- Mentor discussion (30 mins)

SESSION 3
6 NOVEMBER 2024

The Hallmark Building, Fenchurch St

Investor / Senior Stakeholder Presenting

(Morning or afternoon half day
including lunch)

- Introduction by Leslie-Ann Giovnilli, IRLA run by Emma McConachie, Areté
- Trainer Tom Maddocks, ex BBC Journalist and founder Media Training Associates

Half day workshop on presenting skills with video recording activity

- Homework task - practical
- Coaching session (30 minutes)

SESSION 4
4 DECEMBER 2024

The Hallmark Building, Fenchurch St

Your Personal Leadership Brand

(from 12 noon including lunch)

- Introduction by Leslie-Ann Giovnilli, IRLA run by Emma McConachie, Areté
- Trainer Penny Haslam, founder and author, Bit Famous

- Homework task (practical)
- Coaching session (30 mins)

SESSION 5
16 JANUARY 2025

The Hallmark Building, Fenchurch St

Strategy, Vision and Leading the Business

(from 12 noon including lunch)

- Introduction by Leslie-Ann Giovnilli, IRLA run by Emma McConachie, Areté
- With leading industry speaker Pete Stone, founder and CEO of Woodstone Advisory

- Coaching session (30 mins)

SESSION 6
13 FEBRUARY 2025

The Hallmark Building, Fenchurch St

Creating your Future Model of Leadership

(from 12 noon including lunch)

- Introduction by Leslie-Ann Giovnilli, IRLA run by Emma McConachie, Areté
- With speaker Claire Weston, Chief Executive Officer Great Lakes Insurance

- Homework task – future plan
- Mentor discussion (30 mins)

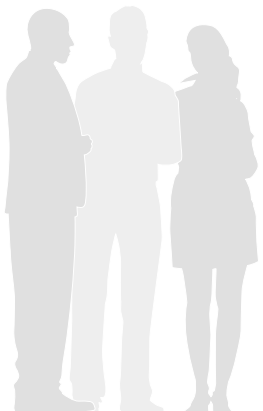


SESSION 1 12 SEPTEMBER 2024 90 mins, face to face (from 12 noon lunch)

Introduction - Shaping Executive Leadership

- 12:30 Introduction to the programme.
Leslie-Ann Giovnilli 'Why IRLA created this programme', introduction to the training -
Emma McConachie, 'What outcomes can you expect from these six months'
- Speaker: *Laurent Rousseau*, CEO Europe, Middle East, Africa; CEO Global Capital Solutions, Guy Carpenter
 - Why am I leading? What do I want to achieve?
 - Who am I going to be, authentically?
 - What does my business, and my team need from me as a leader?
 - Questions

Mentor discussion (45 minutes) : What kind of leader do you aspire to be and how will you shape this?





SESSION 2 29 OCTOBER 2024 90 mins, face to face (from 12 noon lunch)

Boardroom Presence

- 12:30 Welcome to the session by *Leslie-Ann Giovnilli*
Hosted and facilitated by *Emma McConachie*
- Speaker Q&A with *Andy Rear*, Investor and Non-Executive Director. Previously founder and Group CEO of Munich Re Digital Partners
 - What is presence? How can we shape our own?
 - Identify your content, social sensing, read the room
 - Preparation - what you want to achieve, your optimal desired outcome
 - Preparation - allies and challengers
 - Overcoming impostor syndrome
 - Choosing how you present and why
 - Playing the long game: political intelligence and how to lose the battle but win the war
 - Build your Boardroom toolkit

HOMEWORK - practical activity utilising your Boardroom toolkit

Mentor discussion (30 mins): What you have learnt and improved upon – and what is next



SESSION 3 6 NOVEMBER 2024 3.5 hours, face to face 09:30 and/or 13:30 (13:00 lunch)

Investor / Senior Stakeholder Presenting

- 09:30/13:30 Welcome to the session by *Leslie-Ann Giovnilli*
Hosted and facilitated by *Emma McConachie*
- Speaker *Tom Maddocks*, ex BBC Journalist and presentation trainer*
Half day workshop on presenting skills
 - Video activity: prepare to be filmed and then watch your performance back with Tom's critique on what to adapt, stop and develop in order to become masterful in front of your audience immediately



Key principles:

- Why are you presenting?
- Who is the audience - addressing their concerns. Board audience vs external
- What level should I pitch it at? Avoiding jargon where possible
- Flagging up your key points and hooking them in
- How much material can you include?
- Dividing your material into themes/sections
- Making it personal
- Vocal tone, body language
- Visual aids - avoiding 'death by powerpoint'

About Tom Maddocks

**Recognised as one of the UK's leading media training experts, Tom has been quoted on the subject in the Sunday Times, Independent, FT and other publications. He spent over twenty years as a journalist and broadcaster, working in TV, radio and the national press including several years as a reporter on BBC2's The Money Programme. Tom's book 'The M-Factor: media confidence for business leaders and managers' was published in 2013.*

HOMEWORK – practical exercise
Coaching session (30 mins) – How did you find presenting back at work? What did you learn?

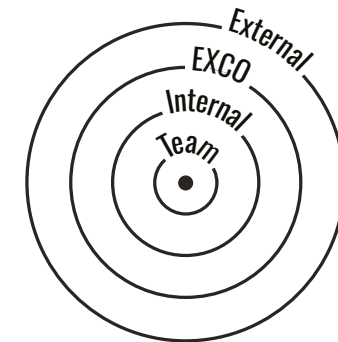


SESSION 4 4 DECEMBER 2024 90 mins, face to face (from 12 noon)

Your Personal Leadership Brand

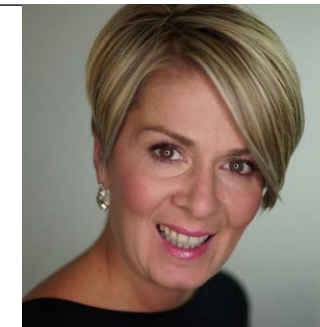
- 12:30 Welcome to the session by *Leslie-Ann Giovnilli*
Hosted and facilitated by *Emma McConachie*
- Speaker *Penny Haslam**, founder and author, Bit Famous
 - How to craft and protect your personal brand throughout your career
 - Avoiding derailers, promoting positives
 - Being a credible representative of your organisation's brand and promoting business success
 - Responsibility for legacy re/insurance as part of the leadership in the wider market

Your brand and reputation - impact



About Penny Haslam

**Penny Haslam is a multi-award winning professional speaker, coach and author. She shares her insights and knowledge from two decades as a BBC business journalist on national television and radio, with a style that is upfront, honest, and funny. Through learning, exercises and discussion, we look at why developing your personal brand profile is crucial for career success, and your ability to influence and engage the people who matter to you. We also explore how you can increase your exposure, dial up your credibility and enjoy greater impact.*



Coaching session (30 mins) – How are you shaping your leadership brand, and that of your organisation? What's next?



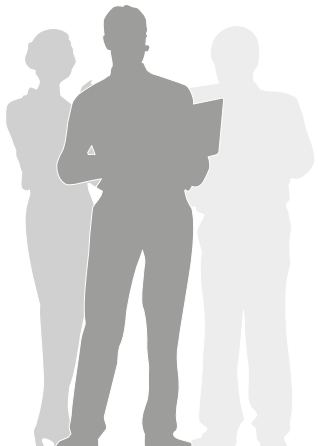


SESSION 5 16 JANUARY 2025 90 mins, face to face (from 12 noon lunch)

Strategy, Vision and Leading the Business

- 12:30 Welcome to the session by *Leslie-Ann Giovilli*
Hosted and facilitated by *Emma McConachie*
- Speaker Q&A with leading industry speaker Pete Stone, founder and CEO of Woodstone Advisory
 - How you can think strategically, aligned with your fellow ExCO members
 - How to gather data points that help you make key decisions for the future
 - How to lead for the greater good, even when it's hard
 - Thinking fast and slow
 - Loneliness at the top

Coaching session (30 mins) – Discussion around leading the business





SESSION 6 13 FEBRUARY 2025 90 mins, face to face (from 12 noon lunch)

Creating your Future Model of Leadership

- 12:30 Welcome to the session by *Leslie-Ann Giovilli*
Hosted and facilitated by *Emma McConachie*
- Speaker Q&A with market leading insurance CEO Claire Weston, Great Lakes Insurance
 - How to craft a model of leadership that lasts you throughout your career
 - Striving for excellence - how will you be great at what you do?
 - Pushing yourself to find the edge of your learning, and progressing with courage
 - Finding mentors and coaches in future
 - Starting with the end in mind, where will your leadership end up?
 - Authenticity and being yourself with skill
 - Where will the market move to, and where will you aim for?

Homework – create a future plan

Mentor discussion (30 minutes) : build your model, a working document and set a date to review progress and check in

