



The Insurance
Institute of Bristol
Chartered Insurance Institute



The Insurance Institute of Bristol's NxtGen Committee Present:
NxtGen Leadership Programme

November 2020 – March 2021



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Welcome to the Insurance Institute of Bristol's NxtGen Leadership Programme!

This course is designed for you if you:

- ✓ are looking for a development opportunity to help you obtain a leadership role
- ✓ have recently obtained a leadership role and want to hone your skills
- ✓ feel that you are missing out on learning from your peers whilst at home
- ✓ feel you would benefit from the mentorship of experienced leaders

The course centres around 5 leadership modules, and aims to equip you with the knowledge and skills to be successful leaders. Learning opportunities include webinars from expert speakers, Q&A sessions incorporating peer-to-peer feedback, course materials, and ongoing mentorship throughout the course.

You will have to commit to all sessions and confirm that your employer supports your attendance throughout the course. All modules will take place remotely – access details will be provided to successful candidates in advance of each session.



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Event Programme

Each module (except the finale) comprises a speaker-led webinar, followed by an interactive Q&A, where attendees can share their experiences and raise questions. In addition, attendees will have access to one of the course speakers as a 121 mentor throughout the duration of the programme.

Module	Date
Meet and Greet	<ul style="list-style-type: none">Thursday 5th November 2.30-3.30pm
Limitless Leadership	<ul style="list-style-type: none">Friday 13th November 2.30-4.30pmQ&A Thursday 26th November 2.30-3.30pm
Happy Workplace and Mental Health Awareness	<ul style="list-style-type: none">Thursday 10th December 2.30-4.30pmQ&A Thursday 17th December 2.30-3.30pm
Leadership and Coaching	<ul style="list-style-type: none">Thursday 14th January 2.30-4.30pmQ&A Thursday 28th January 2.30-3.30pm
Diversity and Inclusion	<ul style="list-style-type: none">Thursday 11th February 2.30-4.30pmQ&A Thursday 25th February 2.30-3.30pm
Six Degrees of Impact	<ul style="list-style-type: none">Thursday 11th March 2.30-3.30pm
Graduation Ceremony	<ul style="list-style-type: none">Thursday 11th March 3.30-4.30pm



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Module 1 – Limitless Leadership

Michael Quigley, Founder, Kataholos Company

Leadership positions offer an incredible opportunity to both develop yourself and guide and nurture your team members. However, leadership can also be very lonely, frustrating and difficult at times. This first module in the NxtGen Leadership Programme has been designed to begin the process of growing your confidence and clarity regarding three of the most important leadership areas, which will empower you at the start of your journey towards becoming a fantastic leader.

These are:

1. How to consistently motivate both yourself and your teams
2. How to build your communication skills in order to both understand and be understood by your people
3. How to make best use of your time and resources

Upon completion of Module 1, you will have strategies, techniques and tips to use in your workplace to stay motivated, communicate effectively and make use of your time wisely.

By the end of this module, attendees will have learned:

- ✓ How to become consistently highly motivated for yourself and your team
- ✓ How to become an exceptionally skilled communicator
- ✓ How to manage and utilise time highly efficiently



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Module 2 – Happy Workplace and Mental Health Awareness

Lorna Feeney, Mental Health Senior Consultant, Senior Vice President, Marsh Advisory

This module comprises two courses: Happy Workplace – Business Benefits, and Mental Health Awareness & Self-Care. The module will provide a deep understanding of what mental health is, and how people can be affected.

By the end of this module, attendees will have learned:

- ✓ Overview of UK campaigns, including government stances
- ✓ The business and financial impact of mental ill health
- ✓ What measures should be put in place to assess the risk
- ✓ Why mental health awareness and self-care matter
- ✓ What mental health is, including the mental health rollercoaster
- ✓ What leads to poor physical and mental health
- ✓ The repercussions of mental ill health
- ✓ Spotting the signs of mental ill health
- ✓ Self-care and wellbeing strategies



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Module 3 – Leadership and Coaching

Nicci Take, Head of Growth/Sales, Mercer Wealth UK

“Management is doing things right; leadership is doing the right things.”

- Peter Drucker

A session to make you think!

By the end of this module, attendees will have learned:

- ✓ What’s a leader? What’s a coach? All leaders are coaches, but are all coaches leaders? And where does management fit in?
- ✓ When does a leader lead the way and when do they sit at the back?
- ✓ Are leaders always in charge? Are they the ones with the rank or the presence?
- ✓ And if I told you what to do to become a good coach, would I be coaching?



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Module 4 – Diversity and Inclusion

**Russell J Thomas, Director and Senior Consultant, The Diversity Trust, and Head of Equality,
Diversity, Inclusivity and Wellbeing, University of Exeter**

Pat Rose, NHS

Many organisations see diversity as a destination, an outcome and success, but it is a state and a description that often requires little or no effort. What is important is what we do with diversity. In many ways, diversity is a question; a challenge that has been set for leaders to become more inclusive. Utilising a ‘positive action’ approach, through BAME talent retention and development, is one proven way of making staff feel valued, equipped and better able to make a positive contribution. We will look to explore the merits related to this approach and what considerations are needed to ensure success. We also explore the effective steps that can be taken to engage with and empower staff. Providing attendees with tips and tools to make a difference, alongside effectively managing and responding to change, will help them start to value and to utilise the untapped talent of black and ethnic minority staff and create a fair and equitable high-performance culture.

By the end of this module, attendees will have learned:

- ✓ The importance and benefits of diversity and inclusion in practice
- ✓ The challenges and opportunities relating to BAME talent development and retention
- ✓ Tools and techniques to use in your role as a leader in challenging racial bias and race inequality



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Module 5 – Six Degrees of Impact

Anthony C. Gruppo, CEO, Marsh Commercial

Breaking new ground in business today requires breaking traditional corporate glass to create a high impact zone. Success is no longer achieved simply by thinking out of the box, integrated systems, and planning strategically. It demands we break traditional corporate glass and install new panes to produce vision and success.

Six Degrees of Impact provides perspectives and strategies that bring insight into the real issues impacting positive change and growth. Like having a consultant in the palm of your hand, this framework gives you the tools to build and manage your organisational future. The Six Degrees framework is built on six high impact zones: leadership, personal marketing, strategic position, research and development, resources, and outcomes. These perspectives remove glass ceilings and provide you with a glass floor that insures both personal and professional growth. With a solid and powerful glass floor in place, you will create the long-term vision and real-life strategies necessary to achieve futuristic goals.

By the end of this module, attendees will have learned:

- ✓ Perspectives and strategies that bring insight into issues impacting change and growth
- ✓ The tools to build and manage your organisational future
- ✓ The Six Degrees framework and how to implement it



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To make this exciting programme accessible, course fees have been subsidised by NxtGen. Successful applicants are required to pay a fee of £55pp towards costs.

If you would like to apply, please download and complete the application form from <https://www.localinstitutes.cii.co.uk/bristol/home/events/>

Applications must be received by Thursday 29th October 2020. Places are limited and successful applicants will be contacted after this date to confirm their place.

Upon confirmation of your place, course fees must be paid before Thursday 5th November 2020, in order to secure your place.

For further information, please contact nxtgenbristol@gmail.com FAO:

Amy Cooke, NxtGen Chair
Connor Jones, NxtGen Leadership Programme Officer