

IBAO Certificate
Program

Future Leaders Program

EDUCATION FOR BROKERS BY BROKERS

“*One of the greatest benefits of this program is the one on one coaching sessions provided by the facilitator. He coaches us through our individual development plans and provides constructive feedback in order to create a plan that will challenge us to focus on all of our future strengths and opportunities.*”

Dawn Weber, BBA, RIBO
Sales Assistant Manager
OTIP/RAEO Insurance Brokers Inc.

“*Overall, I think this is a valuable course and would recommend it to brokers who are or will be responsible for leading others.*”

Chris Ingoe, CAIB
President
HS Financial Services Inc.

“*Alex has shown me the benefits of setting clear, concise goals for my career. His input, reinforced by some interesting readings, has taught me how to leverage my strengths to my advantage and how to realistically work on my weaknesses.*”

Dawn Ladds-Bond, MA
Commercial Lines Broker
Secure Insurance Solutions Group Inc.



Detailed information on
all programs and registration can
be found on the IBAO website at
www.ibao.org

The IBAO School of Insurance

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Program Description

Based on focus groups with Young Broker Council Members, Brokerage Owners, and Insurance Companies, IBAO School of Insurance developed a NEW Future Leaders Program. The discussions leading to the development of this program centered on what a successful Brokerage Owner looked like and what competencies needed development for the next generation of owners/ leaders in the industry.

Participants were asked to identify the competencies needed by future leaders in the industry and identify learning gaps.

These competencies form the foundation of the Future Leaders program.

It focuses on developing competencies in the following areas:

- Self-knowledge and self-awareness
- Customer focus
- Motivating others and leading by example
- Business acumen
- Hiring and staffing
- Self-development and personal learning
- Strategic agility and future orientation

Program Outcomes

- Gain a better understanding of your personal strengths, weaknesses and opportunities
- Determine what you want from your career and have an active plan on how to achieve it
- Develop a clearer picture of how the business works (including anticipating future trends and consequences) and what role you play in it
- Make a conscious and active commitment to continuously improve yourself to become a better leader
- Contribute to brokerage succession planning objectives

Program Outline

The Future Leaders program is divided into two parts, each designed with a distinct set of objectives.

Part One Series

Designed to work on individual analysis which allows candidates to learn more about the way other people view them and their style of leadership.

- Learning about different leadership roles
- Self-assessments overlaid with **360 Degree Feedback*** to identify areas for development
- Creating a Personal Development Plan (PDP) for 3-5 years (with key roles and competencies to work on)

Part Two Series

Designed to give you an understanding of your communication style and how it impacts others.

- Identifying and understanding participants and others' communication styles and how to use this information to communicate effectively
- Case study and examples in brokerage contexts
- Personal and organizational leadership

**Supervisor, peer and client feedback assessment process*

Study Formats

Each series contains two full-day seminars, each with a different set of content.

Seminar One: Personal Development Plan

Seminar Two: People Skills Define a Leader

The Future Leaders Program will be completed over approximately 12 months and consists of pre work, four one-day interactive seminars, implementation, coaching sessions and follow up with the participants' own Manager or Broker Principal.

Program Details

RECOMMENDED FOR

Brokers eager to learn the skill sets necessary to move into owner/leadership roles.

DATES

Part One Series

Seminar One Monday, June 14, 2010

Seminar Two Friday, September 10, 2010

Part Two Series

Seminar One Thursday, December 2, 2010

Seminar Two Wednesday, March 23, 2011

LOCATION

IBAO School of Insurance

1 Eglinton Avenue East, Suite 700
Toronto, ON M4P 3A1

RIBO ACCREDITATION

Part One Series

16 Personal Skills (Maximum allowable)

Part Two Series

20 Management Hours (Maximum allowable)

FACILITATOR

Alex Gallacher, MBA, CHRP

Managing Director, ENGAGE Human Resources Solutions Inc.

FEE

\$2350 - IBAO MEMBERS ONLY!

**Includes seminars, mentor sessions and materials*

*For more information contact:
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