



TALENZ

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Upcoming Event



Coming soon !

5th Series BREAKFAST TALK
30 September 2015

Look out for it!

Yet another interesting session awaits you.

*Do continue to share your thoughts or feedbacks with us via email at talenz@piam.org.my
The editorial team thanks you for your comments and feedbacks.*

REDEFINING LEADERSHIP

– Building Tomorrow's Leaders

26 March 2015



The Young Managers' Think Tank (YMTT) of PIAM organised its annual Young Managers' Forum on 26 March 2015 at the Concorde Hotel Kuala Lumpur.

With the theme “REDEFINING LEADERSHIP – BUILDING TOMORROW’S LEADERS”, it served as a great platform for young people to come together, discuss ideas and champion initiatives that will help shape the industry’s future.



It was also a venue to promote and inspire young managers to speak their voice, and to reach a consensual decision with policy makers on how we the young people should be mainstreamed into decision making.

Mr Bernard Ong, the Advisor to YMTT, in his speech said that young managers are among the greatest assets companies have.

“I have always believed and advocated for young managers to be given their due place in a company in policy formulation and implementation. Young people are the leaders of our society, the drivers of change. The energy, enthusiasm, and innovation which comes with these young managers offer a huge potential to our companies,” he said.

He said it is essential to unlock that potential through investments in continuous education and skills training, to include and empower these young managers so that they can play their full part in contributing to our companies performance and success.

“But most importantly these young managers need to know that their management is with them with support and encouragement,” he added.



continued ...

5th YOUNG MANAGERS' FORUM 2015 *(continued)*

REDEFINING LEADERSHIP **– Building Tomorrow's Leaders**



The Forum attracted some 81 young managers from the general insurance industry, with 2 invited speakers, Mr Loke Chang Yueh, winner of YAMA 2014 and Mr Melvin Leow, a consultant speaker from APIC Learning Academy.

Loke shared with the participants how he achieved work-life balance and his aspirations in work, whilst Melvin motivated the young managers with his lively and interactive development session.



Did you know



The YMTT was formed in January 2010 under the auspices of the Education/HRD Sub-committee of PIAM. It started off with a small group of less than 10 members.

The objectives of this YMTT are to identify talent management initiatives/ issues in the general insurance industry and propose appropriate actions/projects which can be considered by the industry in achieving their goals in promoting talent management and retention.

The first activity undertaken by the YMTT was the Young Managers' Forum which started in 2011. The YMF is focused on young people, generally under the age of 40 years old.

The main objectives of the Young Managers' Forum are to identify, inspire and nurture young talents within the industry via networking events but, more importantly, the forum aims to give them the confidence to share their ideas and meet other people in a similar positions.



PIAM – AIESEC LEADERSHIP CAMP 2015

GROWING 2 GREATNESS “Transforming Talents to Leaders”

YMTT, in collaboration with AIESEC (International Association of Students in Economics and Commercial Sciences) organised a Leadership Camp on 9 and 10 April 2015 at the International Youth Centre, Cheras.



The leadership camp was aimed to promote and profile the General Insurance Industry to AIESEC members, cultivate empowerment and leadership engagement skills and develop personal leadership in young talents. In addition, it was also to inculcate interaction and listening as important skills of great leaders and to educate the leaders on “behind-the-scenes” of the general insurance industry.

35 young managers from the general insurance industry and AIESEC members attended the 2D/1N leadership camp facilitated by Mr Michael Teoh Su Lim and Ms Mallory Loone of Thriving Talents.



The concepts of the session was designed to engage all participants and make the class interesting with lots of excellent hands-on exercises which included information sharing, stimulation learning, group discussion and presentation, inspiration and insights sharing.

The content was well-rounded and relevant with the practices in organizations. Among the self-action cores which they were exposed to were :-

SOFT SKILLS – where they learnt on the adaptability to surrounding and the values of ‘Empathy’ and how by actively understanding the perspectives of others, can make them better leaders in making informed decisions.

CONNECTIONS & INSIGHTS – based on Influencer Maverick model, they learnt to apply the techniques of language intelligence, environmental intelligence, association intelligence to communicate their ideas more effectively.

SELF-IMPACT – this is in relation to personal branding and measurement where participants learnt about their “Personal Growth Map” and capitalize on their strengths and amplify over others.

ENVIRONMENTAL IMPACT/STAKEHOLDERS - Leaders charted out their ‘Impact Plan’ and learnt how to ‘Sell’ the foreseeable impact that the team will create under their leadership.



About **AIESEC**

AIESEC is a non-political, independent, not-for-profit organisation run by students and recent graduates of institutions of higher education. Its members are interested in world issues, leadership and management. It has presence in over 126 countries and territories and with over 86,000 members.



Stimulating Activities and Enlightenments



Michael in action!

Young managers in collaboration ... building for greater heights!

Young managers having their say.

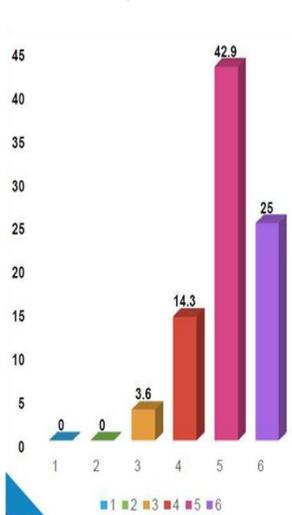
Feedback & Reviews (Graphs are percentages of responses in the scale 1 to 6, 1 being the least)

some thought that it would be another “lecture” leadership camp but was glad to be proven otherwise.

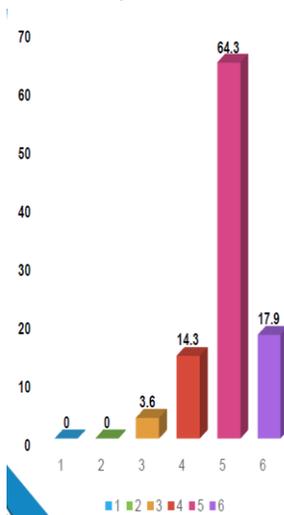
... most effective stimulation was the fear factor where listening & interpersonal skills, people adaptability and empathy were put into action.

many wished they had more time to share ...

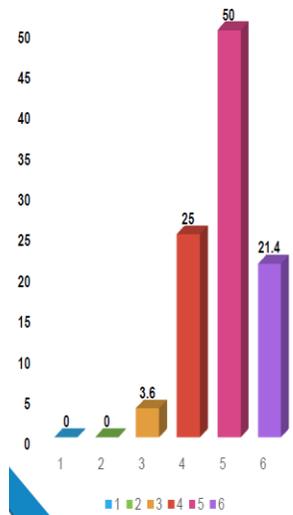
PERSONALISED LEADERSHIP
About visualising ones’s dreams and setting one’s personal goals.



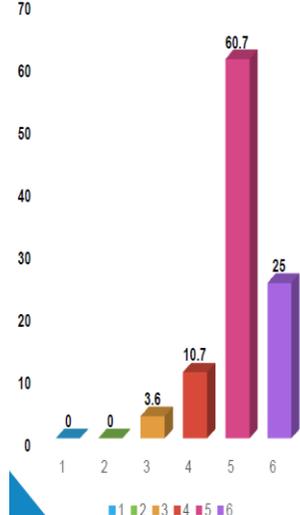
INTERACTION & LISTENING
About people adaptability and influencing/ persuading.



IDEATION & CREATIVE THINKING
About problem solving and articulating ideas.



EMPOWERMENT & ENGAGEMENT
About personal branding and mentoring.





Project GIIFT for the General Insurance Industry

In line with PIAM's Strategic Review to bring in the much needed inflow of human capital and to build a pipeline of talent for the General Insurance industry in Malaysia, PIAM embarked on a **General Insurance Internship For Talent (GIIFT)** project with the following objectives :-

- Enhance profile of industry, uplift its image and showcase the career opportunities available to young talent.
- To change the perception of insurance industry to the public, especially the younger generation.
- Attract top talent among the undergraduate pool from local universities.

1st INTAKE of PROJECT GIIFT

The 1st intake of the General Insurance Internship for Talents (GIIFT) programme will commence from 1 July 2015 to 30 September 2015. Twelve (12) interns were selected from UKM, UNIKL and HELP University.

Before being assigned to PIAM member companies, the interns will be undergoing a 3-day induction course, from 1 July 2015 to 3 July 2015.

During the induction course, the interns will :

- be briefed on overall landscape, regulatory environment, market performance and key issues facing the industry.
- learn from presentations on underwriting, claims, business development, compliance, reinsurance, broking and loss adjusting.
- be trained in soft skills on effective communication, problem-solving and presentation techniques.
- have the opportunity to mingle and network with other interns, the speakers, mentors and CEOs of participating companies, the PIAM management committee, representatives from Bank Negara Malaysia and universities, and members of PIAM's education sub-committee at a Buka /Networking Dinner on 3 July 2015.



Young ASEAN Managers Award (YAMA) 2015



NOMINATION CRITERIA AND PROCEDURES

You could be the winner!

Venue : Manila, Philippines
Closing Date : 1 Sep 2015

CRITERIA OF CANDIDATES

- Open to all managers working in the insurance industry within ASEAN Region.
- He/she must be a manager who is 40 years old and below (as at 1 January 2015). Nominees born before 1 January 1975 are not eligible to enter.
- He/she has been in the insurance industry for a minimum number of five (5) years;
- He/she is competent and has shown outstanding leadership within the company and within the industry.
- He/she is innovative and creative in managing people and the business.
- He/she has been successful in undertaking a very difficult management or business, and
- He/she has been contributing positively to promote the image of the insurance industry.

HOW TO ENTER

- Complete the Nomination Forms.
- Nominations can be made by:
 - Company's Nomination / Self- Nomination
(The short essays must be submitted together with the Nomination Form.)
 - Third Party nomination (If you are nominating another individual, please submit your recommendations why the person is worthy to be the recipient of the award together with Section A of the nomination form and your full contact details. We will contact the nominee and invite the person to submit the application).
- Must include essay submission based on five question.
- All entries must be written in English.
- Entries may include additional supporting documents such as candidates documented achievements etc.

Note : All entries will be treated as confidential but the right is reserved to publish positive extracts from winning entries. The decision of the judging panel is final.

FINALISTS

3 Finalists will be selected by the panel of judges and they are required to go through an interview at the venue. Expenses to attend the interview is borne by the finalists' company or the finalist himself / herself.

WINNER

The winner will be announced during the welcome dinner at the venue.

WHERE TO SUBMIT APPLICATIONS

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