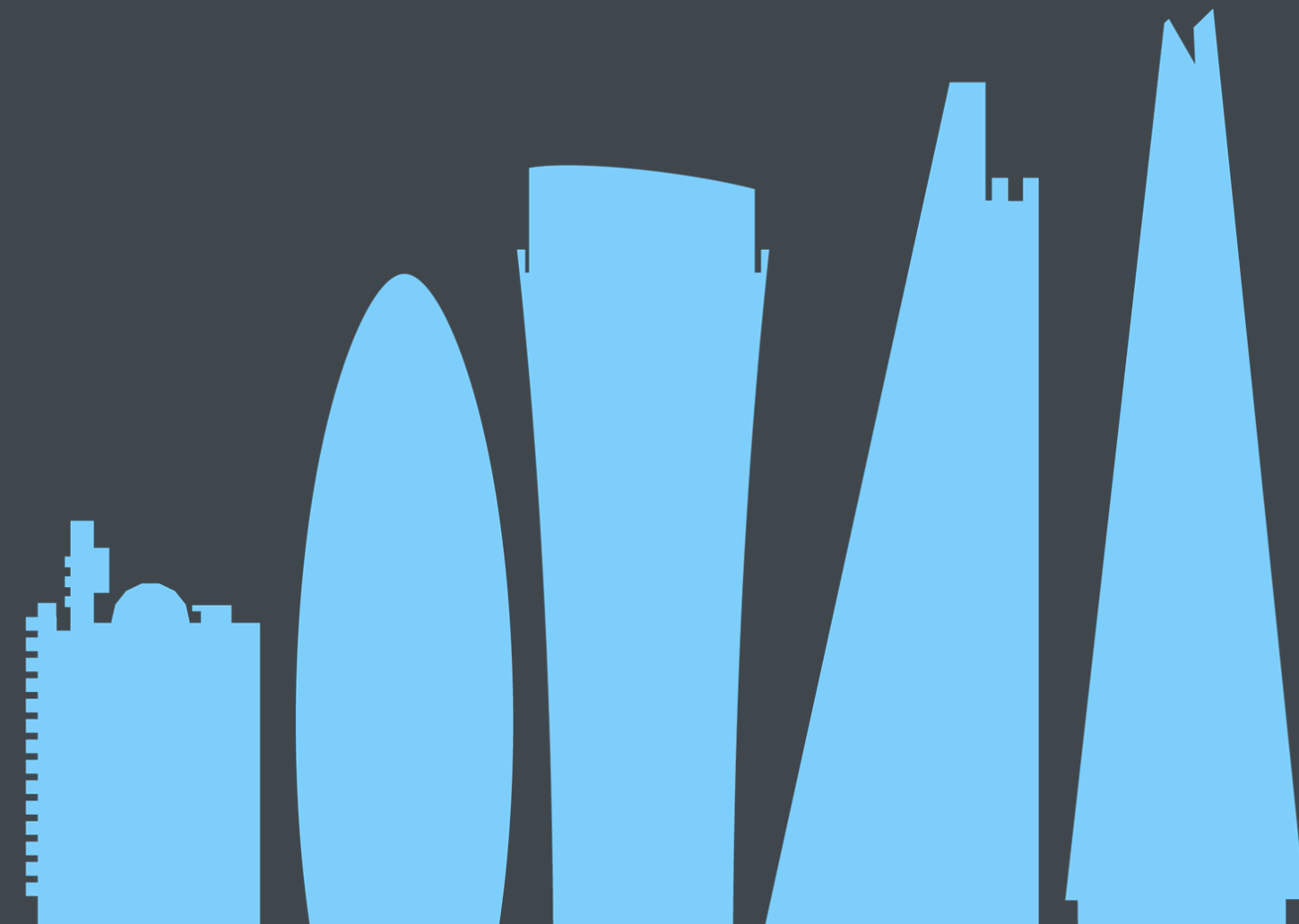


WRITING YOUR DEVELOPMENT PLAN

EMPOWER
DEVELOPMENT

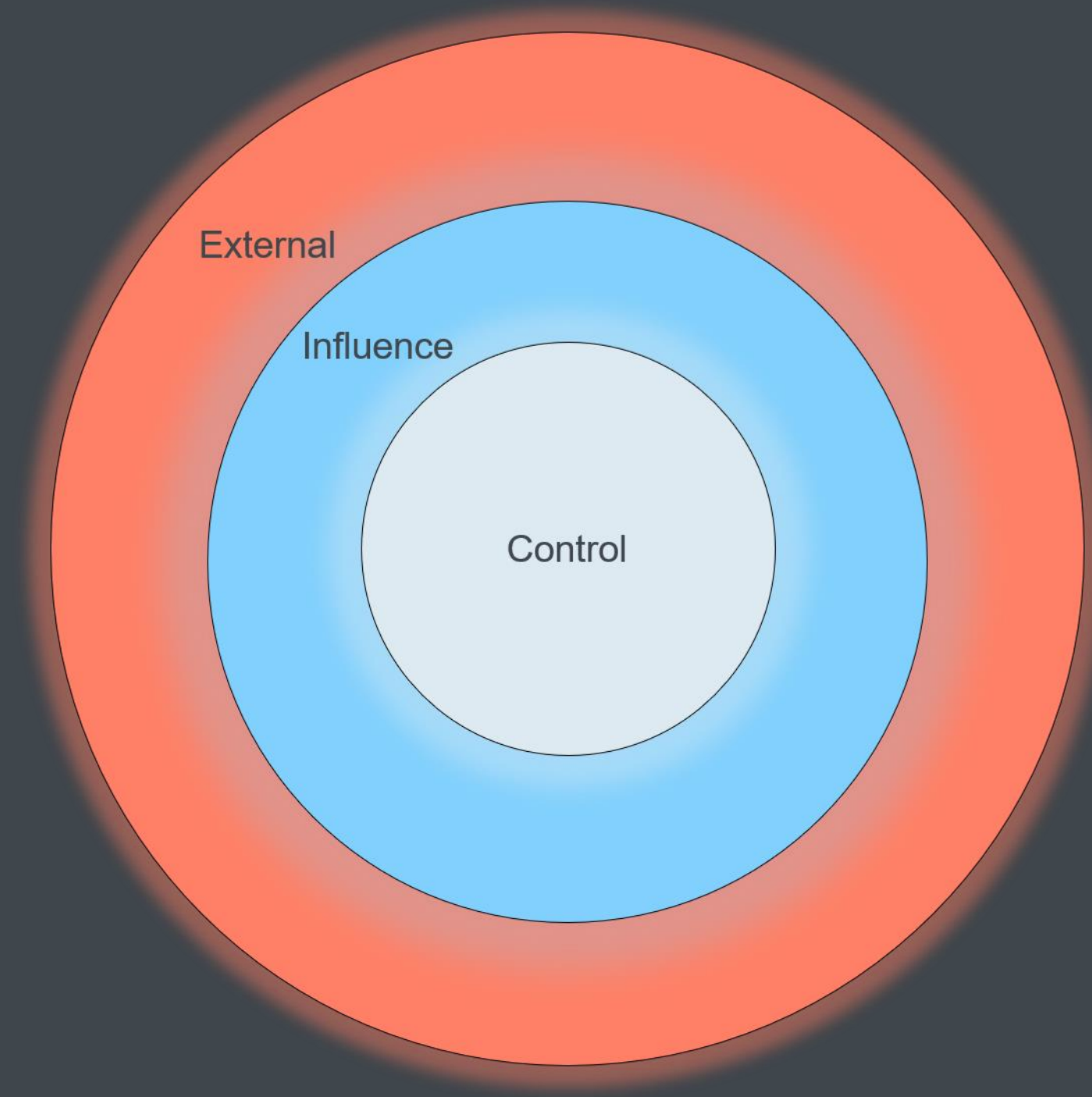
Samantha Ridgewell
ACII



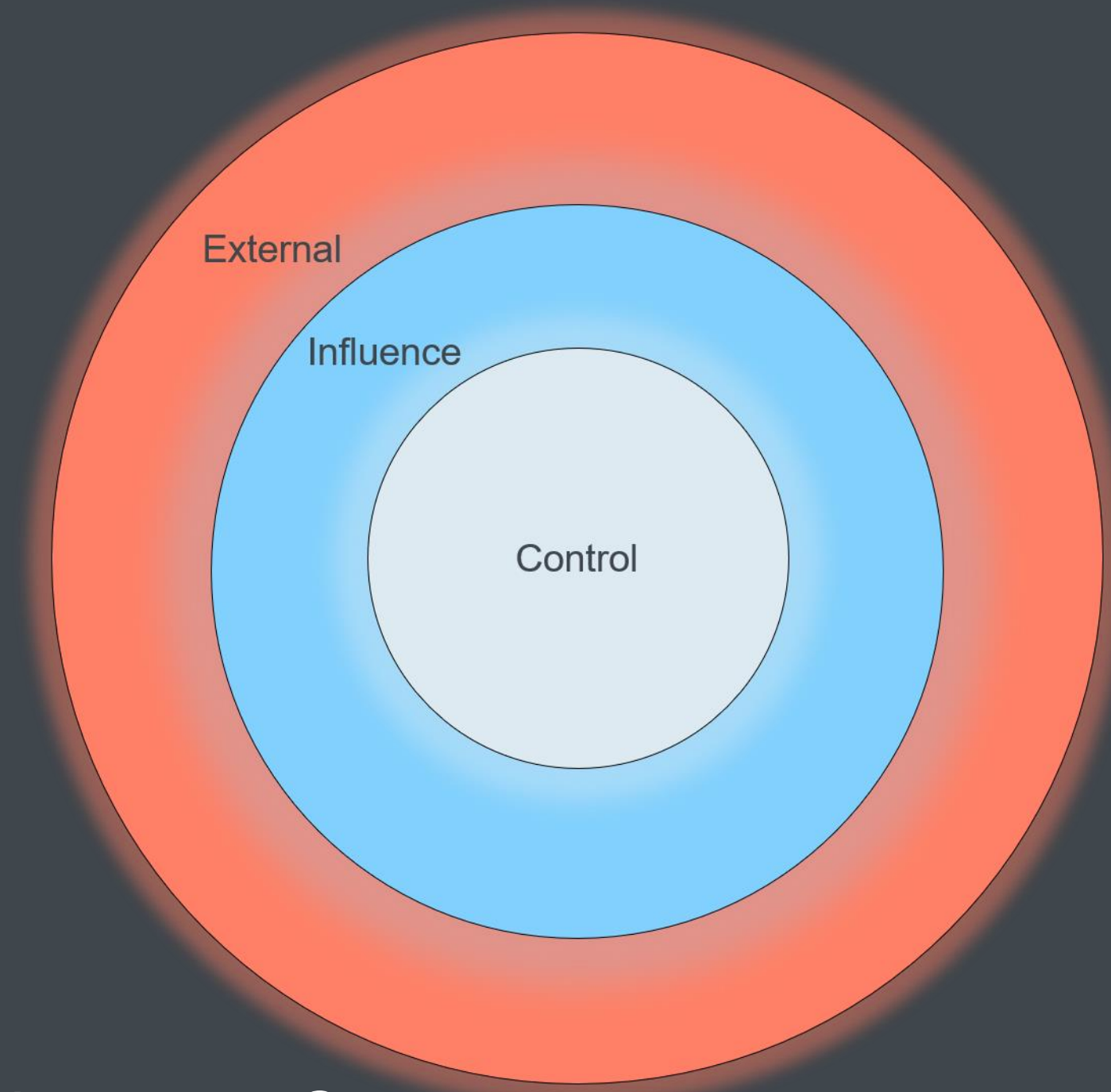




Circle of control



Circle of control



1. What could get in the way?
2. What can you control?



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DEVELOPMENT

What went well

Even better if

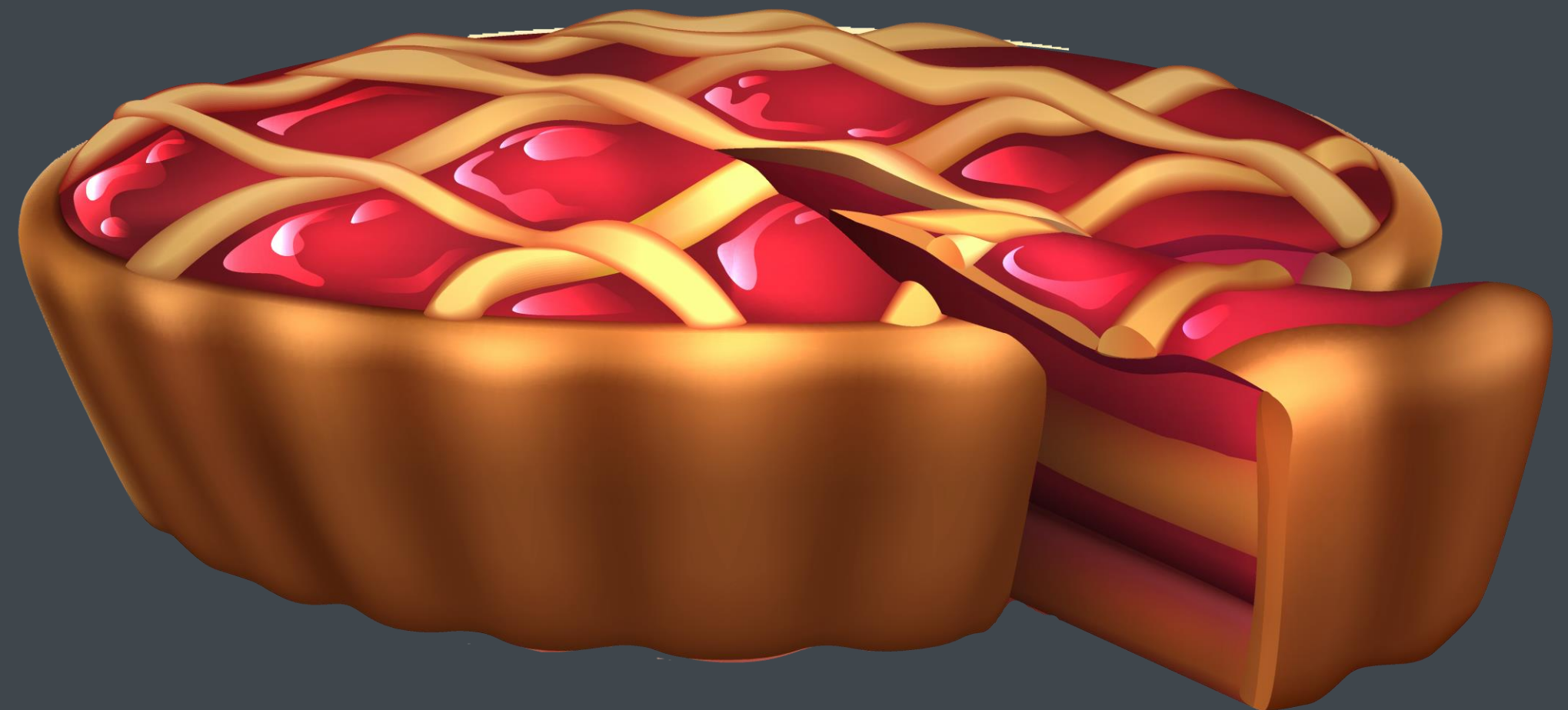
How we get Promoted

Performance *Execute your role to high standards*

Image *The impression you leave behind*

Exposure *It's who knows you*

PIE



Performance

Execute your role to high standards

EMPOWER
DEVELOPMENT



Image

The impression you leave behind

EMPOWER
DEVELOPMENT





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Be You...
On a Really Good Day

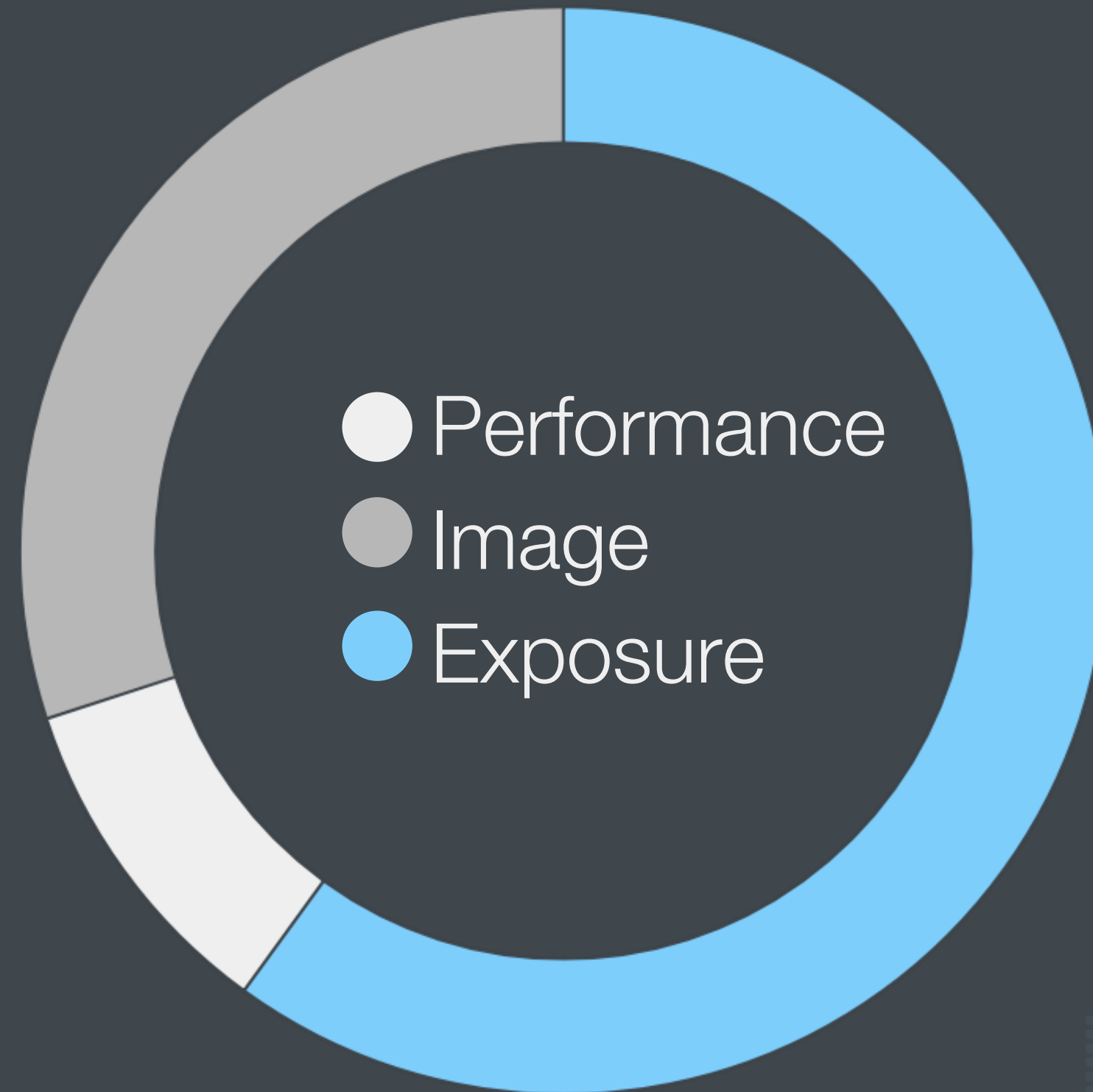


Exposure

Who knows you

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DEVELOPMENT

Harvey Coleman
Empowering Yourself (2010)

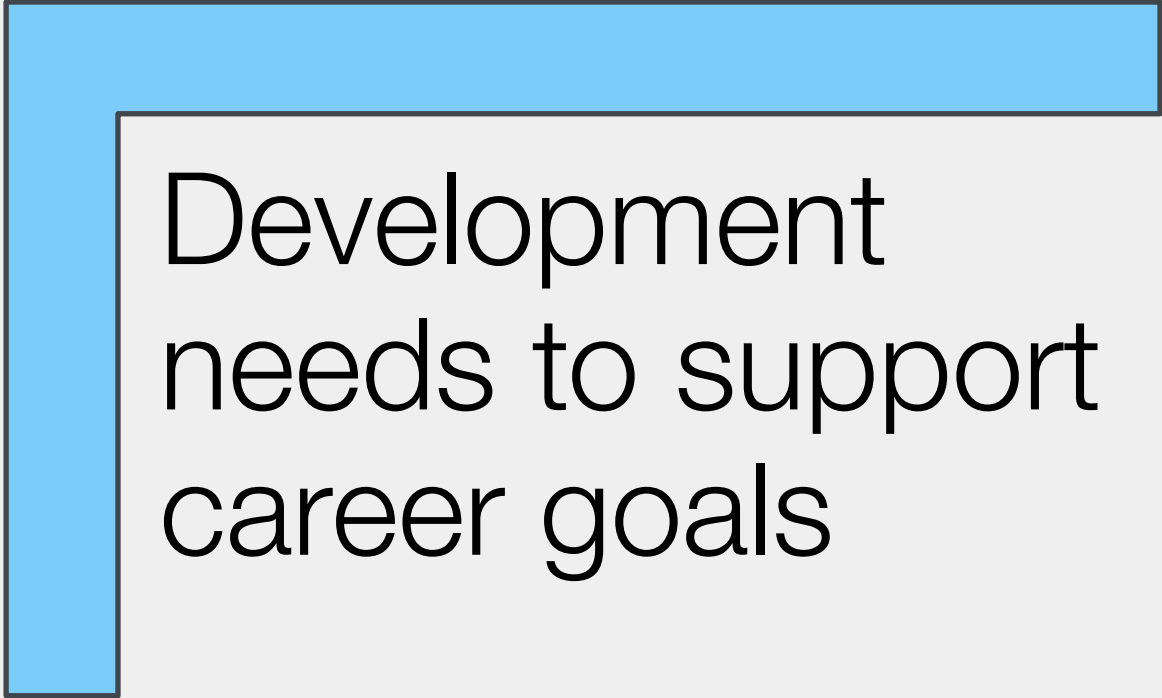
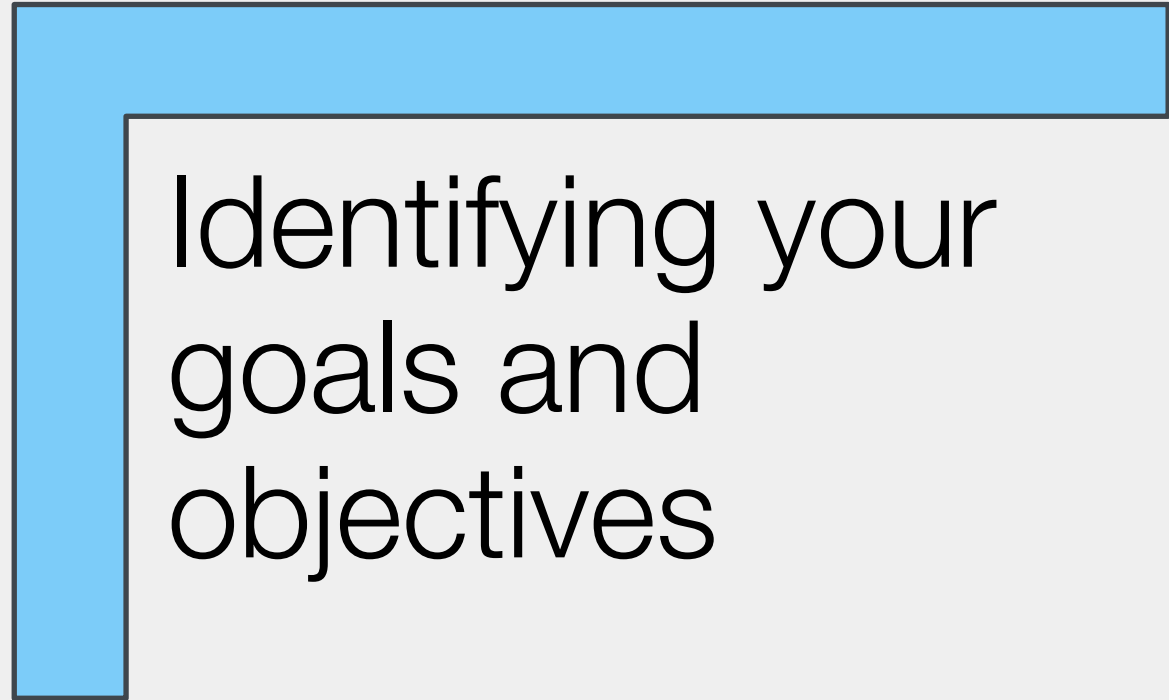


PDP 70:20:10



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| Development Need | Education 10% | Exposure 20% | Experience 70% | Support |
|---------------------------------------|---|---|--|-------------------------------------|
| Increase knowledge of policy wordings | Attend courses, Complete CII modules | Sit with wordings experts and ask questions | Practice determining meaning | Line manager Experts Training |
| Improve client relationships | Relationship and communication courses Read Dale Carnegie Attend soft skills lunch and learns | Seek out expert to mentor and support with challenging situations | Increase time with brokers and reflect on what went well | Line manager Mentor training |
| | | | | |



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Samantha
Ridgewell

