



# Personal Improvement: How do I become ExCO?

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# *Talent Partners: Service offering*

- Retained search – Executive Committee and direct reports for Global Banks and Insurers
- Associated consultancy
  - team structure
  - remuneration
  - competitor information/market mapping
  - Internal talent management
  - Talent Project Management

# *Current trends*

- **“Adding value” if you are an expense**
- Splitting 1<sup>st</sup> and 2<sup>nd</sup> line of defence
- Risk management = best practice
- Proactive risk management – risk appetite
- embedding risk culture
- Strategic business change – risk is sexy!

# *Skills in short supply/high demand*

- Consultancy ability
- Market Risk (banks and insurers)
- Financial Risk – ALM/liquidity/cap markets
- Insurance Risk
- Business understanding/common sense

# *How can I improve my chances?*

- Self improvement: big picture
  - Read the financial papers
  - Research the market and competitors
  - Understand the firm's strategy
  - Make yourself a business manager
- Combine tech skills and **personality**

# Personality/qualitative skills

- Personal presentation
  - Do you look and act like a business leader?
- Gravitas
- Consultative approach: risk = sales
- Presentation of ideas
  - Concise
  - Relevant
  - Business focused

# How can I improve?

- Courses – business leaders
- Mentoring – from colleagues or network
- Networking
- Push yourself out of your comfort zone!
  - Toastmasters public speaking

***Any questions?***

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