

“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

1 Eglinton Avenue East, Suite 700, Toronto, ON M4P 3A1
Tel: (416) 488-7422 Fax: (416) 488-7526
Toll Free: 1-800-268-8845

IBAO Certificate
Program

Future Leaders Program

EDUCATION FOR BROKERS BY BROKERS



IBAO
School of
Insurance



Program Description

Future Leaders focuses on developing the competencies needed by future leaders in the industry (owners/leaders). It is based on focus group findings from meetings with Young Broker Council Members, Brokerage Owners and Insurance Companies. Each group was asked to identify what attributes a successful brokerage owner or leader would need to have? Those competencies form the foundation of the program.

Key Competencies:

- Business acumen
- Strategic agility
- Visionary thinking
- Self-knowledge and self-awareness
- Self-development and personal learning
- Motivating other and leading by example
- Hiring and staffing
- Client focus

The entire program is designed to harness and hone your natural talents through self awareness and personal development. Cultivate the necessary skills to be a future leader, starting today.

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
- Develop the communication skills necessary for effective leadership
- 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 8-12 months and consists of pre work, four one-day interactive seminars, implementation exercises, ongoing coaching sessions with facilitator and progress follow up with the participants' own Manager or Broker Principal.

*Certificate of Recognition will be issued upon completion of full program

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, April 30, 2012

Seminar Two Monday, June 25, 2012

Part Two Series

Seminar One Monday, September 10, 2012

Seminar Two Monday, December 10, 2012

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, ICD.D

Managing Director, ENGAGE HR

FEE

\$1999 - IBAO MEMBERS ONLY!

**Includes 360 Degree Assessment, coaching sessions, business texts and related materials.*