

TALENZ

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Talenz

NOTE FROM THE EDITORIAL TEAM

The war for talents, and the criticality of talent management seems to be the talk of the general insurance industry. We note the criticality, and in building future leaders of the industry, we bring to you the YMTT Leadership Camp, as the new addition to the yearly ongoing list of YMTT events.

As YMTT, we pledge to play an active role in supporting PIAM's effort in Talent Management, to ensure the sustainability of talent pool for the industry.

Thank you for your support and encouragement in keeping Talenz going.

Wishing you all Merry Christmas & Happy 2016.



Upcoming Events 2016 :

-  Young Managers' Forum, 9 Mar
-  YMTT Leadership Camp, 11 & 12 May
-  Breakfast Talk, 10 Aug
-  CSR Project, Nov / Dec

Current YMTT Team Members

Adviser : Bernard Ong, MSIG



Mokhtar Abdul Razak	Etiqa (Group Leader)
Kelvin Siah	AIG
Sharmala a/p Maniam	Liberty
Low Siaw Tze	Lonpac
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Zaidi Omar	Tokio Marine
Tysern Yap	Zurich

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

5th Breakfast Talk Agility in a Changing Landscape



EPIC is a social enterprise. It is not a charity although all its endeavours must "give back to society to make the world a better place" - John-Son Oei

YMTT concluded their 5th Breakfast Talk on 30th September 2015. The CEO and Founder of EPIC Collaborative, Mr John-Son Oei, was invited to share his experience on the topic *Agility in a Changing Landscape*.

John-Son spoke on how he was passionate about helping the underprivileged indigenous people of Malaysia by building homes for the less fortunate. It was in 2010, where he then decided to set up a non-profit social enterprise, called 'Extraordinary People Impacting Community' (EPIC), which brings together volunteers of various background and skills sets, to create an impact to society in positive ways.

"When I first started EPIC, many told me to be realistic. They told me having passion is not good enough"

With EPIC, he is able to realise his dream and enable volunteers to make positive, lasting change in their communities. From a non-profit social enterprise, EPIC grew to a company that constructs modular, prefabricated homes for Malaysia's Orang Asli indigenous population. According to John-Son, 82 percent of orang Asli (roughly 12,300 families) still lives in shacks that are dilapidated and unsafe.

"EPIC Homes is all about getting ordinary people in a big group to put up a single house. They are not equipped with any housebuilding skill and most of the time they are strangers. But somehow it works."



During the sharing session, John-Son had broadly covered the dimensions that one needs to be equipped with to face the challenging environment/landscape, the current concepts about community and capacity building and about work and service.

John-Son said that the pace of change is faster than ever. As new business opportunities emerge, organizations need to evolve in order to stay competitive.

"That is what we do in EPIC. Embracing change and using the kind of leadership that capitalizes on the disruptive, accelerating changes is a key success factor," John-Son said.

He said that the changing business environment also puts new challenges on leadership. Likewise, he said, leaders need to anticipate change, define innovative strategies beforehand, and lead in a way that maximizes the employees performance for excellent business results.





General Insurance Internship for Talent



With the successful completion of the internship training for the pilot intake launched in July this year, PIAM embarked on its second batch of 21 interns for the Oct – Dec 15 intake.

1st INTAKE of PROJECT **GIIFT**

The first intake comprised 12 interns from UKM, HELP University and Universiti Kuala Lumpur (Lumut Campus). 10 member companies participated in this pilot intake, namely AIG, Allianz, AXA Affin, Berjaya Sampo, Etiqa, MSIG, OAC, QBE, Tune and Zurich.

2nd INTAKE of PROJECT **GIIFT**

The interns for the Oct – Dec 15 intake mainly comprised of undergraduates from UTAR Sg Long and Kampar Campuses. 12 member companies participated which include AIG, Allianz, Etiqa, Hannover Re, Liberty, MPI Generali, MSIG, Munich Re, Pacific & Orient, Prudential, Tokio Marine and Tune Insurance.

The internship training started off with a 2 day Induction Course where the interns were briefed on the overall landscape, regulatory environment, market performance and key issues facing the industry. Presentations on Underwriting, Claims, Business Development, Compliance, Reinsurance, Broking and Loss Adjusting were also included. The interns will also learn soft skills on effective communications, problem solving and presentation techniques etc.



ABOUT **GIIFT**

GIIFT (General Insurance Internship for Talent) is positioned as an awareness building and industry profiling initiative to attract the pool of young talent who are still studying at our local universities. It will showcase the rich and varied career opportunities in the world of General Insurance by exposing them to short internships (12 weeks) at PIAM member companies.

This project is funded under the Capacity Building Project (CBP) fund administered by AIF and MII.

The key features of GIIFT are :-

- Profile general insurance career opportunities to young talent
- Change the perception of the public on general insurance industry
- Open to Malaysian undergraduates of all disciplines from local/foreign based universities
- Attract top talent from the pool of undergraduates
- Expose them to global nature of the General Insurance and Reinsurance Business
- Offer 12 weeks structured program with 1 or more member companies (include brokers and loss adjustors)
- Monthly allowance will be provided
- No bond is attached to this program.

16 Leadership Quotes To Inspire You To Greatness

It's perilously easy to find a leadership brand and stick to it, without considering how you can improve and expand your skills. But even the best leaders can learn a thing or two about how to inspire their team. Thankfully, some of our best and brightest leaders throughout history left behind some great soundbites to help lead the way.

Whether you're leading a huge team on a challenging project or just trying to climb the career ladder, these quotes can help provide some useful wisdom on how best to deploy your leadership strategy.

Here are some of the best quotes on how to be a better leader, sorted by the top leadership attributes they describe. This great advice from some of our most inspirational leaders just might make you rethink your current leadership strategy, renew your passion to lead, or point the way for how to better inspire your troops:

Provide Inspiration

Good leaders are trailblazers, making a path for others to follow. Great leaders, however, inspire their people to reach higher, dream bigger, and achieve greater. Perhaps the most important leadership skill you can develop is the ability to provide inspiration to your team. If you inspire them to reach for the stars, they just might bring you back the moon.

"If your actions inspire others to dream more, learn more, do more and become more, you are a leader." - John Quincy Adams

"Leadership is the capacity to translate vision into reality." - Warren Bennis

Teach and Learn

Smart leaders know what they don't know. Learning is a constant process throughout your professional life, and it doesn't stop when you've become a team leader. Make sure to never stop looking for opportunities for professional development, and pass on the wisdom you've learned to your people.

"Leadership and learning are indispensable to each other." - John Fitzgerald Kennedy

"A teacher affects eternity; he can never tell where his influence stops." - Henry Adams

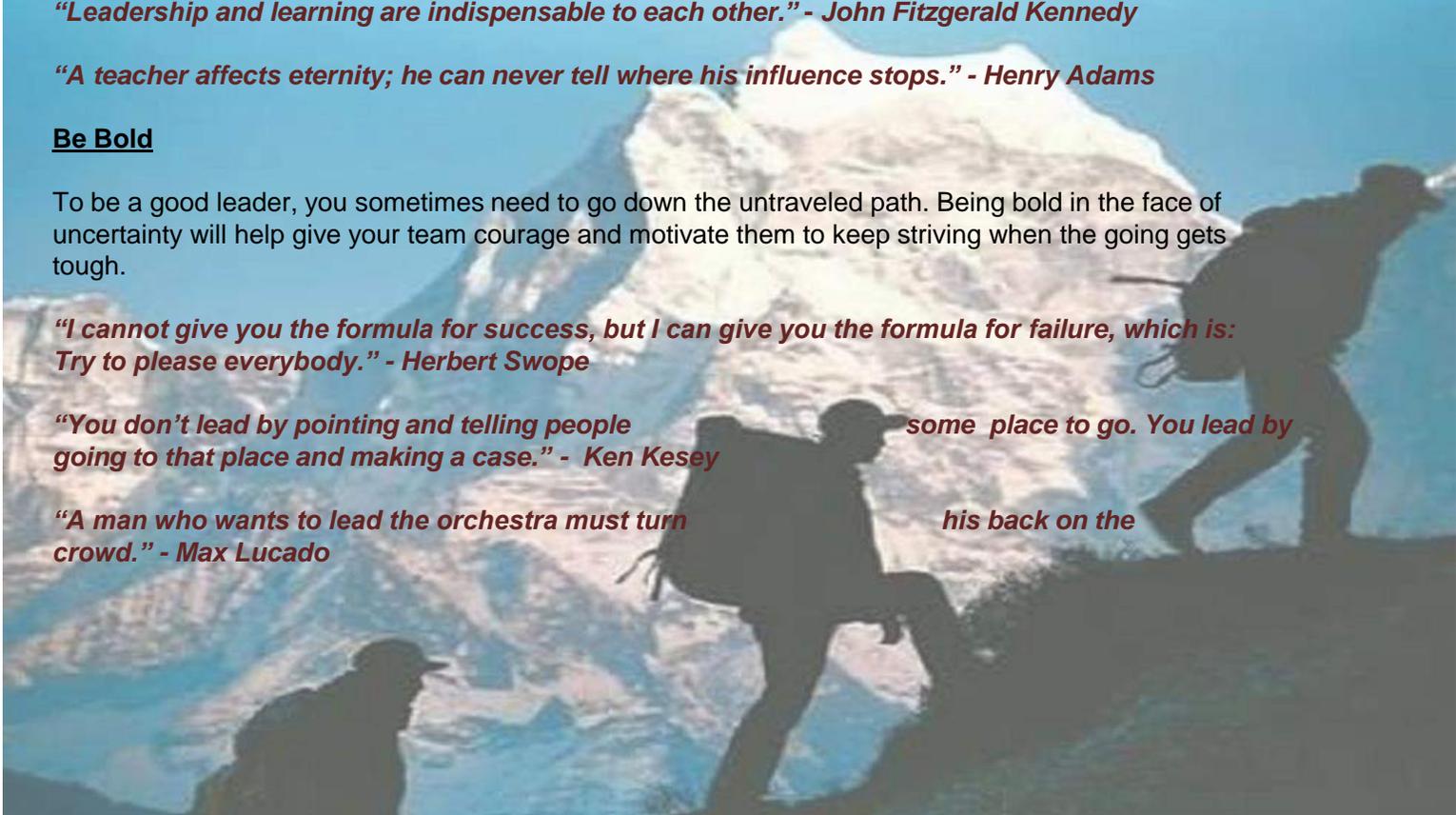
Be Bold

To be a good leader, you sometimes need to go down the untraveled path. Being bold in the face of uncertainty will help give your team courage and motivate them to keep striving when the going gets tough.

"I cannot give you the formula for success, but I can give you the formula for failure, which is: Try to please everybody." - Herbert Swope

"You don't lead by pointing and telling people some place to go. You lead by going to that place and making a case." - Ken Kesey

"A man who wants to lead the orchestra must turn his back on the crowd." - Max Lucado





Be Humble

If learning is an important part of leadership, then it follows humility is an essential attribute as well. After all, you can't learn new things if you cannot admit you're a work in progress. Be open to recognizing your own faults, so you can grow as both a leader and a human being.

"No man will make a great leader who wants to do it all himself, or to get all the credit for doing it." - Andrew Carnegie

"Outstanding leaders go out of their way to boost the self-esteem of their personnel. If people believe in themselves, it's amazing what they can accomplish." - Sam Walton

Listen To Your People

Your people are your greatest resource; listen to their feedback and encourage their dreams. You never know where your next great idea will come from, so empower everyone up and down the corporate ladder to contribute and innovate.

"To lead people, walk behind them." - Lao Tzu

"The best leader is the one who has sense enough to pick good men to do what he wants done, and the self-restraint to keep from meddling with them while they do it." - Theodore Roosevelt

Strike a Balance

Being a good leader is a balancing act. Your leadership strategy should never rely on just one type of management. It might at first feel like walking a tightrope, but soon balancing multiple leadership attributes will become second nature, and allow you to lead in multiple dimensions.

"The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly." - Jim Rohn

"Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy." - Norman Schwarzkopf

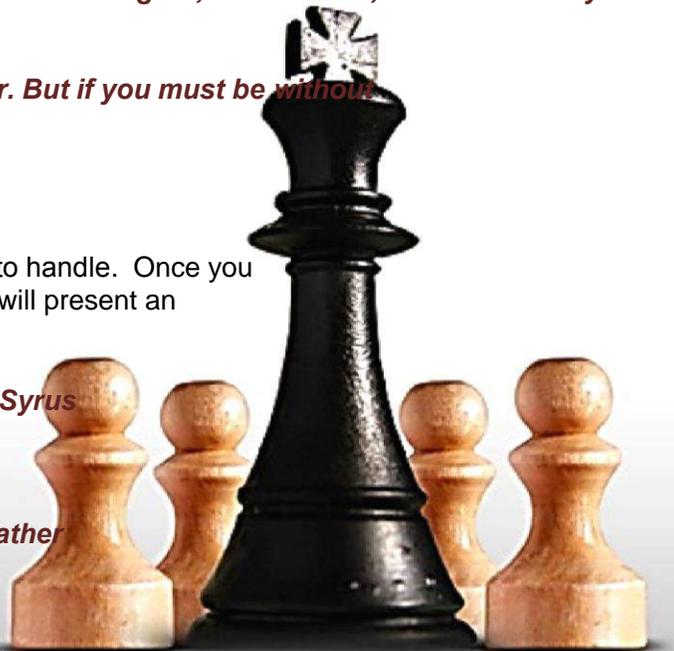
Tackle Challenges

To be a great leader, there's no such thing as a challenge too big to handle. Once you adopt this attitude, your people will follow suit, and every problem will present an opening for greater achievement.

"Anyone can hold the helm when the sea is calm." - Publilius Syrus

"Don't find fault, find a remedy." - Henry Ford

"Successful leaders see the opportunities in every difficulty rather than the difficulty in every opportunity." - Reed Markham



Happy New Year

2016



Best wishes.

