

Future Proofing Your Career

AIRMIC fastTrack Webinar

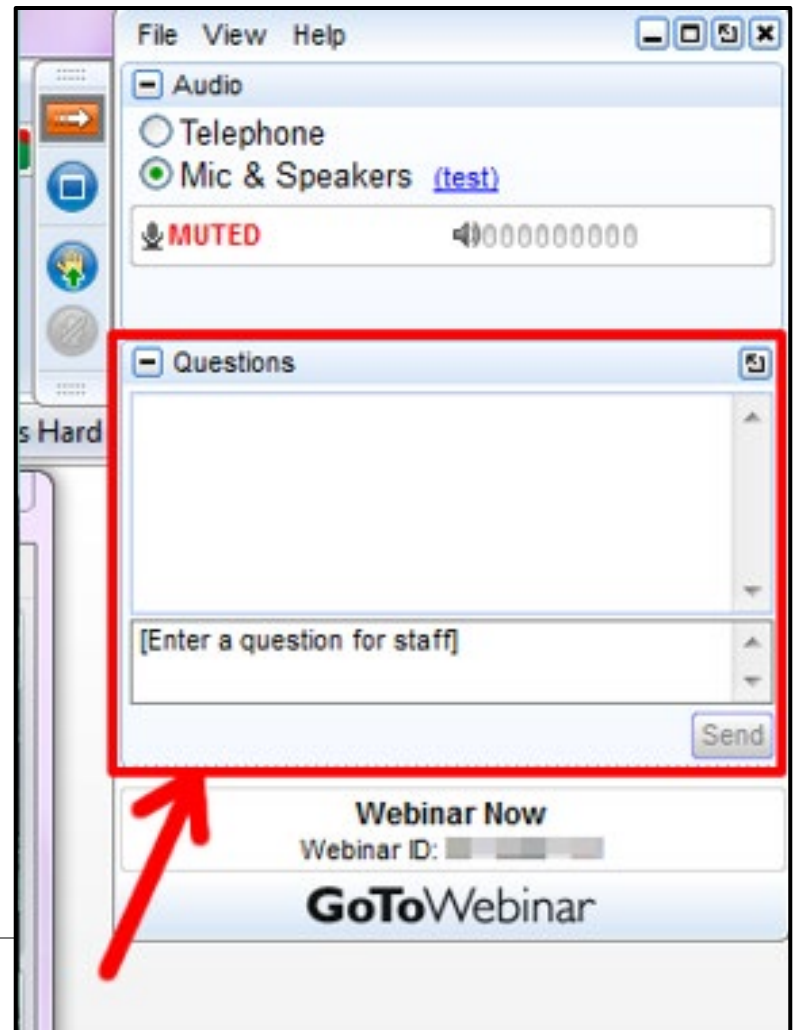
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How to ask questions during the webinar

Use the questions panel in the GoToWebinar console

If the console is not visible, click the orange arrow to expand it



CORE PRINCIPLES

What is expected of me and how I should act

What applies to all risk management professionals regardless of their role, sector or stage in their professional journey.

RISK MANAGEMENT ATTAINMENT AND DEVELOPMENT

What professional knowledge and skills I must have and how to use them

Governed by a Code of Ethics and certified by a professional body, with knowledge, skills and other competencies achieved and maintained according to established and verified standards.

BUSINESS AWARENESS

What I must know to add business value

Business knowledge and understanding to support good risk management judgements and decisions and to contribute to improved organisational performance and personal leadership development.

BEHAVIOURS AND MINDSET

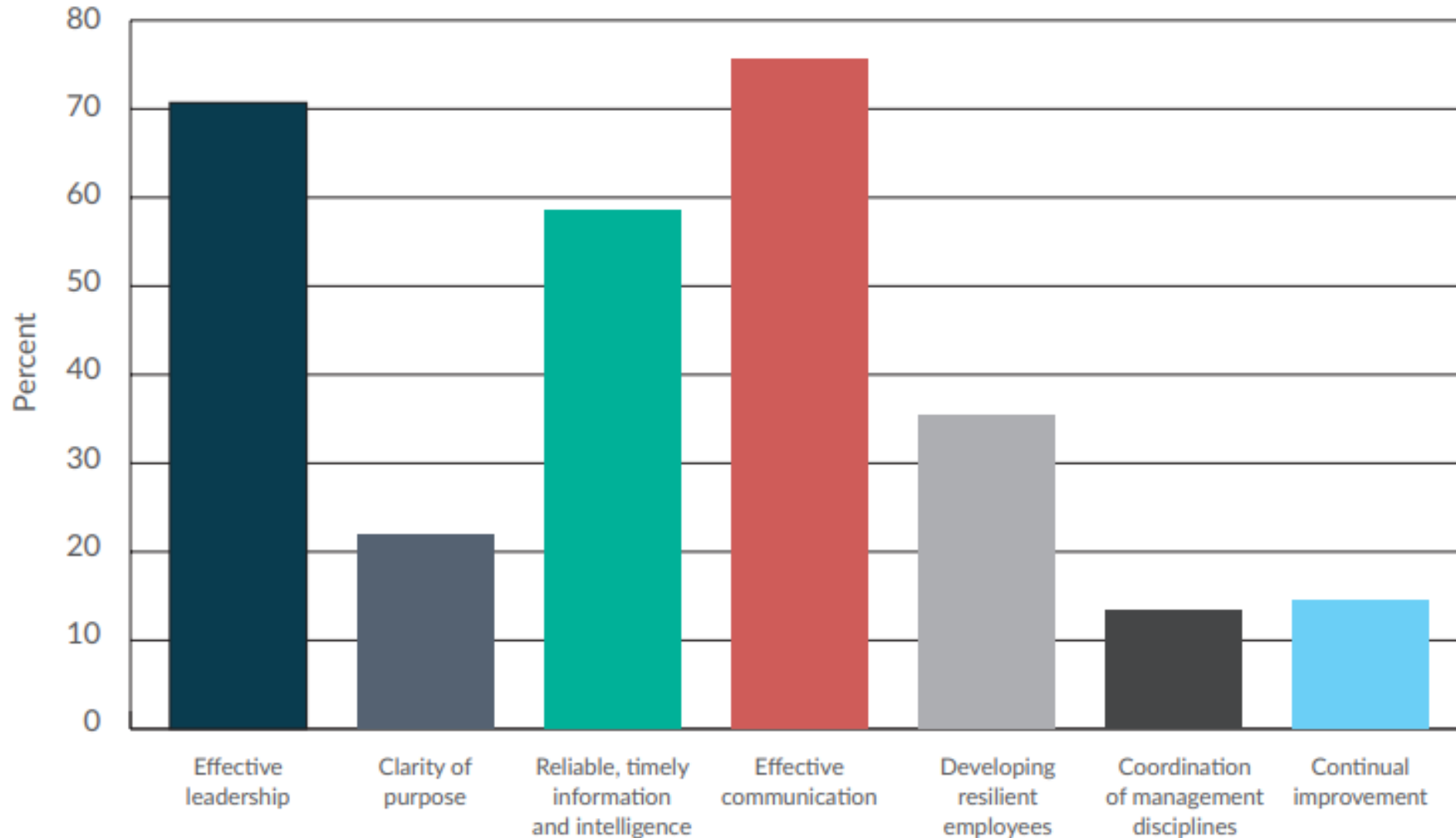
What allows me to interact successfully with others and how I can achieve success

The behaviours we adopt are the result of our mindset combined with our knowledge and skills. Mindset plays a critical role in coping with challenges and those with a positive mindset are more likely to achieve success.

THE AIRMIC COMPETENCY FRAMEWORK FOR RISK MANAGEMENT PROFESSIONALS



Resilience principles most highly valued during the pandemic



Learning objectives of today

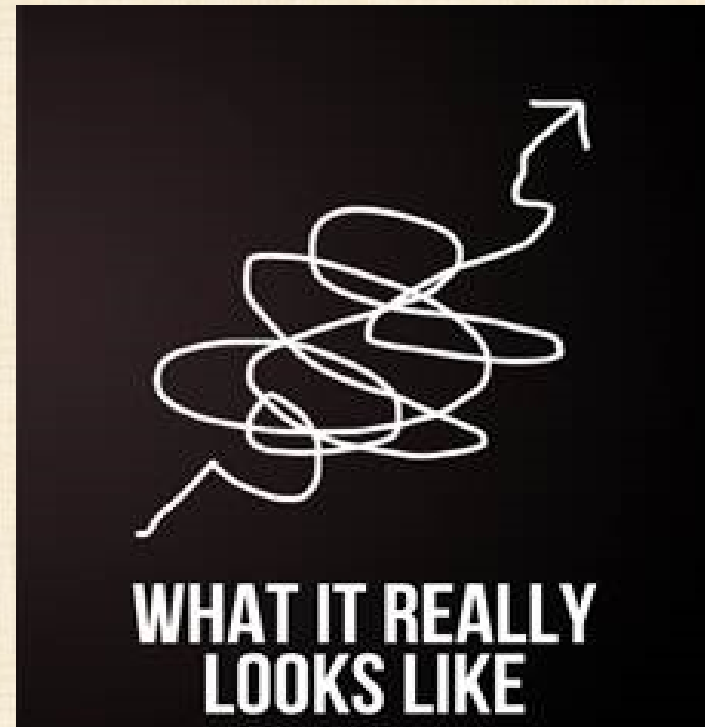
At the end of this session you will be able to:

- Better understand how people process change
- Develop a positive outlook of turning challenges into opportunities
- Adopt a helpful mindset for career navigation
- Gain exposure and visibility outside of the typical working environment
- Understand how your intrinsic motivations are expressed through behaviour
- Take away practical tips to build your own resilience & change management

Seek the rapids, not the calm of the lake.
Take the calm to reflect and prepare for the rapids.
If we face permanent white waters, we will see the need for and experience change” ***Peter Vaille, Author***



CHANGE: The Reality



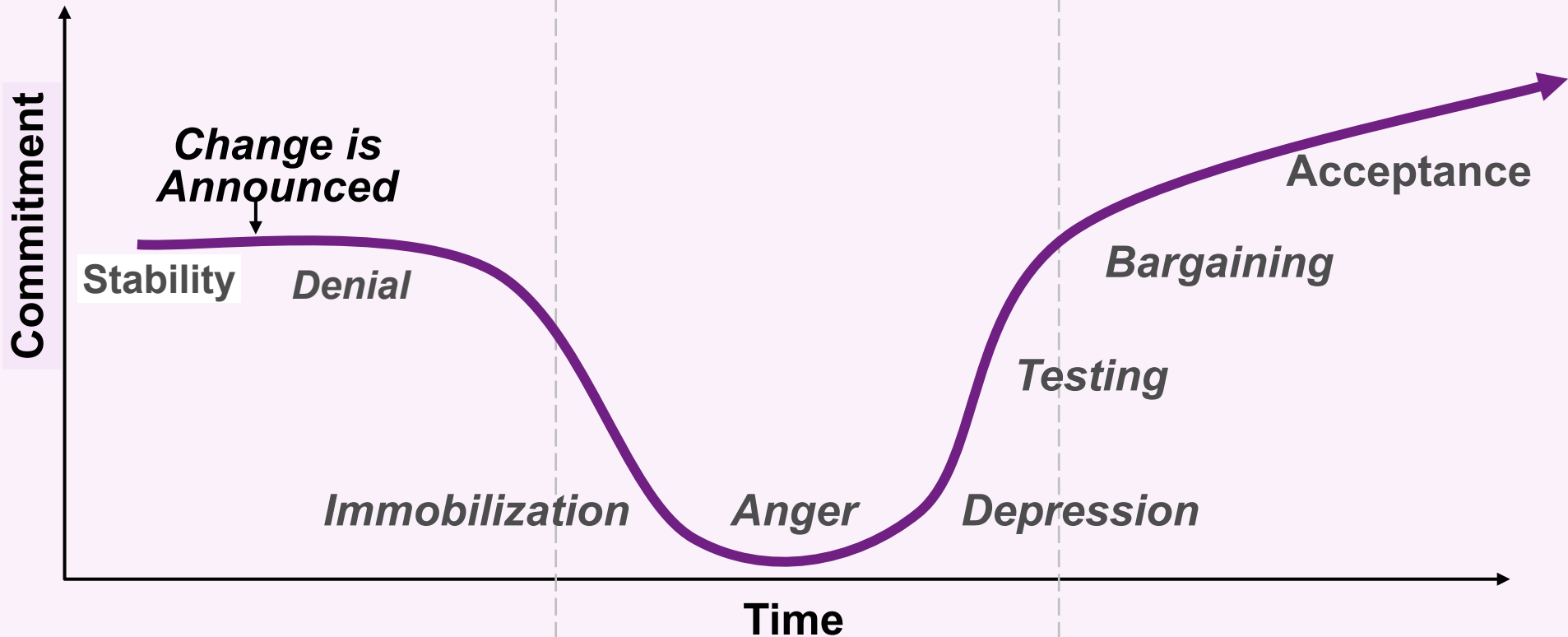
The Change Curve

An individual's response to change

Endings

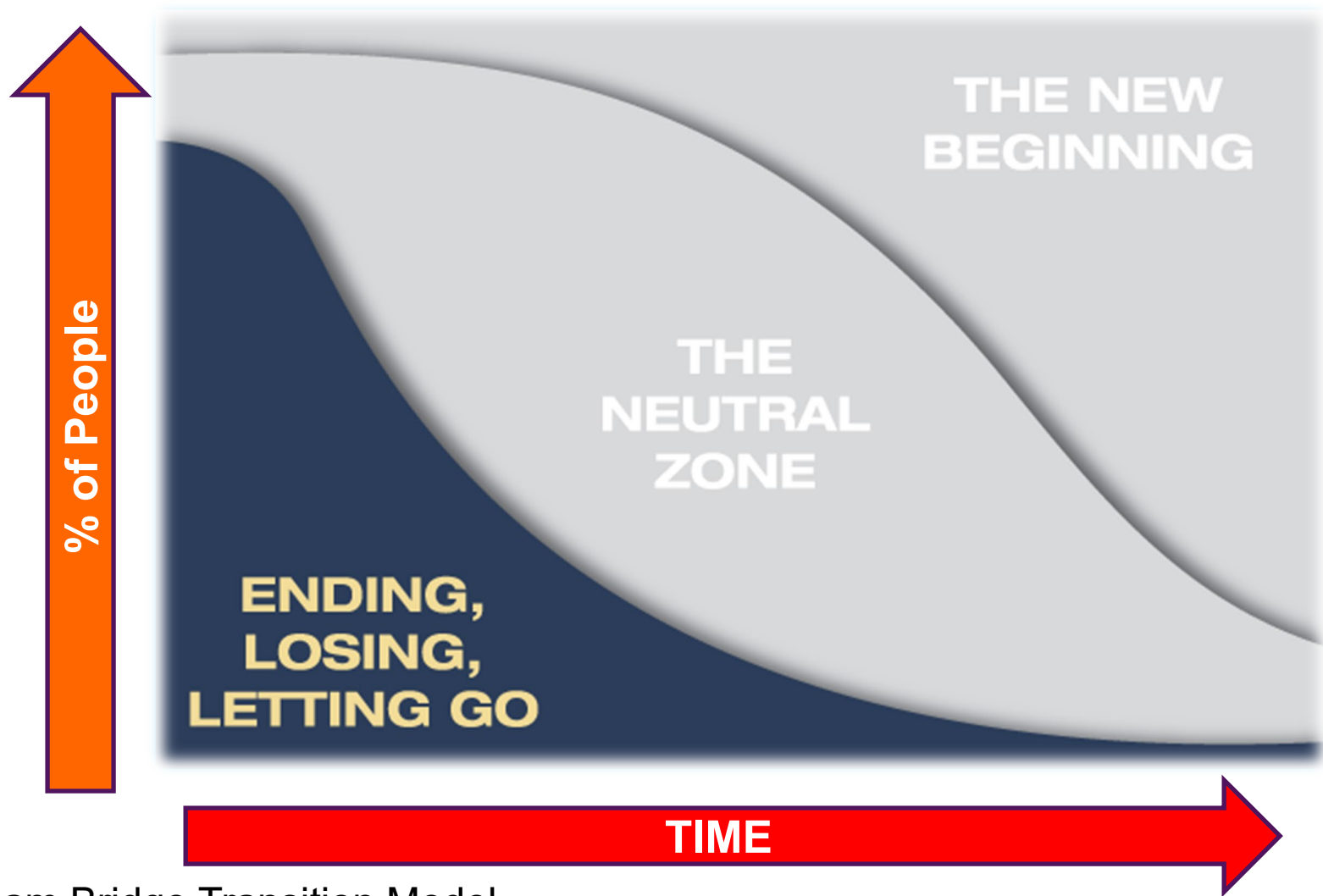
Transitions

Beginnings



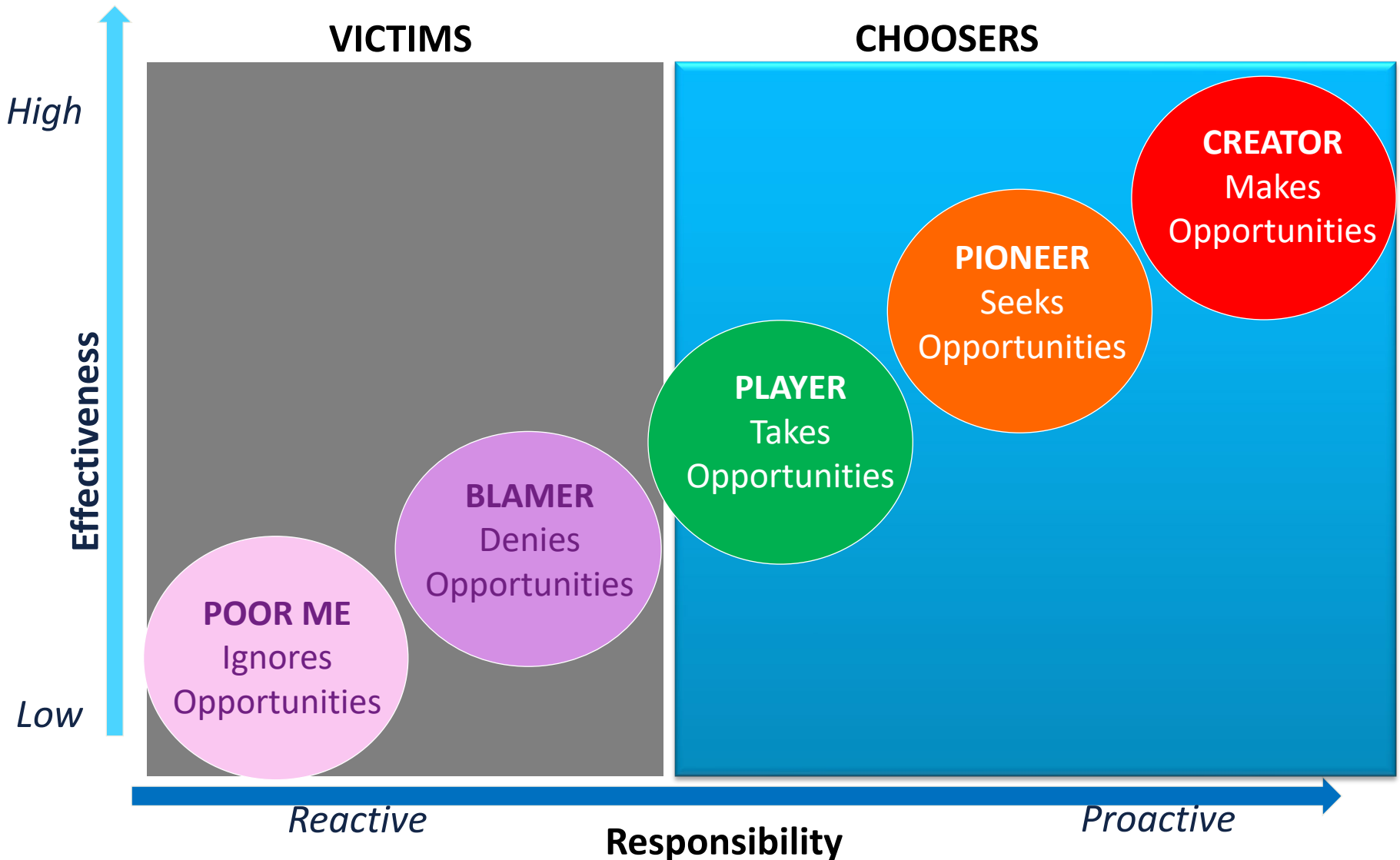
Based on work by Elisabeth Kübler-Ross

Transition Model



William Bridge Transition Model

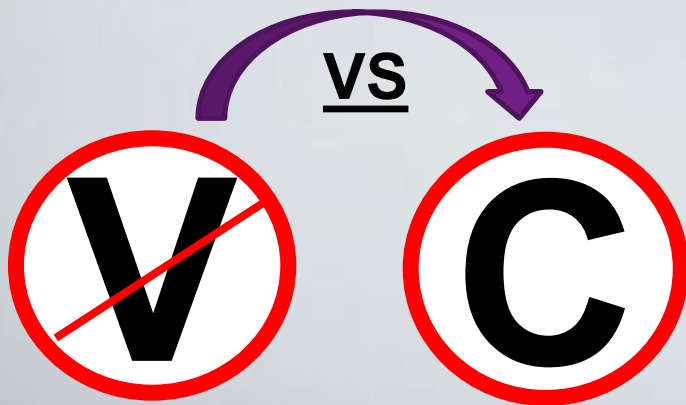
Attitudes and Approaches to Change



Victims vs. Choosers

Transforming victim attitudes and mind-sets into choosing ones:

- Acknowledge to yourself how you are feeling
- Consider the pros and cons of the change
- Say “yes”



Our Mindset



Fixed vs. Growth Mindset

| | Fixed Mindset | Growth Mindset |
|------------|----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| SKILLS | <ul style="list-style-type: none"> • Innate • Unchanging | <ul style="list-style-type: none"> • Result of hard work • Can always improve |
| CHALLENGES | <ul style="list-style-type: none"> • Avoid • Overwhelm | <ul style="list-style-type: none"> • Embrace • Opportunity to change |
| EFFORT | <ul style="list-style-type: none"> • Unnecessary • Not good enough | <ul style="list-style-type: none"> • Essential • Leads to mastery |
| FEEDBACK | <ul style="list-style-type: none"> • Produces defensiveness • Personalized | <ul style="list-style-type: none"> • Useful and welcomed • Identify areas to improve |
| SETBACKS | <ul style="list-style-type: none"> • Blame others • Easily discouraging | <ul style="list-style-type: none"> • Opportunities to learn • Focus on making changes |

Take Control of Your Success

Managing Self Development

Behavioural Examples

Learning from '*experience*'

Making room for '*the new*'

Being '*self-aware*'

Development Tips

Adopt a lifelong learning mindset, seeking to learn something from every situation by asking, "What can I take away from this experience?"

Cultivate a "beginner's mind" when learning something new and allow yourself time to be awkward at the start, as this is a natural part of learning.

Avoid taking unnecessary risks only for the sake of learning. Be sure the skills and ideas are relevant to your work or business

Potential Derailers

Do not overanalyse past mistakes or failures, Do not be eager to completely change things; rather draw conclusions on how you can learn from them

Do not shy away from opportunities to learn additional functional skills. Step outside of your area of comfort and try new ways of doing your work

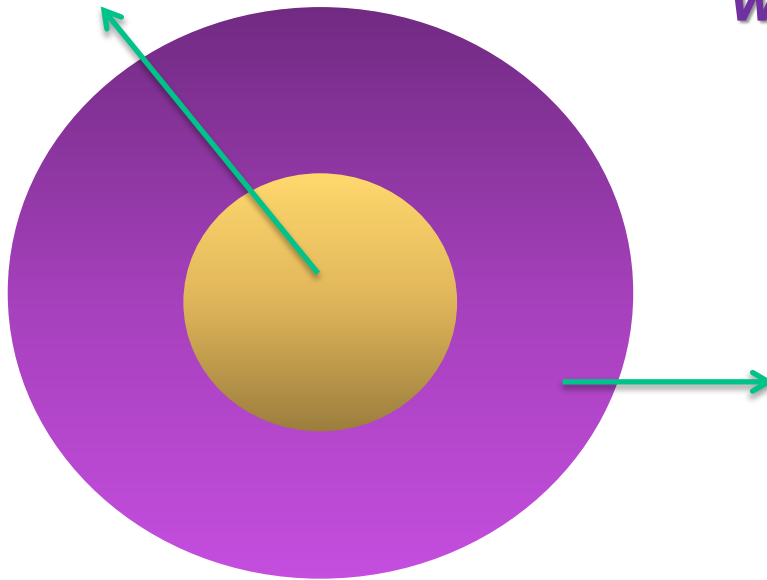
Do not depend upon technical and functional knowledge and skills at the expense of interpersonal and managerial skills

A technique to use when exploring resistance — Circle of Control

In your control

*e.g. Attitude,
work ethic, values,
personal ambition*

***Remind yourself to focus on
what you can control and
what you need to let go of***



Out of your control

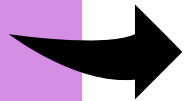
*e.g. Economy, world
events, company changes*

Adapted from *The Seven Habits of Highly Effective People* by Stephen R. Covey, Simon & Schuster 1992.

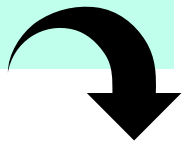
Changing workforce expectations

Reflections of Covid-19

Employees Want

1. Less Hierarchy
 2. A voice – let us help you change
 3. Learn & Grow - playing to our strengths and give us varied opportunities to develop
 4. Company culture and 'doing the right thing' matters a lot
 5. To Be Authentic – give us timely communication and feedback
- 

Competencies being developed

1. Critical thinking; consolidating reams of inputs and data to create original thought
 2. Solution building; empathy, team-working, design-thinking
 3. Influencer skills; Presenting your company in the market
 4. Giving back to the world
- 

Future of the Work Places

purposeful, fun, exciting, embracing the new and diverse talent pool with right skills...

Resilience

Myth or Truth?

Which of the following is a myth?

- Resilience can only be built in one way
- People who are resilient usually go it alone in overcoming challenges
- The focus of resilience is to manage negative emotions
- Resilient people power through stress and illness.
- You either have resilience, or you don't

Building Your Resilience

Some Practical Tips



Practice
Mindfulness
at Work

Take Care
Of Yourself

Make
Connections
With Others

Practice Mindfulness at Work




- Practice focus and awareness
- Avoid the temptation of email addiction
- Allow yourself time and space to “monotask”

Take Care of Yourself

- Disconnect from work
- Exercise, healthy diet, adequate sleep are critical
- Make time for activities you enjoy



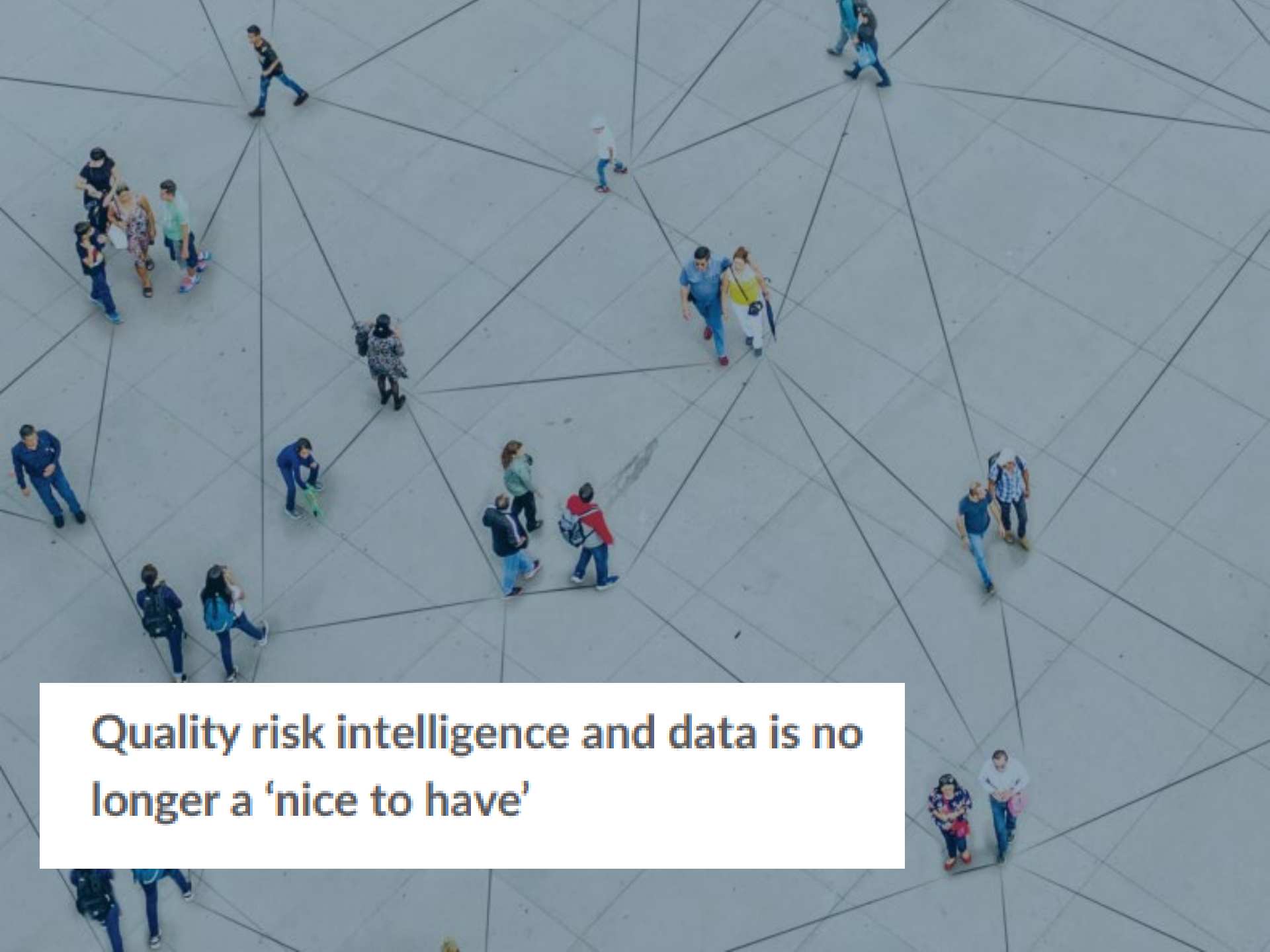
Make Connections With Others

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- A photograph of two young children, a girl and a boy, standing outdoors on a dirt path. The girl on the left is wearing a white short-sleeved top with a lace collar and blue jeans, smiling at the camera. The boy on the right is wearing a white t-shirt with a colorful graphic and blue jeans, looking towards the girl. They are holding hands. In the background, there are green plants and a white plastic chair.
- Reach out to loved ones
 - Share with those experiencing similar challenges
 - If needed, reach out for professional help

In Summary

“To have a positive impact, you need to be in a positive mindset”

Carol Dweck, from the book
Mindset: The New Psychology of Success



Quality risk intelligence and data is no longer a 'nice to have'

Thank you

