



Future Insurance Leaders Program

An introduction for program mentors and members

Objective of the Future Insurance Leaders Program

The insurance sector is well known in some less well-regulated countries for its static leadership and the "revolving doors" which lead to the same "leaders" retaining positions for many years, often leaving one role only to suddenly turn up in a new C-suite role. This is not helpful to building a youthful set of new leaders for the insurance sector.

The "FILP" initiative will work towards identifying new "leaders" and matching them with experienced mentors to produce the open-minded, young and forward-thinking leaders that the insurance sector in developing countries needs.

We are at the very beginning of this initiative starting in the Middle East and Africa. Please follow our progress as we extend its reach to other countries.

About FILP

Program Mentor



Insurance professional with at least 15 years' experience

Qualified as Fellow or Associate of a relevant professional body

Aged 35-70

Program Manager



A brand of the consilient Consultancy Limited

Program Member



Employed in insurance sector or insurance related function

Holds at least a 1st Degree

Holds entry level insurance qualification

Aged 23-40

Roles

Program Mentor



Act as mentor to aspiring insurance sector leaders

Provide mentor support on basis of frequency, time and method mutually agreed with program member

Program Manager



Manages mentor and member enrolment

Connects members with mentors

Gathers feedback and manages quality of mentor service

Promotes members to its network of professionals

Program Member



Engages in self-development towards a leadership role with mentor support

Pursues relevant qualifications

Undertakes some form of continuing professional development

Geographic scope

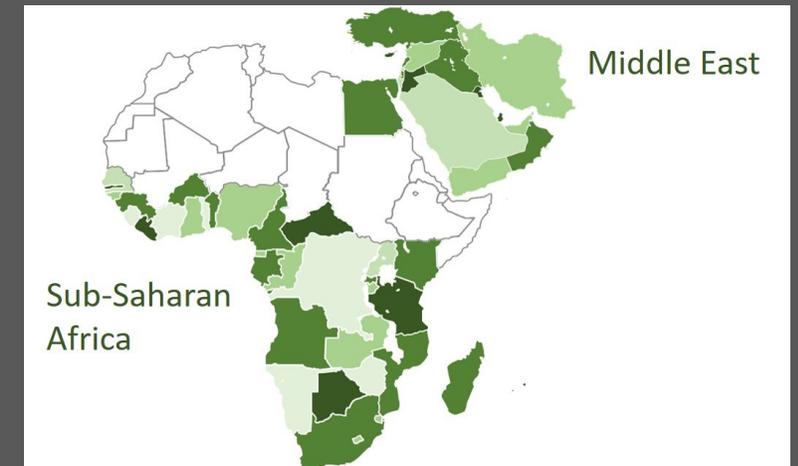
Program members

Based upon initial enquiries we have received, members will be based mainly in Middle Eastern and some African countries with some from the Indian sub-continent

Program mentors

As the hub of insurance in the Middle East, almost half of our initial mentors are based in United Arab Emirates but with several from other Middle Eastern countries.

We also have mentors based in Canada, Denmark, Ireland, Ghana, Kenya, South Africa and Singapore



Relationship between mentors and members

Services provided by mentors

- The services to be provided by program mentors to program members will be agreed between the program mentor and the program member
- This will include the following:
 - The frequency of contact and length of meetings
 - The medium of communication
 - The subject matter for discussion
 - Any fees for services provided by the mentor and arrangements for payment

Apart from collecting and analysing feedback from program members on mentor performance and, where necessary, initiating actions to identify or suggest improvements, the program manager will not interfere with the mutually agreed relationship between the program mentor and the program member.

Role of the Program Manager

What it will do...

- Scrutinize the credentials of Program Mentors before admitting them to the program
- Manage mentor and member enrolment
- Connect members with appropriate mentors
- Gather member feedback to manage the quality of mentor services provided and suggest improvements
- Promote members to its professional network as and when appropriate to assist them in career advancement



Role of the Program Manager

What it will not do...

- Determine, manage or interfere with any arrangements between the program mentor and the program member in terms of mentor services to be provided
- Provide, comment upon or suggest any scale of fees or charges for services that the program mentor may charge
- Become involved in any disputes between the program mentor and the program member unless in relation to the specific terms agreed between the program manager and its mentors or members



Application process – program mentors



Step 1: completion of a short online form at www.consilinet.com which includes

- Contact details (email ID, mobile number, physical address)
- Areas of expertise and qualification level
- Languages which are spoken and written with business level fluency

Step 2: mentor agreement to be supplied by the program manager

- To be signed by both the mentor and the program manager
- We will also require a preferred photograph and a summary *curriculum vitae* or resume as well as copies of relevant certificates

Step 3: mentor profile

- We will produce a mentor profile for your review which will be provided to selected program members with your prior consent

Application process – program members



Step 1: completion of a short online form at www.consilinet.com which includes

- Contact details (email ID, mobile number, physical address)
- Details of employment
- Languages which are spoken and written with business level fluency

Step 2: document submission. Once we have received your online registration we will request from you the following:

- A written proposal in no more than 500 words (in English or Arabic) identifying the following:
 - Current role and recent experience in the insurance business
 - Reasons why you should be considered for the program
- Copy of degree certificate and details of any insurance related qualifications including copy certificates
- Terms of Membership duly completed

Application process – program members



Step 3: payment of annual subscription. Once we have reviewed the documents submitted and if we approve your registration we will request payment

- Payable annually in advance for first 3 years only of program membership
- Payable by bank transfer

Financial arrangements – program mentors



Payments required from mentors

- The program manager does not require mentors to make any payments to be a mentor in the program
- If the mentor charges fees for its services to members introduced by the program manager the mentor will be required to pay a minimum of 10% of such fees to the program manager as agreed on a case by case basis

Payments to mentors

- The program manager does not pay mentors for their services
- Program mentors have the right to charge program members for their services
- Such charges (if any) will be agreed between the mentor and the program member
- The program manager will not be involved in such negotiations

Financial arrangements – program members



Payments required from program members to the program manager

- Program members will be charged a nominal annual fee of 120 Euro, payable in advance, upon successful enrolment
- This fee is payable for the first three years only of program membership or earlier termination
- The annual fee will be payable for each complete or part year of membership
- Should the program manager terminate membership during the first three years it will provide a *pro rata* refund

Payments required from program members to program mentors

- We expect that most mentors will not charge for their services
- Where a mentor requires payment for its services this will be the subject of mutually agreed arrangements between the mentor and the program member

Begin your registration as a program
mentor or a Future Insurance Leader
at [https://consilinet.com/future-
insurance-leaders.php](https://consilinet.com/future-insurance-leaders.php)