



INSIDER PROGRESS EMPOWERING EXCHANGES - OUR OVERVIEW

We were pleased to be invited back to contribute to this second event with Insurance Insider on 'Empowering Exchanges', held during International Women's Week.

Sima Ruparelia, Chief Actuary EMEA, AIG and James Nash, CEO of Guy Carpenter's International Division demonstrated the art of sharing humble and insightful stories - which gave us much to consider and hope for the future of inclusion. The circa 100 people who attended split equally between the 2 interactive workshops: WDI Consulting's Missing Conversations That Matter To Create High Performing Gender Balanced Teams and Creating a Life that Works Well for You with A Life More Mindful.

Here we share some of the key themes we captured from this inspirational and empowering event:

Story sharing with heart



James Nash, described the Diversity and Inclusion journey that he and Guy Carpenter are on and why inclusion matters to him personally, and the business case aligned with this. James described a number of new initiatives they are progressing and how he hopes that in the future, everybody will feel able to bring more of who they are to work every day.



Sima Ruparelia, shared her personal experience of some traditional cultural barriers people face every day. She reminded us that the experiences people have may lead them to behave in a certain way. One of the most powerful messages we took from her story was the importance of valuing difference and that if we try to mould people to be 'the same' we will take away the essence of who they are and the passion within them.

Workshop: Missing Conversations That Matter with WDI Consulting

In our breakout session, Lynn White shared just 3 of the key insights gained from WDI's global dialogue with over 300 women and men across legal and technology sectors - things that truly make the difference in the retention and progression of women.

1. The way most people work is not the way everyone works at their best

- ✦ Unchallenged long-established working norms persist that put everyone under pressure - high travel demands, an 'always on culture', perceived stigma in working differently whether it be flexi hours, home/office, part/full-time.
- ✦ If we want inclusive teams and cultures the old 'hero model' of leadership won't achieve that. The new model of inclusive leadership balances both the head and the heart. This shows up as courage and boldness and empathy, listening and vulnerability.



2. Task based people management significantly impacts the progression of women

- ✦ People want leaders to lead with the relationship first - more regular personal check in's on their aspirations and development goals - feedback which is constructive and strength based. The data still shows that despite asking for informal feedback as often as men, women receive it less frequently.

- ◆ Inclusive cultures are environments where there are proactive structures in place to create gender balance, that prevent 'threshold theft' of women at key stages of their career. Balanced pipelines at the recruitment stage, active sponsors, coaching and mentoring, real time feedback and open and trusting relationships with leaders and managers.

3. Transparent, open communication is everything

- ◆ The strongest request from women is, 'don't assume you know what I want - please ask and talk to me honestly'. There are endless stories of women not being offered the most interesting or challenging projects or access to promotion because assumptions were made about their career commitments.
- ◆ What is also still missing from many conversations is a focus on purpose and meaning - this matters deeply to women and influences their decisions around promotion and retention.

Clare Russell, then invited the people in the room to experience a strategic framework for planning and having vital missing conversations.

Step 1: Identifying your missing conversation and understanding the barriers and enablers

Step 2: The WIN strategy to communicate clearly and effectively

Step 3: Creating confident on purpose presence

To conclude, Clare led a short meditation session and asked people to 'imagine bringing the conversation to mind', seeing it going well and noticing the 2-3 qualities that they have that make the difference.



* To receive the strategic framework worksheet used during the workshop, [please contact us](#).



Some of your feedback about our session

It has given me the confidence to have those conversations.

It shifted my mindset - I can let go of apologies and justification and go in knowing I do know what I am talking about.

I loved the idea that we shouldn't all be the same. It has reminded me that we are good enough.

Workshop: Creating a Life that Works Well for You with A Life More Mindful

Laila Dato's engaging workshop focused on personal balance. We heard some great vocal participation as people explored the need to understand their own priorities. The importance of getting enough rest and how building connections outside of work can lead to people being more passionate in work.

About WDI Consulting

By developing a deep understanding of the culture in which women and men operate, we work with [teams and individuals to achieve their full potential](#) and with organisations to [create inclusive cultures](#) where everybody can give of their best.

On purpose presence and performance is one of eight aspects on [WDI's Women's Leadership Coaching](#) model that build a transformational approach to professional development that supports everyone to be their best.