



BRIDGING THE GENDER SENIORITY GAP IN INSURANCE & REINSURANCE

ENABLING WOMEN TO THRIVE WITH ISC GROUP

TRANSFORMING THE FUTURE OF LEADERSHIP TOGETHER

THE GENDER GAP

Although there has been improvement, there remains a significant gap in the number of women from entry level to senior leadership.

ISC Group has designed a career development framework to enrich women's knowledge and business networks, facilitating access to vital peer support and more opportunity to combat these challenges.



In their working lives, women experience a lack of:

- Professional development
- Network opportunities
- Role modelling
- Mentoring

ENCOMPASS EQUALITY 2023

WHY GENDER BALANCE MATTERS



BETTER BUSINESS RESULTS & KNOWLEDGE RETENTION

Gender balanced companies benefit from:

- Higher rates of ROA*
- Higher levels of talent retention**

BlackRock 2023

ISC Group is transforming the future of leadership by inspiring companies to invest in our women, create a culture that encourages everyone to thrive and influencing the wider industry landscape on gender topics.

*"increasing women's representation by 1 p.p. is associated with 3.5 basis points higher RoA in the next fiscal year."

** "improving women's underrepresentation at higher ranks by 5 p.p. is associated with a 3.6% decrease in turnover rates the following year, and 4.6% two years later"

MEETING THE CHALLENGE

Our vision is to see all women in re/insurance thrive as they navigate their careers and reach their full potential.

As a community hub of over 10,000 members, across 7 countries, we amplify and multiply the voices of women and our allies to bring greater education of the barriers to success faced by women and support our members to overcome them.

The original twelve ISC members are prolific across the re/insurance industries, holding CEO or iNED roles and continuing to speak to the influence of our global community on their careers.

“WE CONSCIOUSLY SPOKE ABOUT BUSINESS ISSUES TO GROW OUR KNOWLEDGE AND UNDERSTANDING. THAT GROUP OF WOMEN DID INCREDIBLY WELL. WERE WE HELPED BY THE FACT THAT WE CREATED A NUCLEUS OF SUPPORT FOR EACH OTHER? I THINK I WAS.”

Julie Page, CEO Aon, talking to the Insurance Post, 2024

SUPPORTING BUSINESSES TO MAKE A CHANGE

PARTNERSHIP TO DEVELOP AND RETAIN

- Guidance on achieving internal gender goals
- Career accelerator programme for women colleagues
- Industry expertise on DEIB issues
- Global interconnectivity for senior leaders
- Access to experts and best practise sharing



"ISC HAS PROVED REALLY IMPACTFUL FOR BOTH ME AND MY COLLEAGUES. THEY HAVE GAINED SO MUCH FROM THIS PROGRAMME AND IT IS MAKING A REAL IMMEDIATE IMPACT FOR BOTH THEIR INDIVIDUAL CAREER ASPIRATIONS AND US AS AN ORGANISATION."

Ailsa King, Chief Client Officer, Marsh UK & Ireland

BREAKING BARRIERS, BUILDING LEADERS

COMMUNITY BUILDING & NETWORKING



ISC members build deeper connections in a psychologically safe environment with women across borders and organisation.

TRAINING AND DEVELOPMENT



ISC members are consistently provided with accredited opportunities to up-skill and learn.

MENTORING



Group mentoring and exclusive 1-2-1 mentoring opportunities are carefully curated for ISC members.

ROLE MODELLING



ISC Ambassadors, all of whom are women at senior leadership, share expertise and advice with members.

RECOGNISING TALENT

A CURATED CAREER DEVELOPMENT PROGRAMME FOR WOMEN AT DIFFERENT STAGES.

- **BUSINESS NETWORKING**
Build your support system; connect and grow with peers and industry leaders.
- **MENTORSHIP**
Receive guidance from experienced professionals.
- **TRAINING AND DEVELOPMENT**
Accredited learning, coaching and business insights to develop knowledge.

'IT IS A LARGE COMMUNITY OF AMAZING WOMEN FROM AROUND THE WORLD AND DIFFERENT BACKGROUNDS AND EXPERTISE IN THE RE/INSURANCE INDUSTRIES WHO ARE ACTIVELY AND SINCERELY WILLING TO SHARE THEIR EXPERIENCE AND PIECES OF ADVICE TO SUPPORT YOUR PROJECTS, ADDRESS YOUR CAREER QUESTIONS, CHALLENGES AND LEARNING NEEDS.'

Nefissa Sator, Global Life, Chief Actuary & Executive Member, Scor

A TAILORED MEMBERSHIP

ISC offers membership with career enhancement designed for specific professional stages and community support for all. Our programmes embolden women to apply career development tools and progress in their careers.



ISC GLOBETROTTER

All access membership for world travellers



ISC EXECUTIVE

Professional development for C-Suite, NEDs & Senior leadership



ISC ASPIRE

Professional development for middle management, 10+ years



ISC EMERGING

Professional development for early careers, 5+ years



ISC BEYOND BOUNDARIES

Virtual professional development for those not close to in-person ISC events



ISC PREMIUM

Community support focused on personal experience

51%

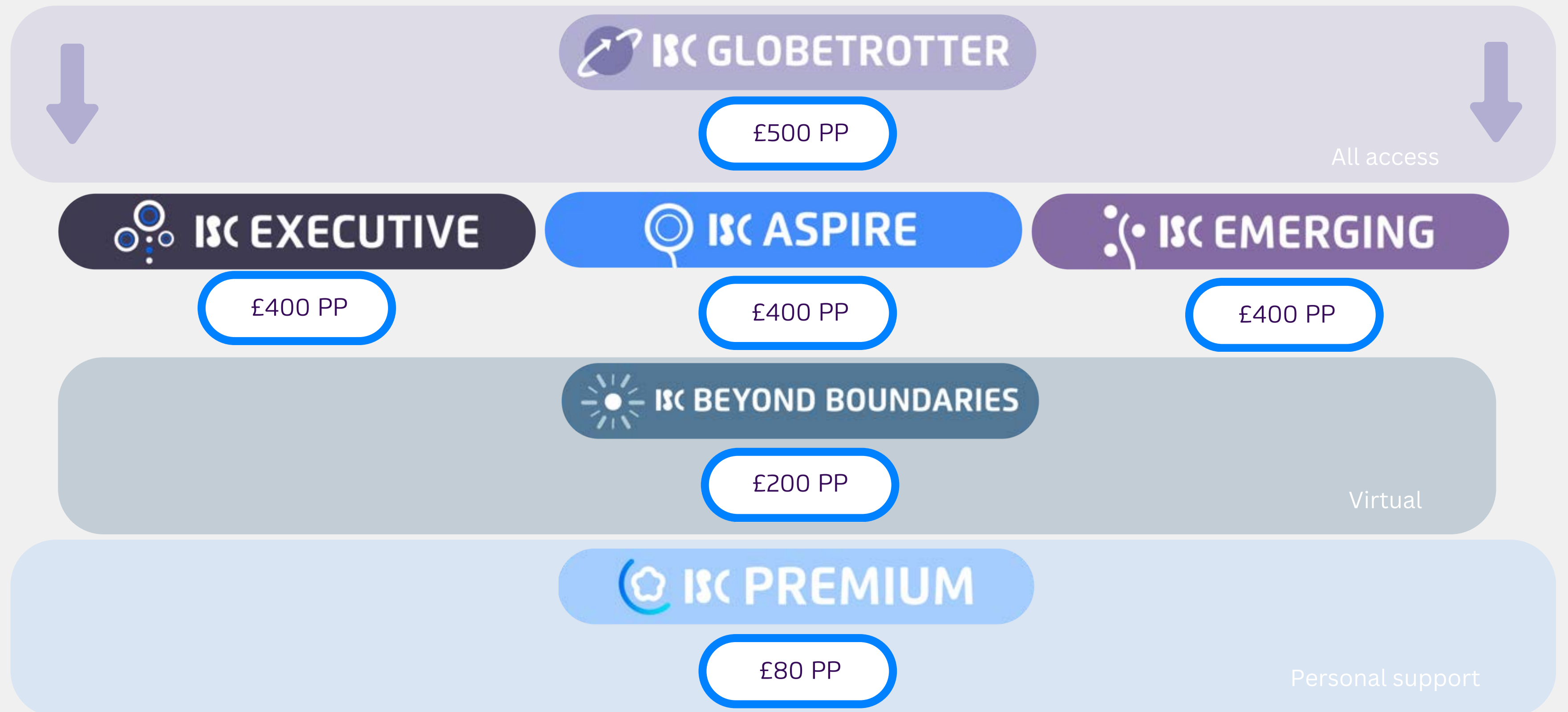


of women think their career progression has been limited by their gender.

Browne Jacobson 2023

WHEN WOMEN THRIVE SO DOES BUSINESS

THE ESSENTIALS



NB. All fees are annual

ISC PARTNERSHIP

Corporate partnership gives women colleagues access to the ISC membership, build it to meet your needs.

CORPORATE PARTNERSHIP

GLOBETROTTER - £500 PP
EXEC/ASPIRE/EMERGING - £400 PP
BEYOND BOUNDARIES - £200 PP
PREMIUM - £80 PP
TIERED DISCOUNTING

BRANDING ON ISC LOCAL WEBSITE
SOCIAL MEDIA ANNOUNCEMENT

MAJORITY OF MEMBERS IN ONE COUNTRY

GROUP PARTNERSHIP

GLOBETROTTER - £500 PP
EXEC/ASPIRE/EMERGING - £400 PP
BEYOND BOUNDARIES - £200 PP
PREMIUM - £80 PP
15% DISCOUNT ON MEMBERS OVER 20

BRANDING ON ISC LOCAL WEBSITE
PRESS RELEASE
SOCIAL MEDIA ANNOUNCEMENT

MUST HAVE MEMBERS UNDER ONE
PARENT/UMBRELLA COMPANY

GLOBAL PARTNERSHIP

GLOBETROTTER - £500 PP
EXEC/ASPIRE/EMERGING - £400 PP
BEYOND BOUNDARIES - £200 PP
PREMIUM - £80 PP
15% DISCOUNT ON MEMBERS OVER 40
ANNUAL WORKSHOP FOR MEMBERS

BRANDING ACROSS ALL ISC
WEBSITES (7 TOTAL)
PRESS RELEASE TO INT. MEDIA
SOCIAL MEDIA ANNOUNCEMENT

MUST HAVE MEMBERS ACROSS AT
LEAST 3 ISC COUNTRIES

ADDITIONAL SERVICES

OUR THOUGHTFULLY CURATED ADDITIONAL SERVICES TO HELP YOU REACH YOUR GENDER GOALS.

ISC SORORITIES

From £2500

THANKS TO ISC EXPERTISE AND UNIQUE PARTNERSHIPS, HELP WOMEN INTERNALLY MAKE MEANINGFUL CONNECTIONS

AN HOUR AND A HALF OF ENGAGING, FACILITATED NETWORKING WITH A PARTNER ORGANISATION

A COFFEE MORNING WITH A BAKERY
AFTERNOON TEA WITH A FLORIST

CULTURE TOOLKIT

From £2500

MAKE THE MOST OF OUR CROSS-MARKET BEST PRACTISE INITIATIVES TO HELP YOU REACH YOUR CORPORATE GENDER AND INCLUSION GOALS.

EXAMPLES:
PANEL DISCUSSIONS
KEYNOTE TALKS
ERG ENERGISING
SEMINARS

LEADERSHIP INCUBATOR

£5000




COACHING WITH ISC FOUNDER & EXECUTIVE COACH BARBARA SCHONHOFER.

NAVIGATE CAREER CHALLENGES WITH COURAGE AND CONTROL THANKS TO THE GUIDANCE OF AN EXPERIENCED COACH TO THE C-SUITE.

10 HOURS OVER TWO DAYS
FOR 10 INDIVIDUALS.

THE LEADERSHIP INCUBATOR

STRENGTHEN YOUR FUTURE LEADERS DEVELOPMENT THROUGH PERSONALISED AND ILLUMINATING DISCUSSIONS WITH ISC FOUNDER AND CHAIR, BARBARA SCHONHOFFER.

-  10 high potential women spend 1 hour with Barbara.
-  10 hours split over two days with conversations operating under Chatham House Rule.
-  Creation of an internal cohort of empathetic, aspiring leaders who can utilise each other for support to successfully navigate and overcome hurdles.

Barbara understands the demands and joys of executive corporate life, thanks to a career spanning over 40 years in the financial services industry as a board level consultant, executive search expert and disrupter. Her career acceleration strategies come from a long history of observing what it takes to be a successful board member and how busy executives and partners operate.

ISC SORORITIES

BUILD A STRONG INTERNAL NETWORK OF TALENTED WOMEN, SUPPORTING AND UPLIFTING ONE ANOTHER.

Cake connections

ISC Group runs a mid-morning coffee and cake event bringing ISC members together in a renowned ISC safe space to get to know each other.

From £1500 - 1 hour, price dependent on group size

Blossoming together

ISC Group connects ISC members through horticulture. Each attendee will go home with a new horticultural addition for their home to nurture and new connections.

From £1500 - 1 hour, price dependent on group size

By connecting members, they hold each other accountable for attending events, share new knowledge and ideas whilst also forming a new support structure for each other.

THE CULTURE TOOLKIT

The ISC Culture Toolkit is the culmination of knowledge built up over the last two decades, working with over 100 corporates in financial services and helping them develop internal conversations and groups on gender related topics, alongside constant communication with individual ISC members. We marry knowledge, research and regular feedback with anecdotal experience of women colleagues currently working in the re/insurance markets.

Some examples of topics that speak to the current experience of women colleagues:

Culture change

- Inclusive leadership and intentional inclusion
- A culture of inclusion
- Celebrating difference

Development

- Imposter syndrome
- Strategies for effective communication
- Navigating the path to executive leadership
- Learn how to harness your power
- Leadership behaviours

Worklife

- Financial wellbeing
- Women's health
- Grief
- Parenthood
- Menopause

All sessions can be redeemed for CPD credits and we are also able to CII accredit them on request.

YOUR ISC CONTACTS



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