



ISC CULTURE TOOLKIT

Leadership in Action, Culture in Motion

 **ISC
GROUP**

ISC Group, Your Independent Trusted Partner for Culture Change

ISC Group is the world's largest independent business network for women in insurance with over 10,000 members and 100+ corporate partners worldwide. For more than 20 years we have supported organisations in building inclusive cultures, unlocking talent, and driving performance.

The ISC Culture Toolkit has been developed in close collaboration with organisations across insurance and financial services, together with leading experts, to deliver in-house value for our clients. We understand the market by listening to organisations and identifying emerging topics of interest. This enables us to deliver sessions that equip leaders and managers to strengthen culture, foster engagement, and drive meaningful, sustainable improvements.

"The ISC Culture Toolkit has been fantastic for our ERG at Guy Carpenter. The recent workshop on delegation was very well received, with peak attendance from around the world. It was collaborative, engaging, and the feedback from participants has been overwhelmingly positive. The ISC team really brought different perspectives and helped us make each session more interactive and impactful. We're excited to continue building on this and explore topics like the power of allyship."

Sophie Strangward, Guy Carpenter

Listening First, Delivering What Matters

ISC's Culture Toolkit starts with understanding the client needs first, then shaping bespoke workshops, roundtables, surveys and sessions with our curated experts. Each session provides tailored insights, practical tips, meaningful discussions, and interactive Q&As, helping you to get the right balance to meet your goals and create actionable outcomes for your organisation.

Recent planned sessions include:

Developing a
Career Growth
Plan

Building
Allyship

Creating
Belonging &
Inclusion in the
Workplace

Building Your
Personal
Brand

Talk to our team and discover what we can achieve together.

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The ISC Culture Toolkit

ISC Culture Toolkit offers a range of trending themes, with sessions tailored to your organisation's needs. Whether it's a one-off, bespoke, or a series each session is grounded in deep expertise, reflecting our experience of equipping leaders and managers to foster meaningful internal conversations that drive culture change. Delivered in-person, online, or in a hybrid format, we work in collaboration with leading speakers and facilitators, blending research, real-time feedback, and industry insights with the lived experiences of professionals from insurance and beyond.

Themes include:

Leading
with
Impact

Building an
Inclusive
Culture

Fostering
Wellbeing

Upskilling &
Development

Accelerate meaningful cultural change with the ISC Culture Toolkit

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Leading with Impact

Strong leadership is at the heart of high-performing organisations. This series of sessions is designed to enable leaders and managers to self-reflect and deepen their leadership knowledge. Each session provides practical tools, insights, and strategies that help managers lead with confidence, drive performance, and support their teams effectively.

Suggested sessions include:

Inclusive Leadership:

Building cultures of belonging and equity at all levels.

Leading Through Change:

Managing teams effectively through uncertainty and transformation.

Emotional Intelligence

(EQ): Strengthening empathy, communication, and self-awareness for impactful leadership.

Coaching Skills for

Managers: Unlocking potential and empowering growth with a coaching mindset.

Whether you're developing new managers, or enhancing the capabilities of experienced leaders, this toolkit equips your organisation with the knowledge and behaviours that drive engagement, innovation, and sustainable performance.

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Building an Inclusive Culture

Creating truly inclusive workplaces requires more than intent, it takes knowledge, skills, and consistent action. This series of sessions equips leaders and managers with the practical tools to foster environments where every everyone feels valued, respected, and able to contribute fully. These sessions focus on breaking down barriers, building cultural awareness, and strengthening workplace balance.

Suggested sessions include:

Cultural Competency in a Global Workforce:

Navigating differences to build stronger, more collaborative teams.

Creating Psychological Safety at Work:

Enabling open dialogue, innovation, and trust across all levels.

Allyship & Advocacy in the Workplace:

Moving beyond awareness to meaningful action and systemic change.

Financial Wellbeing:

Supporting employees in building confidence, security, and resilience in managing their finances.

Discover how your organisations can create a culture of belonging that drives collaboration, innovation, and long-term success.

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Fostering Wellbeing

Sustainable performance starts with wellbeing. These wellbeing sessions help leaders and managers prioritise mental health, resilience, physical health, and balance in the workplace. Sessions include practical strategies to reduce stress, prevent burnout, and create supportive environments where everyone feels able to bring their whole selves to work.

Suggested sessions include:

Burnout Prevention & Stress Management:

Recognising signs early and building healthy coping strategies.

Mindfulness and Mental Resilience:

Strengthening focus, adaptability, and calm under pressure.

Work-Life Integration:

Creating boundaries and practices that support sustainable productivity.

Supporting Neurodiverse Employees:

Building awareness and inclusive practices that enable every individual to thrive.

Physical Wellbeing:

Supporting diverse health needs, such as menopause and other conditions affecting women.

Explore how to make wellbeing part of your everyday leadership and team culture, unlocking higher engagement, stronger performance, and long-term success.

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Upskilling & Development

Strong technical expertise is only one part of professional success; equally important are the skills that help leaders and managers communicate effectively, adapt to change, and take ownership of their career journey. The upskilling & development sessions equip leaders and managers to build confidence, enhance visibility, and increase their impact in today's evolving workplace.

Suggestion sessions include:

Effective Communication & Conflict Resolution:
Building clarity, trust, and collaboration in teams.

Presentation & Public Speaking: Developing confidence and impact when addressing any audience.

Time Management & Prioritisation:
Balancing competing demands to focus on what matters most.

Navigating Remote & Hybrid Work Environments: Thriving in flexible, technology-driven environments.

Negotiation Skills:
Driving positive outcomes with confidence and clarity.

Career Progression Planning: Charting a path for growth and long-term success.

Personal Branding:
Leveraging digital footprint, self-promotion, and visibility to stand out and lead.

Other ISC Group Sessions For Women

Coaching Specialisation

Our Group Coaching Programme offers a structured and interactive approach to professional growth, designed to meet the diverse needs of leaders, teams, and high-potential individuals.

Suggested sessions include:

Executive
Coaching

Leadership
Coaching

Performance
Coaching

Career
Coaching

Team
Coaching

Confidence
Coaching for
Business

Mentoring Specialisation

Our Group Mentoring Programme helps participants accelerate their careers, navigate challenges, and expand their networks. Through peer, group, reverse, flash, and situational mentoring, participants gain practical guidance, diverse perspectives, and support tailored to their goals.

Suggested sessions include:

Peer
Mentoring

Group
Mentoring

Team
Mentoring

Reverse
Mentoring

Flash
Mentoring

Situational
Mentoring

In-House Forums for Women

As an external organisation, we provide a confidential space for your female employees to connect and share personal experiences — many of which can be difficult to discuss in the workplace.

Suggested sessions include:

Women's
Health

Working
Parents

Separation,
& Divorce

Financial
Wellbeing

Neurodiversity

Tackling
Abuse

Fun & Interactive Events

Building strong, connected teams is easier with ISC Group's dedicated in-work sessions, designed to strengthen collaboration, boost morale, and create a positive team culture. Each session is uniquely tailored to your objectives, while ensuring plenty of fun along the way.

Suggested sessions include:

Coffee &
Cake

Wreath
Making

Wine
Tasting

Plant
Care

Can't see what you are looking for, talk to the team for a session that's right for you.

Uplifting Women through Charity Collaborations

ISC Group aims to lift women in the community by partnering with charities that create meaningful opportunities, whatever the circumstances. As part of our culture toolkit, these partner organisation supply paid-for services, such as afternoon tea, breakfast pastries, or horticultural activities, which in turn provide financial resources enabling them to continue supporting and uplifting women.

Charities include:



Luminary Bakery are a social enterprise that empower women who have experienced homelessness, domestic abuse, violence, or sexual exploitation offering them the chance to rebuild their lives through culinary training and employment.



The Glasshouse are a social enterprise that offer opportunities for women prisoners reaching the end of their sentence. Their mission is to reduce reoffending through horticultural training and employment.



ISC CULTURE TOOLKIT

Talk to the team about how we can support your leaders and managers with the ISC Culture Toolkit



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