

THE PROFESSIONAL DEVELOPMENT PLAN

2025



Track your progress,
Raise your profile
and Take action



A WORD FROM: ISC GROUP FOUNDER AND GLOBAL EXECUTIVE CHAIR

As a valued member of ISC Group, you are part of a global network of over 10,000 women across all levels of seniority and 100+ partner companies, all committed to shaping the future of the re/insurance sector. Together, you are driving progress by championing gender equity and fostering sustainable change across the industry. The team at ISC is here to help you do that whilst also supporting your professional development which is why I am delighted to share this new tool.

Communication leads to better understanding of ourselves and others. Energy creates energy - you get out what you put into self-development and Business Networking is an essential component of accelerating your career. It is your due diligence, and a way to be informed as well as be visible and heard by your business connections (internal and external). Being receptive to listen to and help peers invites a positive response to your needs. Being part of a tribe brings trust and a sense of belonging; this allows you to relax into who you are and make work life easier to navigate. Sponsorship and mentorship is vital for all in a relationship industry but how do you choose them and they you?

Here is our manual to keep you on track, welcome to the ISC Professional Plan!

Barbara Schonhofer
Barbara Schonhofer MBE

“

Energy creates energy—you get out what you put into self-development, and business networking is an essential component of accelerating your career.”

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12-MONTH OVERVIEW

Use this page to record a quick sentiment for each month.
Choose a gauge option that reflects how you feel about the month.

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THE PROFESSIONAL DEVELOPMENT PLAN

As part of our commitment to supporting your success, we're excited to introduce a key benefit of your membership: the ISC Professional Plan. This tailored resource is designed to help you chart a clear path for growth, develop critical skills, and build meaningful connections within our global network.

This Professional Plan is your roadmap to professional and personal growth, by keeping track of things you've learnt, reflecting on your experiences and taking a strategic approach to building your network, you will be able to match your ISC membership closely to your development.

MAKING THE MOST OF YOUR PROFESSIONAL PLAN

The plan will help you with:

- Personal Goals
- Self-Reflection Tools: Assess where you are now and map out where you want to go
- Actionable Goal Setting: Use SMART templates to plan and track your progress
- Networking Strategies: Build your personal brand and develop lasting connections
- Skill Development: Access real-life success stories and event takeaways tailored to women in re/insurance
- Wellbeing Focus: Find mindfulness exercises, planners, and tools to maintain a healthy work-life balance
- Resources and activities to help you make the most out of your membership



If you ever need assistance or have questions about your membership, we're here to help!

Contact us at admin@isc-group.co



PROFESSIONAL DEVELOPMENT AND YOUR ISC MEMBERSHIP

What are My Goals for 2025?



Please note there is more detailed info on smart goals on [page 11](#)

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Consider having goals with different timelines, one could be annual and others quarterly, as well as the difference between reasonable and stretch goals to ensure that you feel a sense of achievement and challenge.

What do I hope to gain from my membership?



SELF ASSESSMENT

Self-assessment is a great way to start your journey. This section includes tools to help you evaluate your current skills, strengths, and areas for improvement. Use the prompts to reflect on where you are now and envision where you'd like to be in your career.

What are my professional strengths?
Ask a colleague what they think too,
you might be surprised at the response!

Which areas do I want to develop?

What have been my biggest career
achievements in the past year?

What lessons did I learn in
the last 12 months?



SELF ASSESSMENT

PURPOSE

A clear idea of purpose and values is a good measure to match up your daily, monthly and annual activity to keep you on track and to ensure that what you are doing gives you joy. Take some time to think about your purpose and how you can achieve it.

What is my purpose? Does it differ, weekly, monthly, annually?

What are my values?

What will make me feel like I have achieved my purpose?





SELF ASSESSMENT

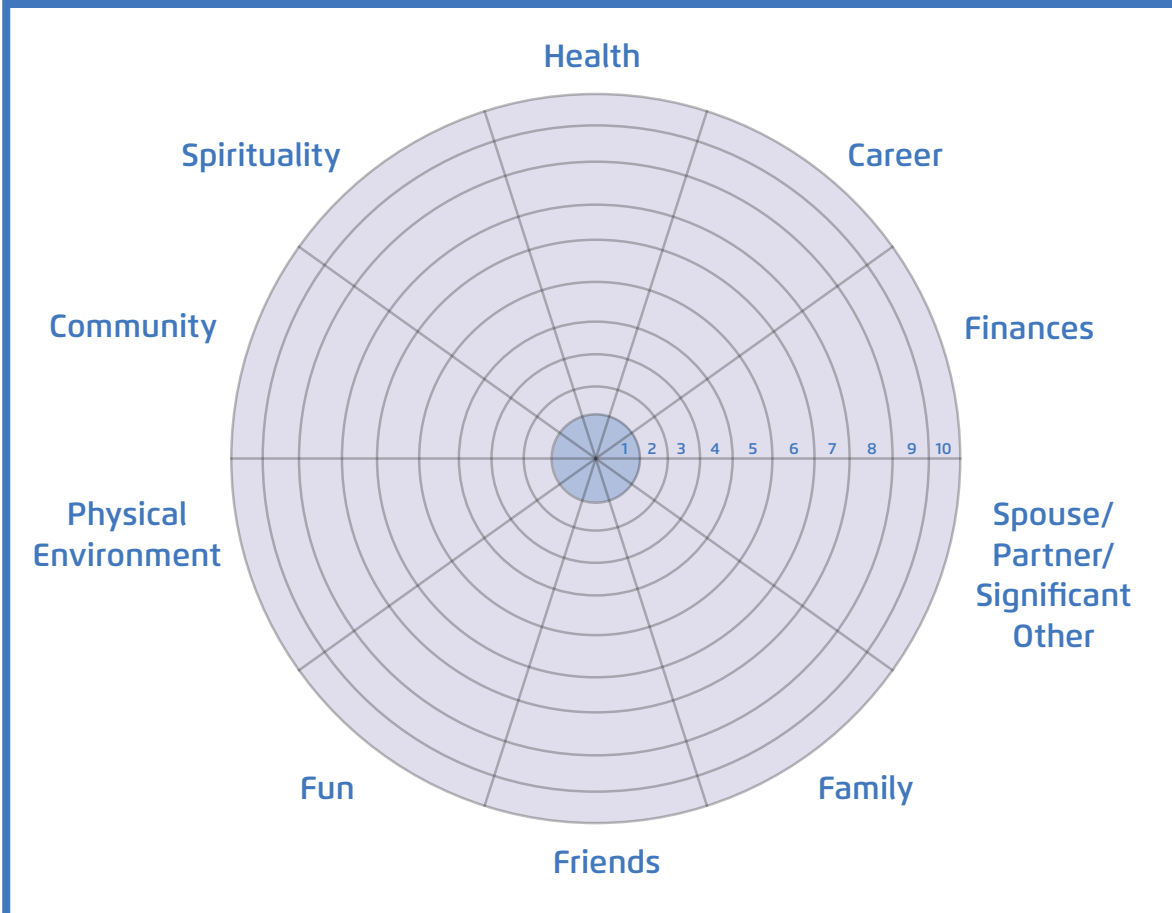
LEADERSHIP STYLE AND PERSONALITY

LEADERSHIP QUIZ:

Take a moment to complete the 16 Personalities test, which incorporates the MBTI framework to offer insights into personality traits and leadership tendencies. Alternatively, for in-depth insights, you could talk to a professional administrator about Leadership Assessment.

THE HAPPINESS WHEEL

With so much going on in our day-to-day lives, it can be difficult to pause and work out where to focus. The below exercise is designed to uncover the areas of our lives that need some attention. Take some time to review the wheel below and rate out of 10 how you feel about each category. Once you have completed it, perhaps even drawing a line around the wheel that differs in height, and see if there is anything you'd like to change.





CAREER PATHWAY

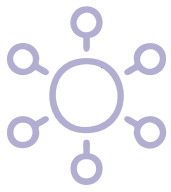
Take a moment to reflect on your career pathway for 2025 and beyond, considering the skills, experiences, and opportunities that will help you achieve your long-term aspirations. Where are you now and where do you want to go? What are the benefits of lateral moves and diversified experience? Do you have any knowledge or experience gaps that you'd like to fill or need to fill to move into a new role?



NOTES

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PROFESSIONAL NETWORKING

Having a strong professional network internally and externally provides a crucial space for support, learning, challenge and opportunity. Many find networking challenging, whether that is due to nerves or to lack of time. Here we provide guidance on how to use the ISC community to build an extensive network.

ISC hosts a range of networking events and workshops tailored for women in financial services, ensuring you have every opportunity to connect with leaders and peers in meaningful ways. These events are unique thanks to the safe and supportive environment and the facilitated aspects.

We know that it can be daunting so we also offer the opportunity for first timers to bring a buddy! This buddy doesn't have to be an ISC member.

SOME TIPS AND TRICKS

COME PREPARED!

- How are you introducing yourself? It is important that you convey who you are memorably, keep it concise and clear
- Pre-prepared questions are a useful tool not just to fall back on but also give you some confidence when walking up to someone new. Don't worry if you can't think of anything, we have something planned to help you out!
- Often it can be difficult to know if you can enter a group or if they're having a closed conversation. An understanding of body language will help you ascertain when to jump in and when to keep moving
- Who else is going to be there and what kind of connections are you looking to make? By having a plan in mind you will be able to be more strategic
- What do you want to achieve? Maybe this is your first time networking and so a small goal of talking to five new people will be enough to leave you with a sense of achievement

WHILE YOU ARE THERE

- Be yourself! - Sometimes it's tricky to shed the corporate speak when going to a networking event but by sharing yourself genuinely you're more likely to make strong connections
- Quality over quantity - There will be a lot of people at the event so focus on creating meaningful connections
- Enjoy it! - ISC events are notorious for their welcoming atmosphere. We want you to have a nice time and share with other women in the industry. Relax and have a chat, there's no pressure here!

KEEP THE MOMENTUM!

- Take the initiative to reach out to your new connections. LinkedIn is a great tool for building your network, make the most of it!
- The more you attend those events, the more comfortable you will feel, so go check our community calendar to see when and where we are hosting our next Networking Events!



NETWORKING GOALS

Who do I want to connect with in the next quarter and beyond? e.g., Industry peers, mentors, specific ISC members

Empty box for writing answers to the first question.

Who am I and can I articulate it clearly to others?
What are my core skills and value?

Empty box for writing answers to the second question.

“

“One of the most vital ways we sustain ourselves is by building communities of resistance, where we know we are not alone.”

bell hooks

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GOAL SETTING AND PLANNING

Setting and tracking goals can be key to reaching your full potential. By using the SMART method, you'll learn how to define clear and achievable goals, track your progress, and celebrate your milestones along the way.

ISC offers exclusive events, mentorship opportunities, and networking resources that align with your goals. Use this section to map out your career journey with the support of our extensive community and resources.

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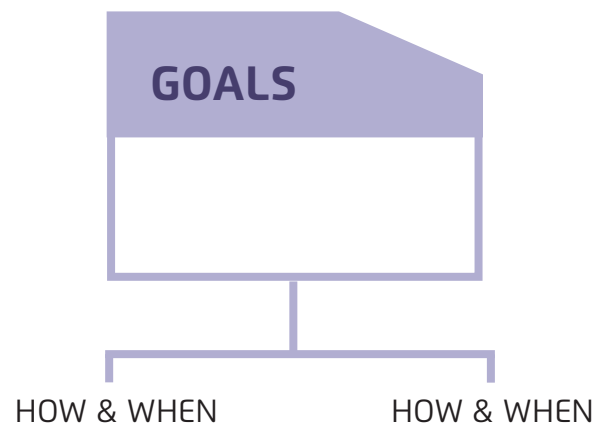
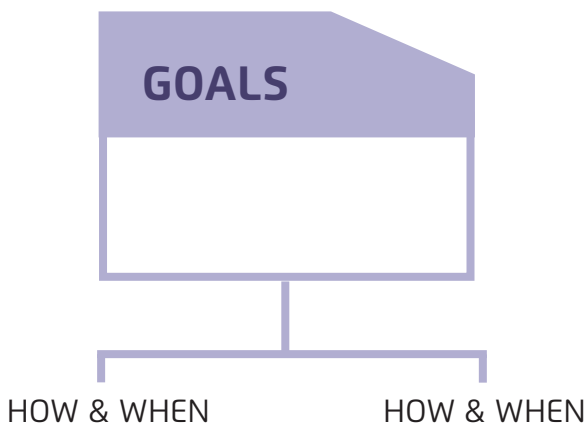
Define the goal clearly. EG. Attend two ISC Group events in the next quarter

How will you track progress? EG. How many new connections you made

Is this goal realistic? What resources can help? EG. Use ISC Group's event calendar

Why does this goal matter? EG. Building industry connections aids professional growth

Set a target date for completion. EG. Complete by the end of the quarter





SKILL BUILDING

Skill-building is essential to adapting and thriving in the re/insurance industry. This section includes practical exercises and real-life success stories from ISC members to inspire you. After attending ISC events, use the provided pages to reflect on your learnings and consider how you can apply new skills in your work.

EVENT NAME	KEY LEARNINGS	HOW CAN I APPLY THEM?

“

“Embrace what you don’t know, especially in the beginning, because what you don’t know can become your greatest asset. It ensures that you will absolutely be doing things different from everybody else.”

Sarah Blakely

”



MENTORSHIP AND SUPPORT

Finding a mentor involves seeking someone whose experience, values, and leadership style align with your goals, while also knowing your goals from the relationship. Without clear guidance on what you are looking for, it is difficult for a mentor to know how to help.

FINDING A MENTOR

What are my professional strengths?
Ask a colleague what they think too,
you might be surprised at the response!

Which areas do I want to develop?



Date	Key Advice Received	Next Steps



WELLBEING

PERSONAL WELLNESS

Wellness is an active process of increasing awareness and making choices towards a healthy life. There are many kinds of wellness: physical, emotional, intellectual, spiritual, social, environmental, and occupational and by focusing on the different aspects of it, we can create a work life balance that avoids burnout and high stress levels.

LOOKING AFTER YOUR MENTAL HEALTH

- Establish clear start and finish times to separate work from personal life
- Step away from your desk to stretch, walk, or practice mindfulness to recharge during the day
- Speak openly with your manager or HR about any challenges and explore available support options where comfortable
- Use tools to prioritise tasks and avoid feeling overwhelmed by workloads
- Foster positive relationships with colleagues to create a supportive work environment
- Avoid being overly critical of yourself and acknowledge your achievements, however small
- Take advantage of workplace mental health programmes, employee assistance schemes, or wellbeing initiatives
- Listen to yourself and recognise when you need a break
- Keep track of all positive feedback and gratitude for your work, either in a designated folder in your emails or a word document to reflect on
- Harness a positive mindset by noting down highlights from the week and things you're grateful for, it could be as small as having a great decaf latte in the morning!

List of things I am grateful for

“

“Only in quiet waters do things mirror themselves undistorted.
Only in a quiet mind is an adequate perception of the world

Hans Margolius

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OVERCOMING CHALLENGES

Every career journey has its challenges. This section addresses common issues in the workplace, such as visibility in hybrid environments, balancing work and family, building confidence in male-dominated spaces, conflict and difficult conversations.

Take some time to consider your experiences, where you've found challenge, how you handled it and the learnings from those moments. By taking the time to reflect we can better understand how our behaviours influence a situation and if, in future, things can be improved.

What Challenges have I identified?

How have I handled them, or how would I handle them?

What are my learnings from these experiences?

What support do I need in future to ensure the best possible outcome for me and my career?

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“It's not what you achieve, it's what you overcome. That's what defines your career.”

Carlton Fisk

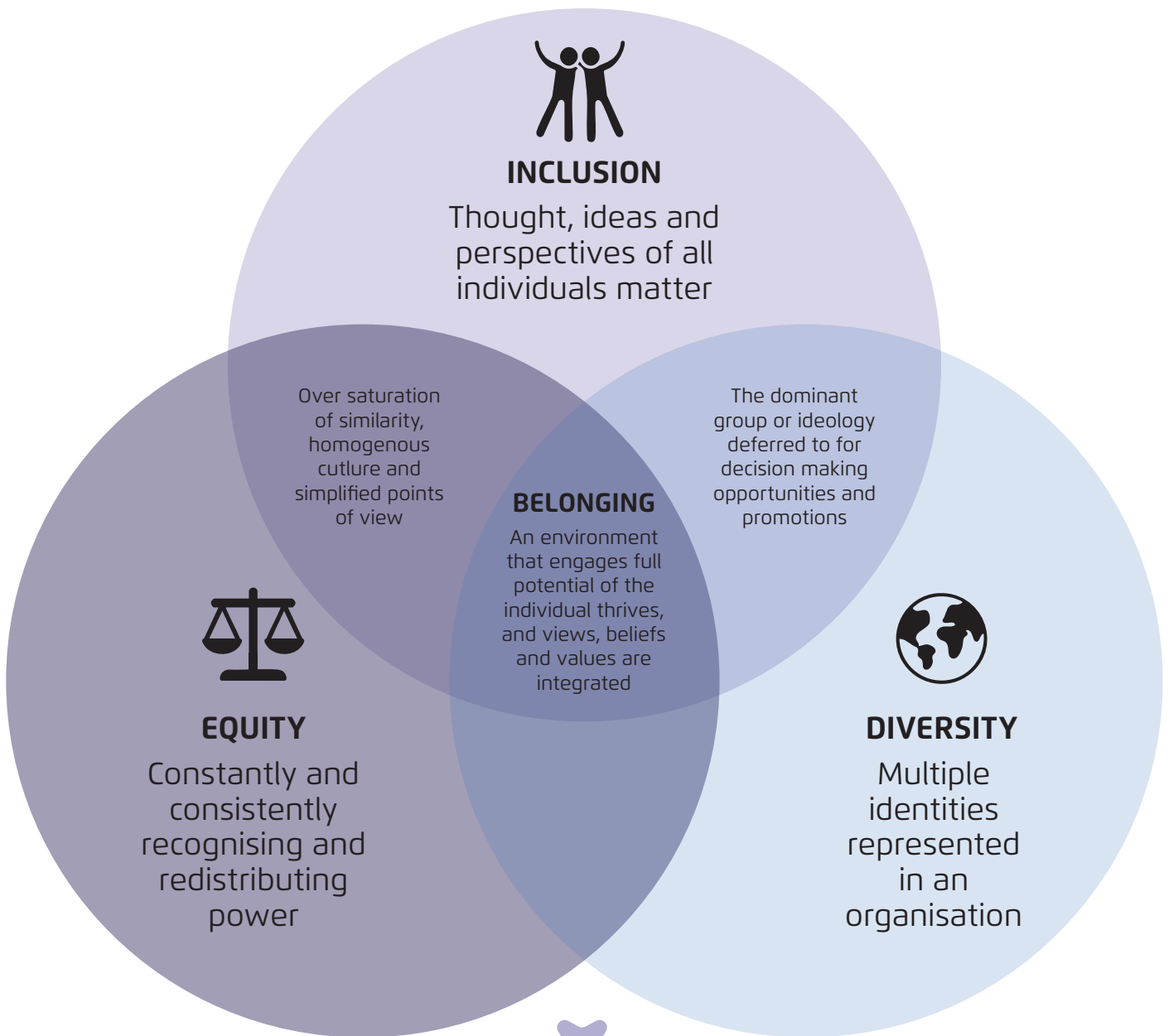
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CULTURE CHANGE

INCLUSION AND ADVOCACY

Whether you are a leader, team member or working independently you can promote inclusive leadership and collaboration by fostering a culture of respect and opportunity for all. As an ally, you can support others by amplifying their voices, challenging bias, and championing their success. By promoting a work environment where diversity is celebrated, voices are heard, and equal opportunities for growth, advancement, and leadership are actively supported we will all benefit.





CULTURE CHANGE

INCLUSION AND ADVOCACY

What can I do to create a more inclusive environment in my team?

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“We can't pray or wish for diversity. We need intervention, attention, mentoring and development of those minorities to ensure all are represented in our organisations”

Indra Nooyi

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PERSONAL REFLECTION AND FEEDBACK

Acknowledging and celebrating milestones and successes are essential for maintaining motivation, boosting confidence, and recognising progress. It allows you to reflect on your achievements, build momentum, and cultivate a positive mindset as you work toward your goals.

TIPS

- **Track Your Progress:** Keep a record of achievements, no matter how small, to visualise your journey and milestones
- **Celebrate Creatively:** Mark milestones with meaningful gestures, like sharing your success with a mentor, team, or loved ones
- **Reflect on Impact:** Take time to consider how your achievements have contributed to your personal and professional growth
- **Involve Others:** Celebrate as a team when goals are met collaboratively to foster connection and shared pride
- **Use Success as a Springboard:** Let milestones motivate you to set and pursue your next set of goals

My Achievements

Positive Feedback I have received

“Opportunities don’t happen. You create them.”

Chris Grosser

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THANK YOU