

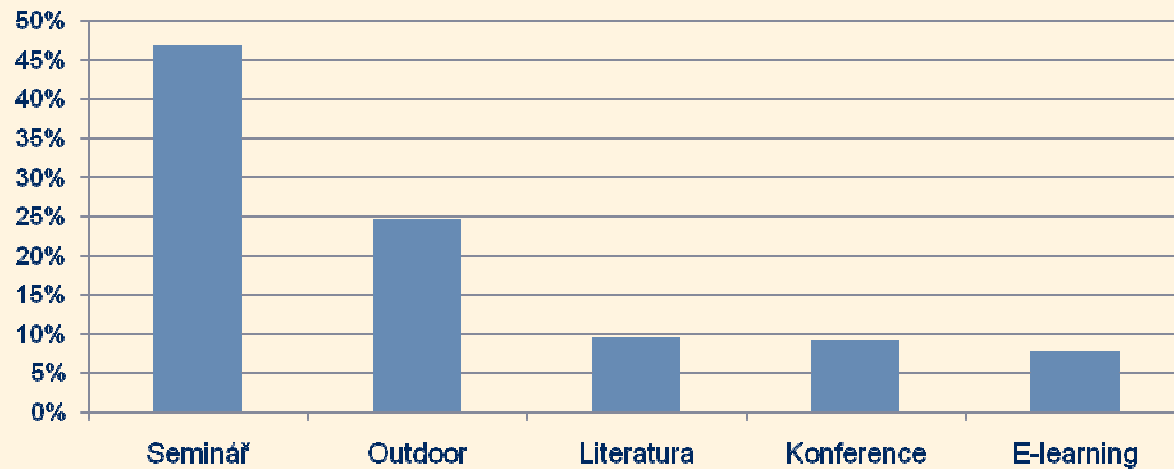
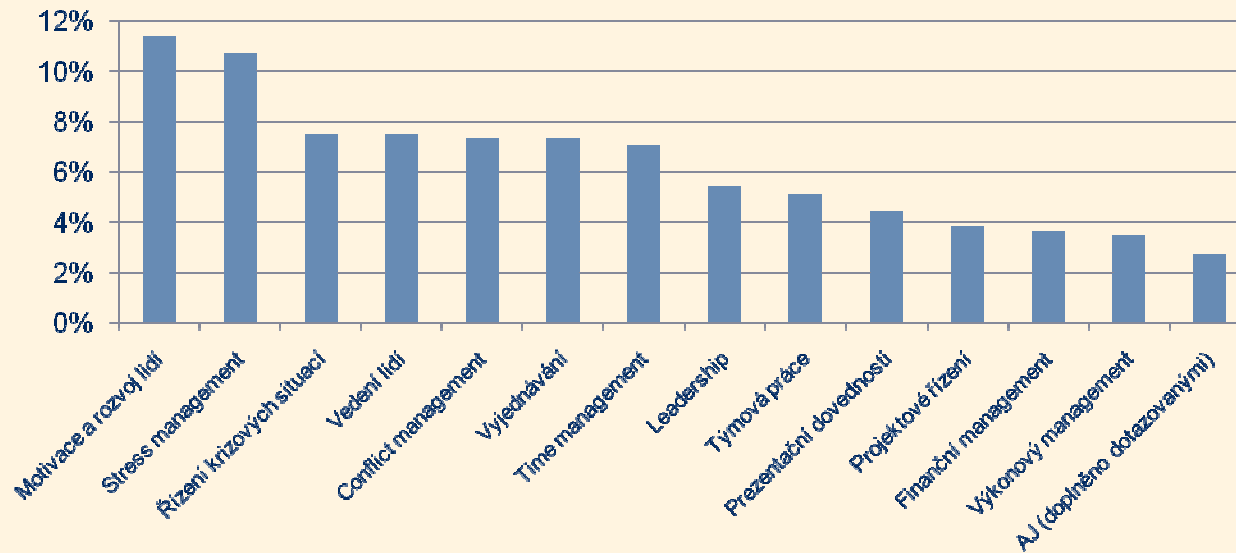
Development in Czech Insurance Conditions 2008

Chráníme vaše sny



ČESKÁ POJIŠŤOVNA

FORM OF DEVELOPMENT ACCORDING TO RESPONDENTS



- Was done Jan/Feb 2008
- 264 respondents
- Opinions and expectation
B-1, B-2, B-3, experts in insurance

PREFERRED TOPICS OF DEVELOPMENT

ASCEO FORMS OF DEVELOPMENTS

DEVELOPMENT POSSIBILITIES – CZECH INSURANCE MARKET

1. Public commercial development (conference, open seminars, bank-insurance programs etc.)
2. University insurance degree
3. Czech Insurance Association development program
4. Internal programs organized by insurance companies
 1. Training on the job
 2. Individual development according to personal development plan
 3. Internal seminars
 4. Common activities (outdoor activities...)
 5. University degree (BA)
 6. EMBA
 7. Pools etc.
 8. Language development



FROM CENTRAL DISTRIBUTED AND CREATED TO PERSONEL ORIENTED INDIVIDUAL



2008 GOLES

- Develop manager skills (motivation and performance management)
- Motivate talent / high potential
- Joint development where relevant for both two teams (ČP / GLI)
- Common development of key people
- Improve insurance knowledge
- Languages (East Europe, Asia etc.)
- Learning company (own teachers team)



NEW ACTIVITIES IN 2008

- 1 Common outdoor events for B-1 / B-2 improvement of cooperation & training retention manager skills
- 2 B-1 workshop „How to manage internal cooperation“
- 3 EBM internal development – insurance skills improvement
- 4 Risk management course with USBSP
- 5 TMP – 4th cohort
- 6 Business English improvement (group lectures)
- 7 2th cohort EMBA
- 8 Insurance university – BA in insurance (UJAK)



TWO WAYS OF DEVELOPMENT

WHY

TO IMPROVE
and PERFORM
in current job

90%

TO
PROMOTE
to new positions

10%

WHOM

- STAFF
- LOWER MANAGEMENT
- JUNIORS

- TALENTS / HIGH POTENTIAL
- KEY PEOPLE
- BRIGH PERFORMING MANAGERS
TO BE USED OUTSIDE ČP
- KEY EXPERTS

WHAT

- DAY TO DAY DEVELOPMENT
IT IMPROVEMENT
- TRAINING ON THE JOB
- PROFESSIONAL SKILLS DEVELOPMENT
- BASIC MANAGEMENT DEVELOPMENT
- etc...

- INDIVIDUAL DEVELOPMENT PLAN
- COMMON MANAGEMENT DEVELOPMENT
- MBA
- INSURANCE UNIVERSITY
- POOLS
- TMP
- WS / OUTDOOR
- LANGUAGES



THE MAIN ACTIVITIES 2008

MANAGEMENT DEVELOPMENT

- BASIC MANAGEMENT SKILLS FOR „STARTING“
- COMMON LEADERSHIP TRAINING B-1
- COMMON OUTDOOR EVENT FOR B-1 + B-2 (RETENTION AND MOTIVATION)
- TOP MANAGEMENT INTERNAL EXPERT DEVELOPMENT

EXPERT IMPROVEMENT

- INSURANCE EXPERTS SKILLS
- FINANCIAL MANAGEMENT
- INSURANCE BUSINESS ENGLISH CLASSES
- FINANCIAL POOL
- EXPERT POOL
- INTERNAL SEMINARS
- OUTDOOR'S ACTIVITIES
- eLEARNING COURSES
- CONFERENCES

HIGH POTENTIAL DEVELOPMENT

- TMP 2008 / 2009
- EMBA I. COHORT
- EMBA II. COHORT
- BASIC TRAINING NEW UNIVERSITY GRADUATED
- PREPARATION AND TESTS GMAT
- ENGLISH PREPARATIONS AND TESTS