

Zurich International Solutions

Top Leadership Team – Challenging the Paradigms



Zurich International Solutions (ZIS) provides insurance based solutions for expatriates and private investors worldwide. In the last ten years ZIS has experienced massive growth, and has over 100,000 customers and assets under management of US \$4 billion. With such impressive growth the business continually needs to re-align strategically and improve business collaboration and networking.

Linac was tasked with designing a solution, which targeted the top 20 senior leaders who had experience of contributing to or leading on the corporate strategic decisions within ZIS. The solution had to allow the team to collectively identify and realise strategic opportunity, assist participants to make significant impact on the business, whilst at the same time leverage greater co-operation across the wider business enterprise.

The solution was an intense high energy workshop, which explored the future market challenges and the strategic leadership change agenda. The team were given new insights with which to challenge existing paradigms. The workshop provided participants with an external learning opportunity, which enabled them to fully engage with wider corporate change, and to interact with diverse peers to collectively and creatively build action plans.

Linac created a pulsating learning journey for the group, a journey of common understanding that allowed them to see the wider organisation in a different light for the first time.

From dawn till dusk the room buzzed with energy, creativity and innovative solutions, but above all workable and realistic action plans to take back to the business. The team uncovered opportunity after opportunity to collaborate on and to drive their business forward. Each section of the workshop ended with meticulous consolidation of learning, and the generation of SMART outputs that were clear, tangible and most importantly executable.

Six months on, and the team are still raving about the workshop. The workshop has led to a vastly improved networking infrastructure, promoted co-operation across the business and provided a platform to discuss and collaborate on major initiatives. It has also given birth to a multitude of ground breaking business improvement projects, which are now well underway and delivering back to the business.





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...And here is the great feedback that we got from Zurich!

"I found the workshop inspirational and it was also great to have an opportunity to work with other members of the high talent group."

Neil Armstrong
Head of Middle East Global Accounts

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