



Financial Services Case Study

Strategy, Organisation & Leadership Development

The Client: The global project and leadership teams developing “Magnum” – a suite of innovative and market-leading automated underwriting solutions, which are strategic priorities for Swiss Re

Situation & Challenge:

Recent restructuring of the project and leadership teams with a new high-profile executive sponsor

Readiness for automated underwriting solutions, upward growth trajectory underway and other leading industry players already coming to the market

Life & Health products as strategic priorities and source of competitive advantage for Swiss Re

Solutions:

“Future Search” to consolidate achievements, develop strategy and identify key themes aligned to Swiss Re and Life & Health priorities

Key deliverables and action plans to 2020, together with Risk Management and “Pre-Mortems”

Group Process Consulting to transition a group of country managers to a high-performing global leadership team

Results:

Endorsement and active support from Head of Life & Health for best practices organisation development and change interventions; Magnum repositioned in the Life & Health portfolio

Compelling vision and clear strategic plan to 2020, with key themes, targets and performance measures defined, set and agreed by the project team themselves

Built the platform for a success culture, with learning networks, career development and mentoring

HILARY CLAIRE FRAZER – Organisation Development Director

An international Organisation Design and Development professional with extensive experience of transformation programmes and change projects for global companies across mature economies and emerging markets

“Applying her experience and expertise with skill and to very good effect; Hilary was adept at designing, developing and facilitating full and complex programmes, including visits from external subject matter experts and high-profile sponsors. I am delighted with the impact and outcomes, which will certainly contribute to the success of these and other projects going forward.” **Head Strategy & Client Services, Life & Health Products, Swiss Re**