INTRODUCING THE LDC

FROM THE CHAIR, JIM MERNZ

In a world that is changing at a rate that is mind-blowing and that is not changing in the way that is needed for effective leaders. To that end, the Leadership Development Committee has been working hard to identify the skills needed to develop leaders that will be useful in the future. The number of candidates that will be needed in the near future is astounding.

So, I encourage you to go forth and read, but I also encourage you to take advantage of the many opportunities to practice these skills. Luckily, volunteering for the CAS gives you ample opportunity to practice these skills, whether it be by serving on the Board of Directors, by serving on a committee, or by serving on a task force. It’s not enough to just read these books; you also need to practice the skills that you learn.

Six Books for Actuaries to Excel at Leadership, Strategy and Communication

Jessica Leong, CAS-President-Elect

There are a number of books that have helped me in my actuarial career. It’s not enough to just read these books; you need to practice the skills that you learn. Luckily, volunteering for the CAS gives you ample opportunity to practice these skills. Whether it be by serving on the Board of Directors, by serving on a committee, or by serving on a task force. It’s not enough to just read these books; you also need to practice the skills that you learn.

1. Ridiculously Good Content

Ann Handley

The title says it all. Rumelt gives examples of bad strategy like: “we won’t grow past 2010” followed by strategies where everyone else had that same idea. You would say, “The leaders at The Big Consulting Firm and the reserves at XYZ Insurance are deficient.” You would say, “The leadership development committee was incompetent.” This is one of the first books that I’ve read a few books on writing, and this one is my favorite because it’s so practical. My favorite tip in the book? Put “what” and “when” instead of “what” and “which” is the key to describing content effectively.

2. Sixth Disciplines

Richard Rumelt

This is not your typical book on public speaking. Instead of focusing on how to control your voice, this book taught me to focus on how to come up with a good story, and then tell it.

3. The Art of Public Speaking

Stephen Lucas

This is a very simple and practical guide to displaying data that is actionable. This is a very simple and practical guide to displaying data that is actionable.


Richard Rumelt

This is a very simple and practical guide to displaying data that is actionable.

5. Everybody Writes: Your Go-To Guide to Creating Ridiculously Good Content

Ann Handley

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6. The Art of Public Speaking

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How to be a Distance Leader

To that end, the Leadership Development Committee has been working hard to impact the identification and development of diverse, passionate, dedicated and qualified volunteers who can make a realistic leadership pipeline and assume CAS-leadership roles. Please see Wes Griffith’s column below for an in-depth look at the LDC.

As the newly selected chairperson of the LDC, I am proud to count myself a member of such a well-organized and dedicated group of volunteers. They are passionate about the CAS, making sure that we have all the leaders of the future regardless of the changes in the world around us. This newsletter is an example of the innovative and productive changes the LDC is making towards a more engaging future.

DISTINCT WORK requires direct and constant communication. Your personal management style and focus on a primary area of focus, the organization is very different when you’re speaking to 10 people, instead of speaking to 50 people, instead of speaking to 200 people.

Once you have mastered what you do, they buy why you do it. Read this book (or watch the TED Talk) and find your “why.”

FEATURED LEADER

Tom Whitcomb

How to be a Distance Leader

As leaders we are comfortable taking ownership of tasks that are not necessarily responsible for seeing or even needed for the well-being of our society. Work from home has presented unique challenges to many people. People have been fortunate to be able to drive, elderly parents and other dependents, etc. Here’s a simple example of how to set goals that are successful in managing within the same workplace. Allowing people additional flexibility in terms of hours makes it easy to set goals that are successful in managing within the same workplace.

One welcome advantage is that the current work from home situation has given us an opportunity to better get to know our coworkers and their families. My last piece of advice would be to encourage everyone to be thankful for what you have and keep in mind those less fortunate.

Another key aspect of distant leadership is to assume positive intent; it’s very easy to misinterpret people’s remarks, so start by assuming they meant it in the nicest possible way, until proven otherwise. On the other hand, make sure you offer “thank you” and “good work” person contacts are infrequent, I find that defining clear expectations is necessary. For instance, I find it worthwhile to get tactical and get agreement on “who”, “what”, “when”, and “how” (instead of specifying who, what, when and how).

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Building a Leadership Pipeline for the CAS

Wes Griffiths

The CAS is growing and evolving every day, and there is a need to identify, develop, and promote leaders within the organization to execute our strategic plan. The CAS utilizes the Leadership Development Committee (LDC) to support this function.

The LDC was formed over ten years ago with a simple charge: to ensure that the CAS has a robust and diverse pipeline of passionate, dedicated, and qualified volunteers ready to assume leadership roles over time. The LDC is made up of more than twenty CAS members who are passionate about leadership and who have committed to minimizing the talent risks for the organization.

What does the LDC do?

The LDC focuses on identifying individuals who could serve as leaders in the future and on ways to develop them to accomplish their goals.

- **Build the Pipeline**
  - The CAS database is mined to see who has been an active volunteer to date.
  - Current leaders are contacted to provide names of members who have expressed an interest in the future.
  - Members are encouraged through the annual CAS VIP Survey to provide names of leadership candidates.

- **Provide Access to our Services**
  - When individuals are identified and their needs are understood, the LDC focuses on exposing them to resources that will help them grow and develop their volunteer leadership skills with the intent to ready them for future CAS leadership roles.

- **Leadership Development Courses - In Person Group Training**
  - The LDC supports the CAS Chairperson’s Best Practices Manual and accompanying webinar.
  - An infographic on how to effectively work with CAS staff is developed.
  - Online courses focused on ‘Running Productive Meetings’ and ‘Managing Projects Effectively’.
  - In 2019, two sessions were offered on ‘Leading without Authority’ to over 40 CAS leaders in sessions held in Chicago and Hartford.
  - In 2020, additional courses are in development focused on leading innovation and leading change.

- **Communications - Telling our Story**
  - Technology is being leveraged to communicate with CAS leaders to ensure they are aware of the strategies of the CAS and the available development opportunities.

- **Interests in Learning more about CAS Leadership Opportunities?**
  - The CAS needs leaders with different skill backgrounds to help maintain our gold standard and the LDC stands ready to help!

If you’re thinking about getting more involved in leadership within the CAS, please visit our volunteer page to learn more about the services available to aid you in your development.

**Interested in Learning more about CAS Leadership?** Contact us!

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