



**ASEAN Insurance
Council**

AIEC Meeting
Phnom Penh,
Cambodia
28 Oct 2015

Update Report on

ASEAN School for Young Insurance Managers (AYIM)

6th Intake

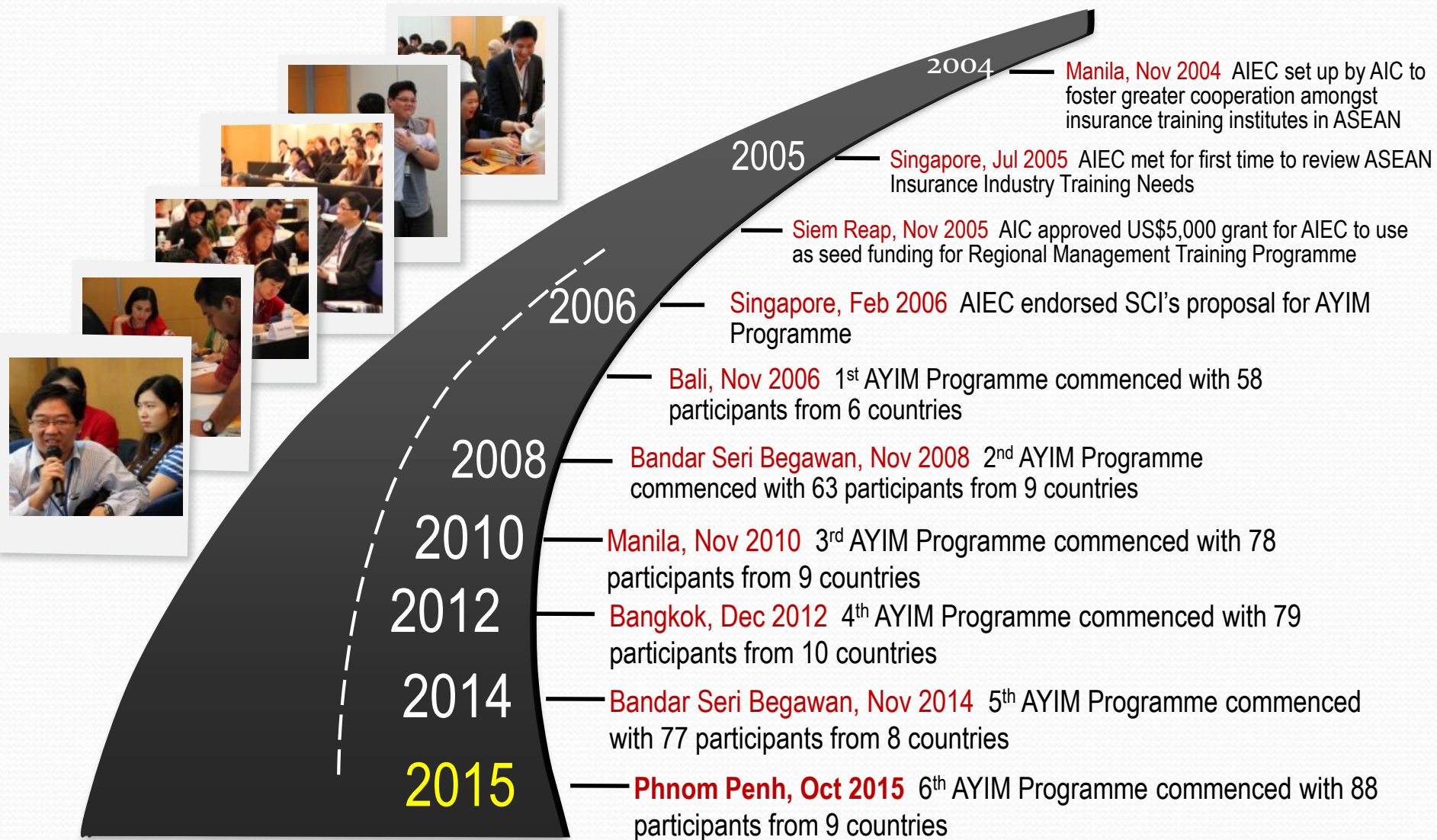
26 October – 1 November 2015

Phnom Penh, Cambodia

presented by:
AYIM Programme Manager

Background

When & How was AYIM Mooted?



6th AYIM - 2015

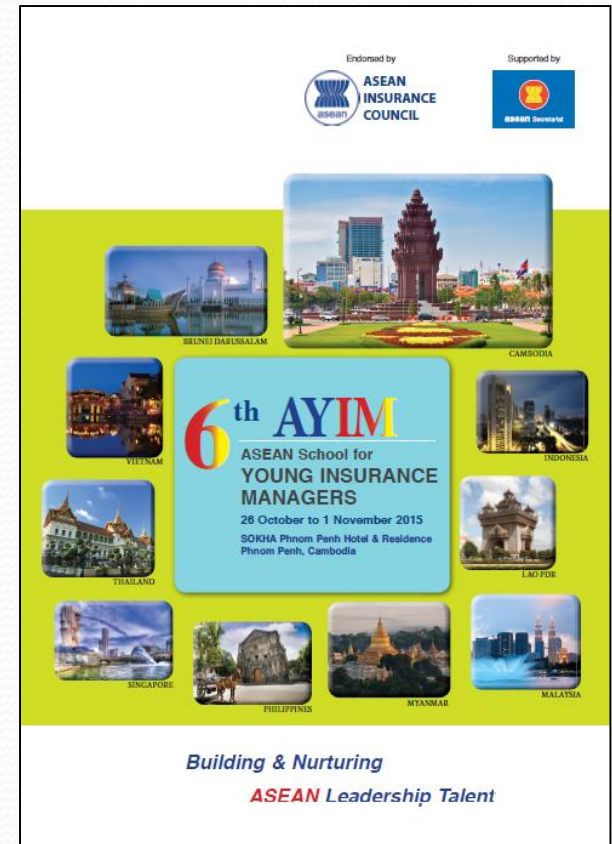
- ❖ This intake has the highest number of participants since the inaugural intake in 2006.



- ❖ The only intake that was conducted in consecutive year, last intake was in 2014. AYIM is normally conducted biennial.
 - ✓ Decision to run 6th AYIM in Cambodia was to allow more Cambodians and participants from Indo-China region to participate in AYIM (a total of 23 from Cambodia enrolled).
- ❖ Additional elements in this intake:
 - ✓ ASEAN Trivia introduced on Opening Night, so that we can help to foster better understanding among participants.
- ❖ For this intake, we deliberately started the formal classes on Tuesday so as to avoid clashing with the date for AIC Congress. Therefore, our AYIM students will not be receiving their Cert of Achievement at the AIC Closing Dinner. Instead, we have organised a separate graduation ceremony for them.

What is AYIM?

- ❖ The **ASEAN School for Young Insurance Managers programme (AYIM)** is designed to develop promising, high-potential young insurance managers into multifaceted leaders with an integrated view of management fundamentals and a broad market vision to assume the cross-functional responsibilities expected of company and industry leaders.
- ❖ The **intensive six-day curriculum** is designed around **five universal management themes**, comprising **Strategic Management, Corporate Risk Management, Marketing Management, Human Capital Management** and **Financial Management**, and is delivered by faculty drawn from academia, management consultants and industry practitioners from the region.



A Diversity of Countries Represented



6th AYIM 2015

5th AYIM 2014

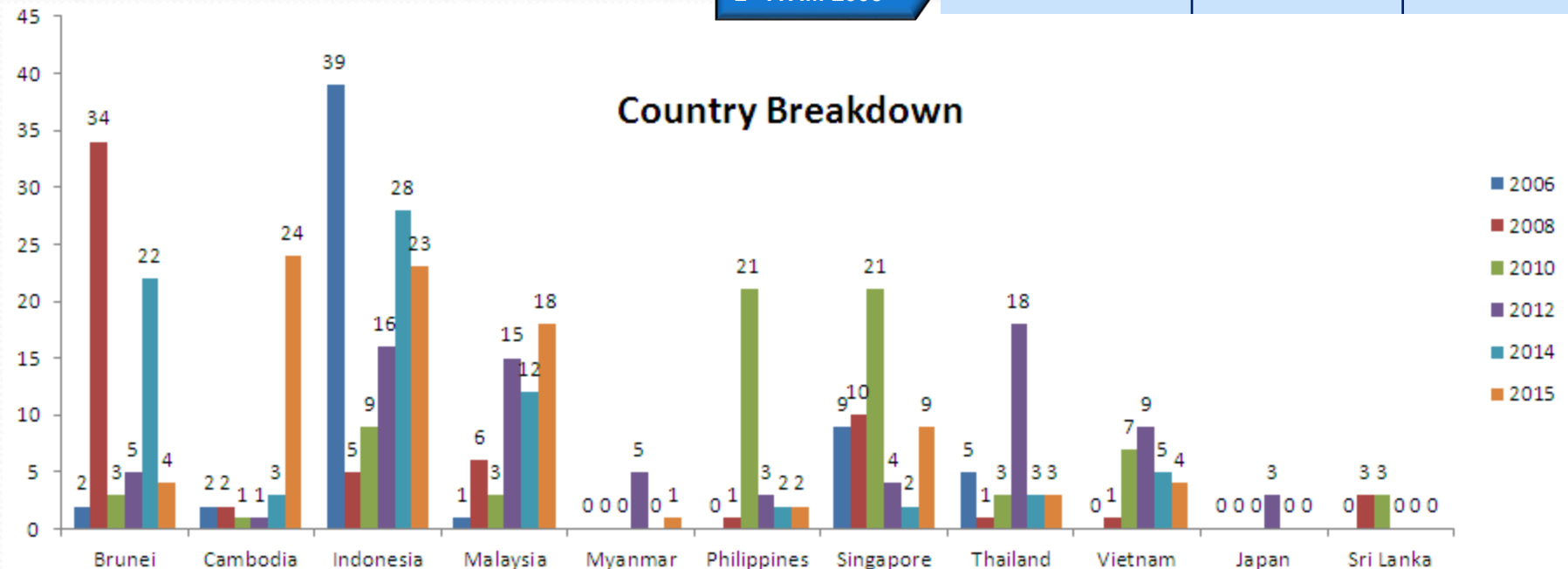
4th AYIM 2012

3rd AYIM 2010

2nd AYIM 2008

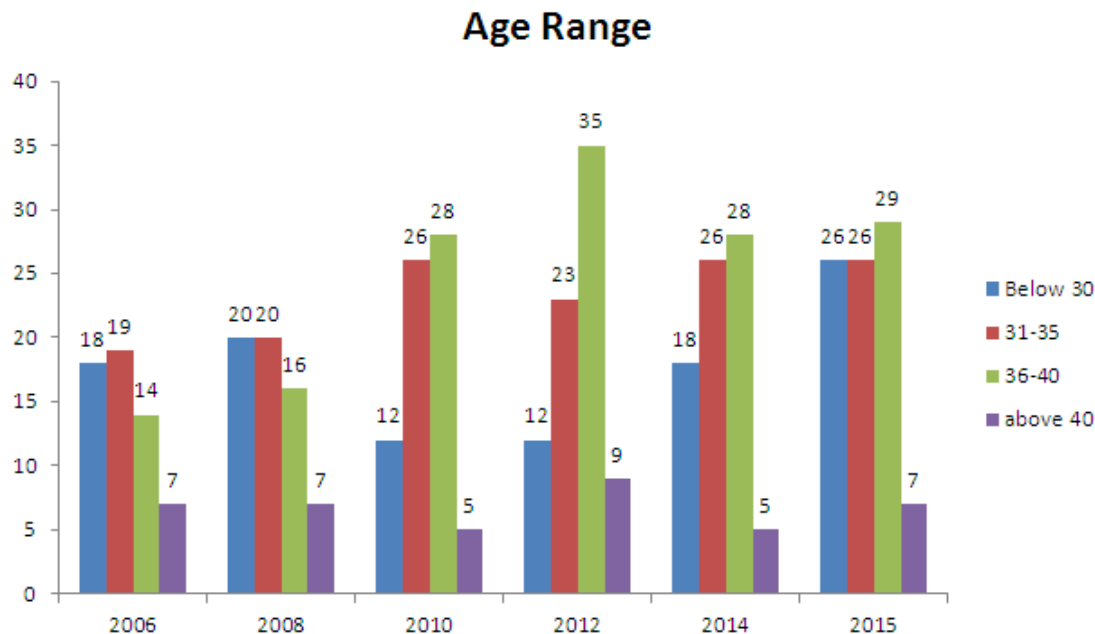
1st AYIM 2006

Registrations	Countries	Companies
88 (↑11)	8 (-)	44 (↑11)
77 (↓2)	8 (↓2)	33(↓10)
79 (↑1)	10 (↑1)	43 (↓3)
78 (↑15)	9 (-)	46 (↑15)
63 (↑5)	9 (↑3)	31 (↓6)
58	6	37



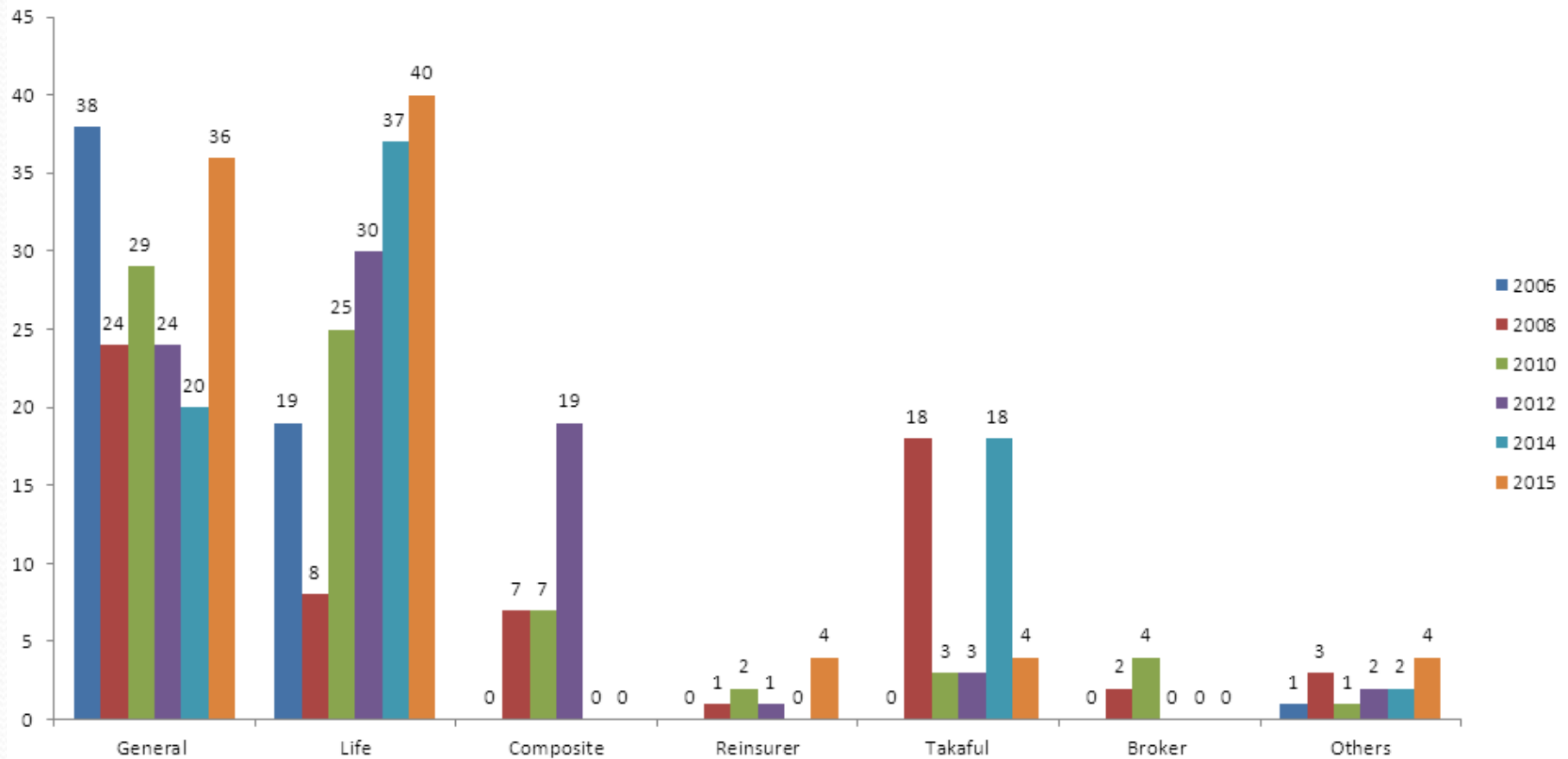
Targeting ASEAN's Young Managers

- ❖ High potential performers capable of providing dynamic leadership
- ❖ Managers identified for increasingly significant and broader management roles
- ❖ Professionals with non-insurance backgrounds who have been newly recruited to senior management positions

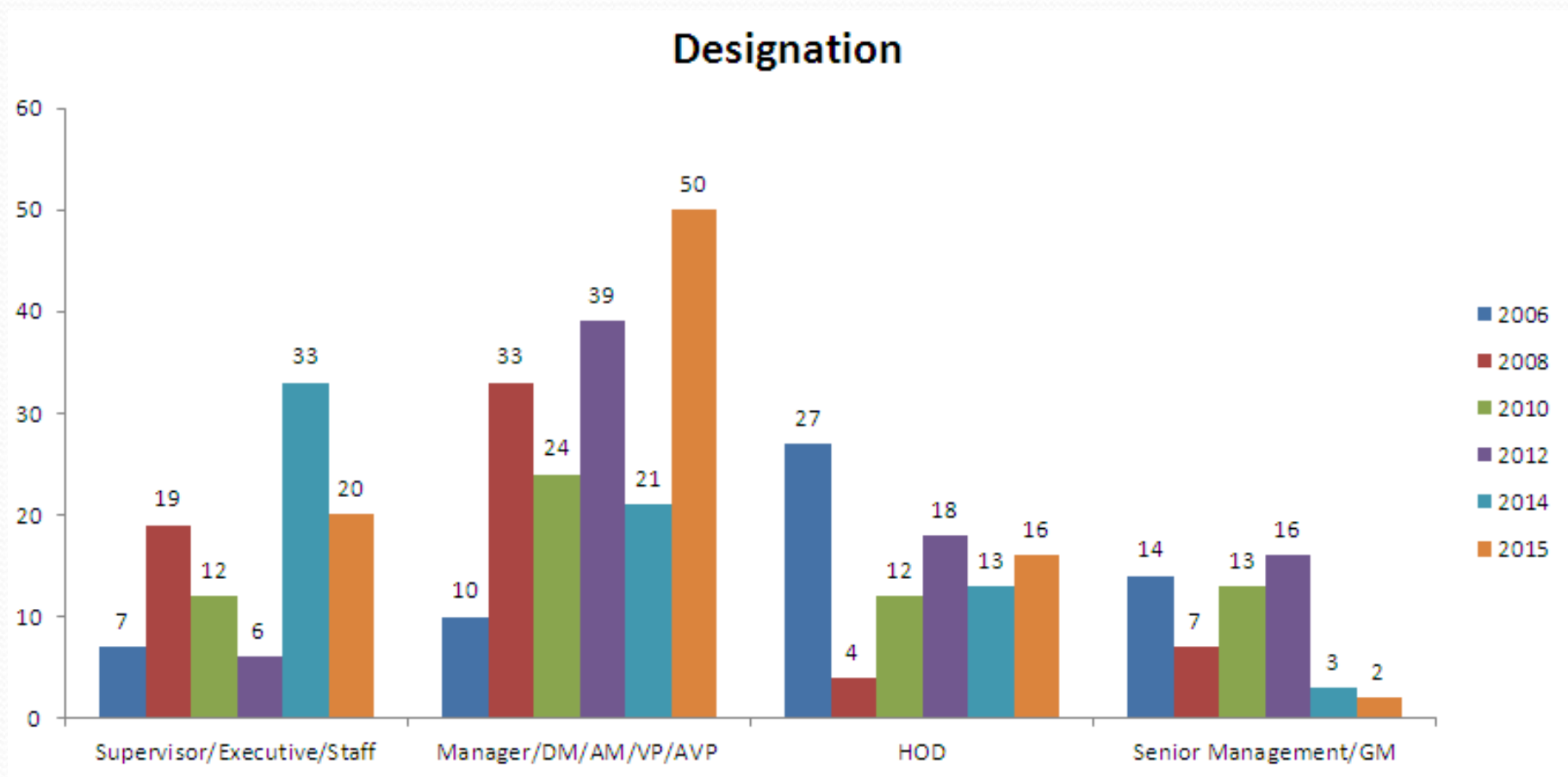


Profile of Participants

Type of Companies



Profile of Participants



Programme Features

Assessments



Lectures



Group Discussions & Presentations



... Networking and Cross-Cultural Bonding

AYIM (6th Intake) Faculty

27 Oct, Strategic Management



**Mr Januario C.
Aliwalas**
(Philippines)

30 Oct, Human Capital Management



**Mr Sorayuth
Vathanavisuth**
(Thailand)

31 Oct, Marketing Management



**Mr Agus
Benjamin**
(Indonesia)

28 & 29 Oct, Financial Management



Mr Steven Goh
(Singapore)

1 Nov, Corporate Risk Management



**Mr Raymond
Cheung**
(Singapore)

Assessment & Grading System

Programme Assessment & Scoring System

Assessment Criteria

Objective Measures

Written Test (Weight 50%)

Attendance (Weight 10%)

Subjective Measures

General Participation (Weight 10%)

Group Participation (Weight 30%)

Assessors

Programme Director

Faculty Members

Scoring & Grading System

- ❖ All the Aggregate Assessment Scores recorded for each day's session will similarly be aggregated to determine the Overall Assessment Score for the entire Programme
- ❖ The Overall Assessment Score will likewise be banded into three Levels of Achievement

Overall Assessment Score	Overall Achievement Band	Overall Level of Achievement
4.01 – 5.00	I	Exceptional
2.01 – 4.00	II	Commendable
2.00 and below	III	Minimal

Assessment & Grading System

Grade Report

Assessment Results, if necessary, will be moderated by lecturers before release by the Programme Manager.

The Grade Report will be sent (by registered post) to participants with a copy sent to their respective CEOs three weeks after the Programme.

Certificates of Achievement, which do not reflect the Achievement grades, will however be awarded at the AIC Closing Dinner.

Contents

- Grades for each theme and overall programme
- Qualitative comments (if any) highlighting participants' key performance characteristics

Security Features

- Personal Identification Number
- Grade Report Serial number
- Watermark



ASEAN School for Young Insurance Managers

GRADE REPORT

This is to certify that

has successfully completed the
ASEAN School for Young Insurance Managers Programme
5th Intake
held from 19 to 25 November 2014 in Bandar Seri Begawan, Brunei Darussalam
with an overall
Commendable Achievement
having recorded the following grades:

Strategic Management	Commendable
People Management	Commendable
Marketing Management	Commendable
Financial Management	Commendable
Corporate Risk Management	Commendable

Comments
Chanitha performed quite well during this fifth AYIM intake, registering commendable scores in all 5 themes. Although English may not be her mother tongue, it is encouraging to note her active participation and contribution during the classroom lecture and group discussion sessions. Hopefully, she will have benefitted from the experience.
(End of Comments)

 Jeffrey Yeo Technical Director & Assessor ASEAN School for Young Insurance Managers	 Januario C. Aliwalas Faculty Member Philippines	 Maria Digna T. Tablante Faculty Member Philippines
 Steven Goh Faculty Member Singapore	 Mimi Ho Faculty Member Singapore	 Sanyuth Vathanavisuth Faculty Member Thailand

Financial Statement @ Oct 2015

Income & Expenditure Statement	Estimated 2015 (6 th Intake)	Actual 2014 (5 th Intake)	Actual 2012 (4 th Intake)	Actual 2010 (3 rd Intake)	Actual 2008 (2 nd intake)	Actual 2006 (1 st Intake)
INCOME	US\$	US\$	US\$	US\$	US\$	US\$
Programme Fee ¹ (83 paying participants for 2015)	52,350.00	41,400.00	43,875.00	45,523.44	43,687.50	41,568.90
EXPENDITURE						
Marketing Expenses	2,163.00	1,680.00	1,762.30	2,713.34	2,267.97	1,439.76
Participants' Expenses ²	31,327.00	12,083.12	11,907.91	20,983.33	16,137.46	10,868.16
Faculty Members' Expenses ³	4,874.00	6,347.36	4,773.99	4,868.87	4,637.38	5,316.68
Secretariat Team Expenses ⁴	4,458.00	8,689.21	7,7205.16	4,997.97	7,002.78	5,389.94
Programme Manager's Fee	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	-
Miscellaneous Expenses	830.00	2,004.34	618.09	1,834.38	2,916.38	5,078.55
TOTAL EXPENDITURE	45,152.00	32,304.03	28,267.45	36,897.89	34,461.97	28,093.09
SURPLUS	7,197.00	9,095.97	15,607.55	8,625.55	9,225.53	13,475.81

Accumulated Funds
as at 1 Oct 2015:
US\$37,908.33

Estimated
Accumulated Funds
as at 31 Dec 2015:
US\$35,115.00

Note:

¹ Programme fee were higher, as there were 83 paying participants, of which 18 participants paid the full registration fee while the others paid the early registration fee.

² Participants' expenses were significantly lower in 2014 and 2012 as the AYIM were held at CIBFM and Bangkok Insurance Building respectively, and did not incurred meeting package charges. In addition, for this intake most dinners were provided, as well as, a social tour to Russia Market were arranged.

³ Faculty Members' Expenses in 2015 are lower, as the return airfare to Phnom Penh is slightly lower as compared Brunei in 2014.

⁴ Secretariat Team Expenses in 2014 are higher because a larger team has to be deployed given the unavailability of local manpower support. Moreover, local transportation costs are higher in 2014.

Positive Outcomes from AYIM

- ❖ Generated a surplus of US\$35,115 from the seed money of US\$5,000*, a more than seven-fold return on “investment”.
- ❖ So far attracted more than 440 participants for the 6 intakes, with participants from 9 out of the 10 ASEAN countries and other Asian countries such as Japan and Sri Lanka.
- ❖ Accumulated surplus has helped to fund a total of 27 scholarships to deserving participants from Brunei (1), Cambodia (3), Indonesia (6), Malaysia (1), the Philippines (5), Thailand (6) and Vietnam (5).
- ❖ Have attracted good faculty from across ASEAN to share their knowledge and experience with the participants.
- ❖ Majority of participants commented that they have benefited from the knowledge and experience shared by lecturers and participants alike.
- ❖ Some of the AYIM alumni have been promoted after they had attended the AYIM programme.
- ❖ Some companies are so impressed with the AYIM Programme that they are using it as one of their key management development programmes for their promising young managers, even though they have to wait two years.

*[*Note: At the request of AIC, the US\$5,000 seed money was returned to the AIC on 4 May 2015.]*

Acknowledgements

SCI credits the success of the 6th AYIM programme to:

AIC & AIEC



for their strong leadership and guidance, in particular from Ibu Evelina Pietruschka, Mr Michael Rellosa and Pak Teddy Hailamsah

IAC



for readily providing logistical, administrative and manpower support and advice prior to and during the Programme

**41st AIC / 18th AIRM
Organising
Committee**



for their invaluable advice, support and generosity in extending invitations to participants to attend the AIRM & AIC official events

**The Panel of
AYIM Faculty**



for their commitment and high quality delivery of lectures

**AIC Member
Associations**



for their support in recommending faculty and canvassing support from their member companies



**ASEAN Insurance
Council**

AIEC Meeting
Phnom Penh,
Cambodia
28 Oct 2015

Update Report on

ASEAN School for Young Insurance Managers (AYIM)

**Scholarship Grant
Eligibility & Selection Criteria**

presented by:
AYIM Programme Manager

AYIM Scholarship Grant

Purpose

To make the AYIM programme more accessible to promising young insurance managers from the ASEAN countries, particularly those from the less developed insurance markets, by helping their insurance companies to defray the cost of sending them to the AYIM programme.

AYIM Scholarship Grant Approval Committee

The members of the Approval Committee comprise of:

1. **Ibu Evelina F. Pietruschka**
Secretary-General, ASEAN Insurance Council
2. **Mr Micheal Rellosa**
Chairman, ASEAN Insurance Education Committee
3. **Ms Karine Kam**
Chief Executive, Singapore College of Insurance
AYIM Programme Manager

Responsibilities of the Approval Committee

Decide on the number of Scholarship Grants that will be offered for each AYIM programme

Review the nominations submitted by the respective insurance associations in accordance with the Eligibility Criteria and decide on the award of the Scholarship

Review and decide on any other matter relating the AYIM Scholarship Grant

AYIM Scholarship Grant

Amount of Grant ~

US\$ 1,435 for Overseas participants

US\$ 750 for Host Country participants

1

Covers the full AYIM Programme Fee and the hotel accommodation (for overseas participant only) expenses for the successful applicant for the duration of the Programme.

2

Disbursement will not be made to the successful applicants' company, but will instead be used to offset the relevant AYIM Programme Fees and the hotel accommodation expenses (for overseas participants only) for the successful applicant.

3

Funded from the surpluses accumulated from the AYIM programme, and to be awarded at the discretion of the AYIM Scholarship Grant Approval Committee.

AYIM Scholarship Grant

Selection Process & Criteria

- ❖ **Number of AYIM Scholarship Grants awarded for each intake based on a percentage (roughly 30% to 40%) of available Accumulated Surplus**
- ❖ **Invitations are extended to members of respective AIC member associations to inform their member companies of the AYIM Scholarship Grant and to encourage them to consider applying for their deserving employees**
- ❖ **Each AIC member association is only allowed to submit one application. If more than one application is received, they are expected to select the most deserving applicant based on the following parameters of the company:**
 - **Paid-up Capital**
 - **Total Assets**
 - **Premium Income, etc**
- ❖ **The Scholarship Grant Approval Committee will review the applications based on the number of Grants to be awarded. If there are more applications than Grants to be awarded, priority will be given to those from countries with lower Per Capita GDP.**

Eligibility Criteria for Applicants

Applicant's company must satisfy the following requirements:

- must be a member of the respective ASEAN Insurance Council member associations;
- must be a company with majority ASEAN parentage or ownership.

Applicants must meet the following criteria:

1. must be nationals of their respective countries;
2. must have been nominated by their respective insurance associations;
3. must have worked in a licensed insurance company in their country for at least 2 years;
3. must be sufficiently proficient in the English language, to be able to comprehend lectures and engage in discussions in English;
4. is below 40 years of age.

AYIM Scholarship Grant

Award of Scholarship

Based on the aforementioned rationale, the following 5 applicants were awarded the AYIM Scholarship Grants for the 6th Intake:



Country	Nominees Selected	Name of Employer	Nominating AIC Member Association
Cambodia	Devy Ladeth	Campu Lonpac Insurance Plc	IAC
Indonesia	Budi Candra	PT Equity Life Indonesia	AAJI
Philippines	Adrian Joseph R Fernadez	The Insular Life Assurance Co. Ltd	PLIA
Thailand	Arati Katimuneetorn	FWD Life Insurance Public Company Ltd	TLAA
Vietnam	Phan Trinh Quoc Kien	PVI Insurance Corporation	AVI



THANK YOU

