

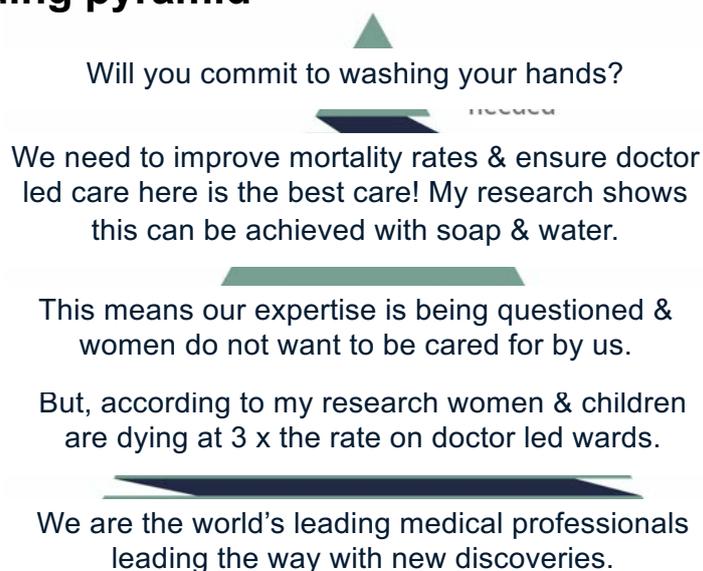
The Persuading Pyramid



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The persuading pyramid



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Would you be willing to review this with me? And share your advice...

I propose that we hire an additional underwriter to enable us to write more business and have costed out a detailed proposal.

And as a result we're not on track and will miss this target

At the moment a lack of resource is limiting our ability to handle new business

As a team we've set a vision to grow 20% by 2025



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When could we discuss this please as I'd appreciate your input?

I have some ideas as to how we might restructure to create both opportunities for the team members to develop & growth opportunities for the business.

The impact is that in juggling team management & underwriting I'm not able to give my best to both

I have 8 DR's currently & am focussed on developing them.

I recognise we have ambitious growth targets & some strong talent on the team who can help us achieve our 2021 goals.



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When could we discuss this please? I'd appreciate your advice...

I'd like to explore how we might increase my role level within the next 6 months.

This is making it very difficult for me to gain buy in from across the business & meet targets

In order to do this I need to gain buy in from across the business but my current title doesn't reflect that level of responsibility

In line with the objectives you set me I'm keen to build on my experience and play a larger role in the team by doing X, Y and Z.



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When could we discuss this please?

I'd like to explore next steps with you and get some guidance on where the business sees me going next so I can best contribute.

I don't feel that I am being utilised to my full capacity and believe I have more I can give to help the team achieve it's goals.

I have received great feedback on my leadership skills and am well respected by my clients and stakeholders across the business.

One of my DRs is also ready for their next move and could be a successor

My development objectives have been to grow my team and expand our revenue book. Now the team is looking to expand into new territories, I am keen to understand how I can support this and where I can go next in my career



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