Session 56BG, Professionalism & Ethics: Managing Sticky Situations

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THE

GET REAL: LEADERSHIP

EXPERIENCE
sticky situations
professional ethics at work
WE ARE TWO LIFE-LOVING, HARD-WORKING RISK-TAKING, HIGH-ENERGIZING LEADERS ON A MISSION.

Jenn
Karen
SCENARIO 1:

You feel your colleague (client, boss or contractor) is getting pressure from their manager to change the rates. You aren’t 100% sure but you are concerned your colleague is rubbing up against a fine line that could get them in a lot of trouble.

How do you bring it up to your colleague?
SCENARIO 2:

Your colleague comes to you and admits they made a $5M mistake in a model. They share with you that while they will fix it, no one has noticed so they aren’t going to say anything to management. This doesn’t have a huge impact on the business, however others have been working under the old numbers for over 8 months.
SCENARIO 3:

It is time for the year-end reserves calculation. It hasn’t been a great year for the business. You know if you lower the reserves to the lower end of the acceptable range, bonuses will be better for all. If bonuses weren’t a factor, you would adjust the reserves to be at the higher end of the range based on your experience. Even though you would be within the acceptable range, you still feel funny about making the reserves lower than you believe you should. How do you reconcile?
SCENARIO 4:

You have an actuary who works with you whose communication skills are lacking. Often information is vague, seems disjointed, and isn’t appropriate to the intended audience. How do you work with them to improve their communication skills?
THANK YOU.
WHAT QUESTIONS DO YOU HAVE?

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