



Recruiting Clinic

Module 3
2021





He was chosen!
他是被 **拣选** 出来的!



人对了、事情就对了!



人要是行，， 干一行行一行，
一行行行行行；
要是不行， 干一行不行一行，
一行不行行行不行



提升**价值**、**创造价值**

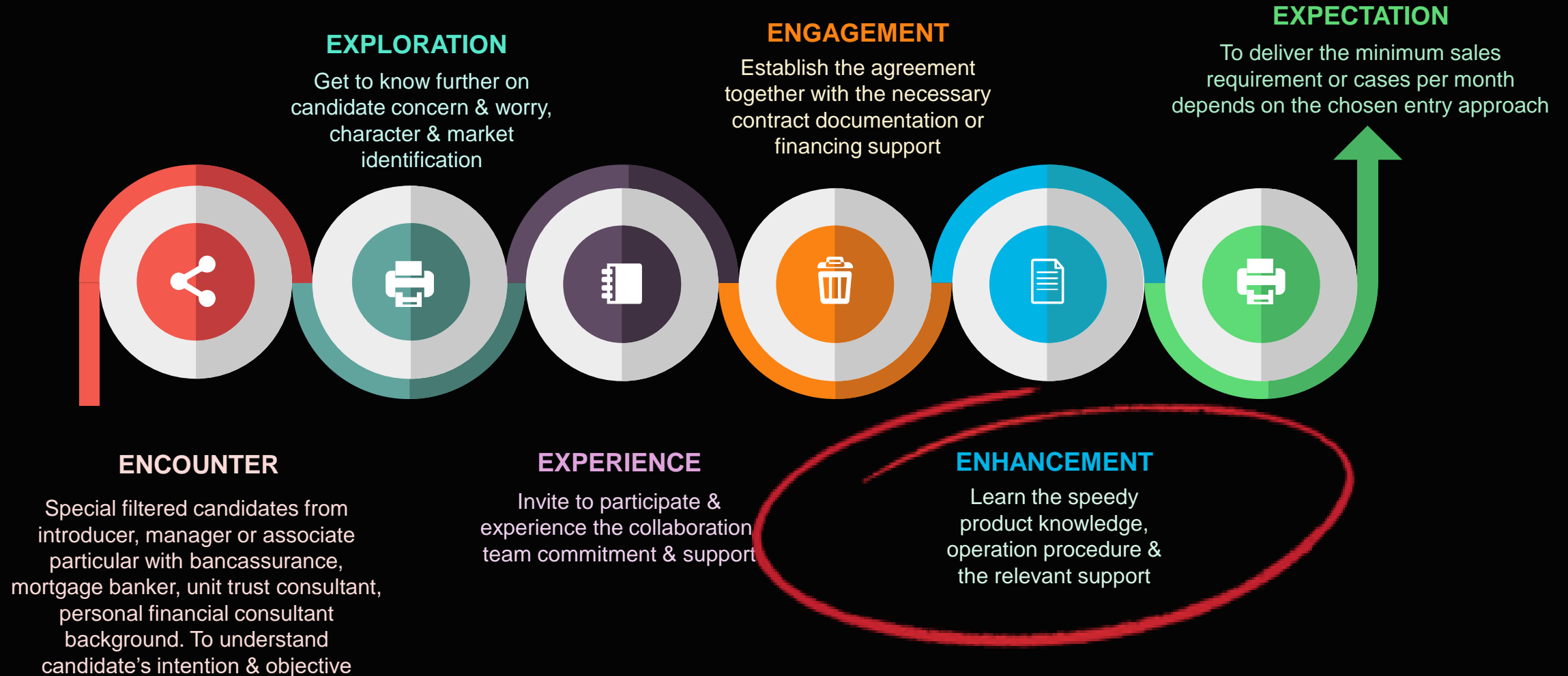
WHY YOU?





TALENT SEARCH ECO SYSTEM

Talent Search Program



Talent Search Program



1. To attend Speedy Product Training
2. To get to know the Need Based Concept Approach
3. To learn the New Business Submission via non face to face & hard copy submission
4. To attend morning meeting for
 - Case study
 - Role play
 - Listen to real cases from peers
 - Learn on extra knowledge & skills
 - Sharing & Interaction among associates
5. SIT plan for activity management & improvement



ENHANCEMENT

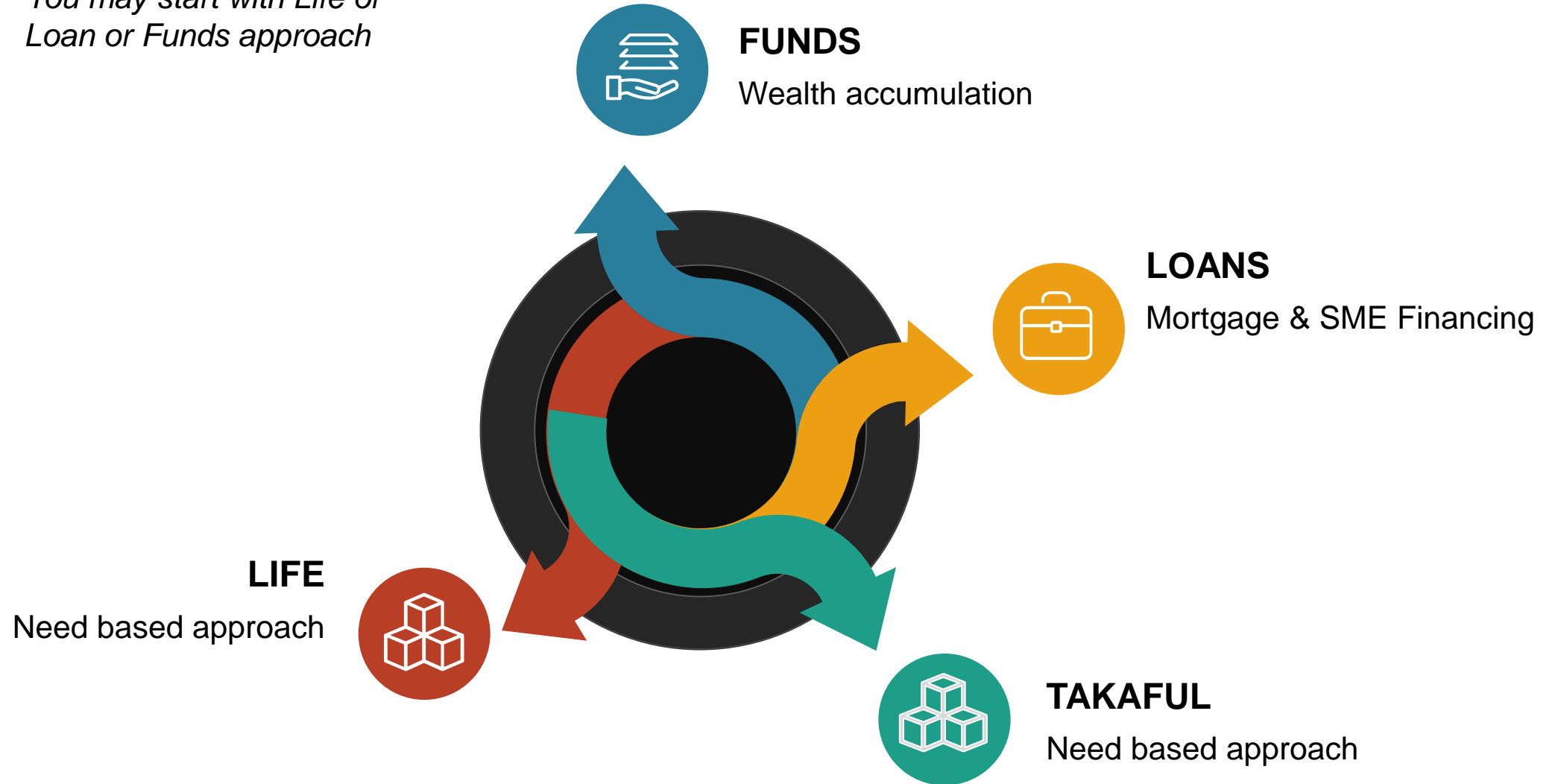
Learn the speedy product knowledge, operation procedure & the relevant support



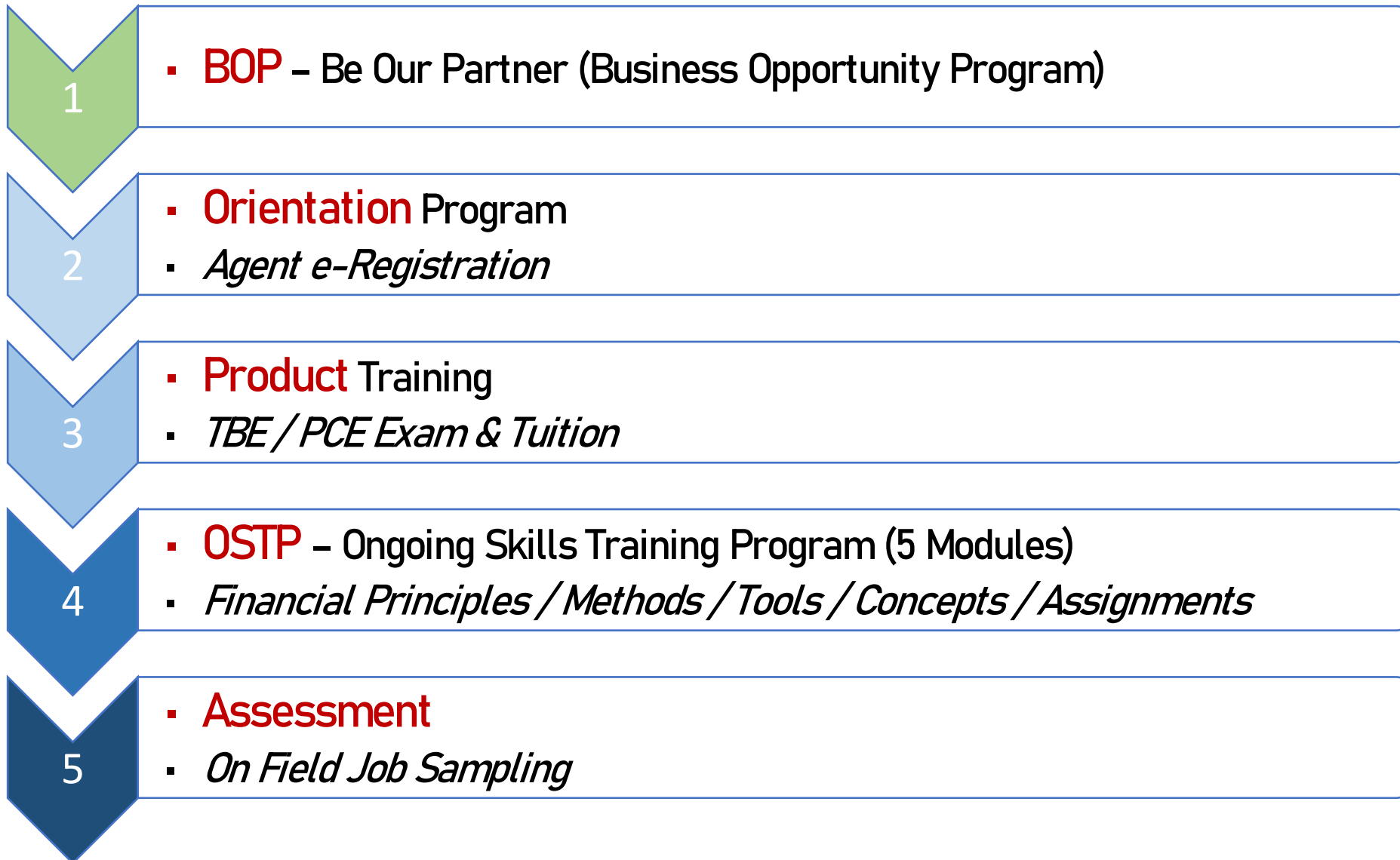


Flexible Entry Approach

You may start with Life or Loan or Funds approach



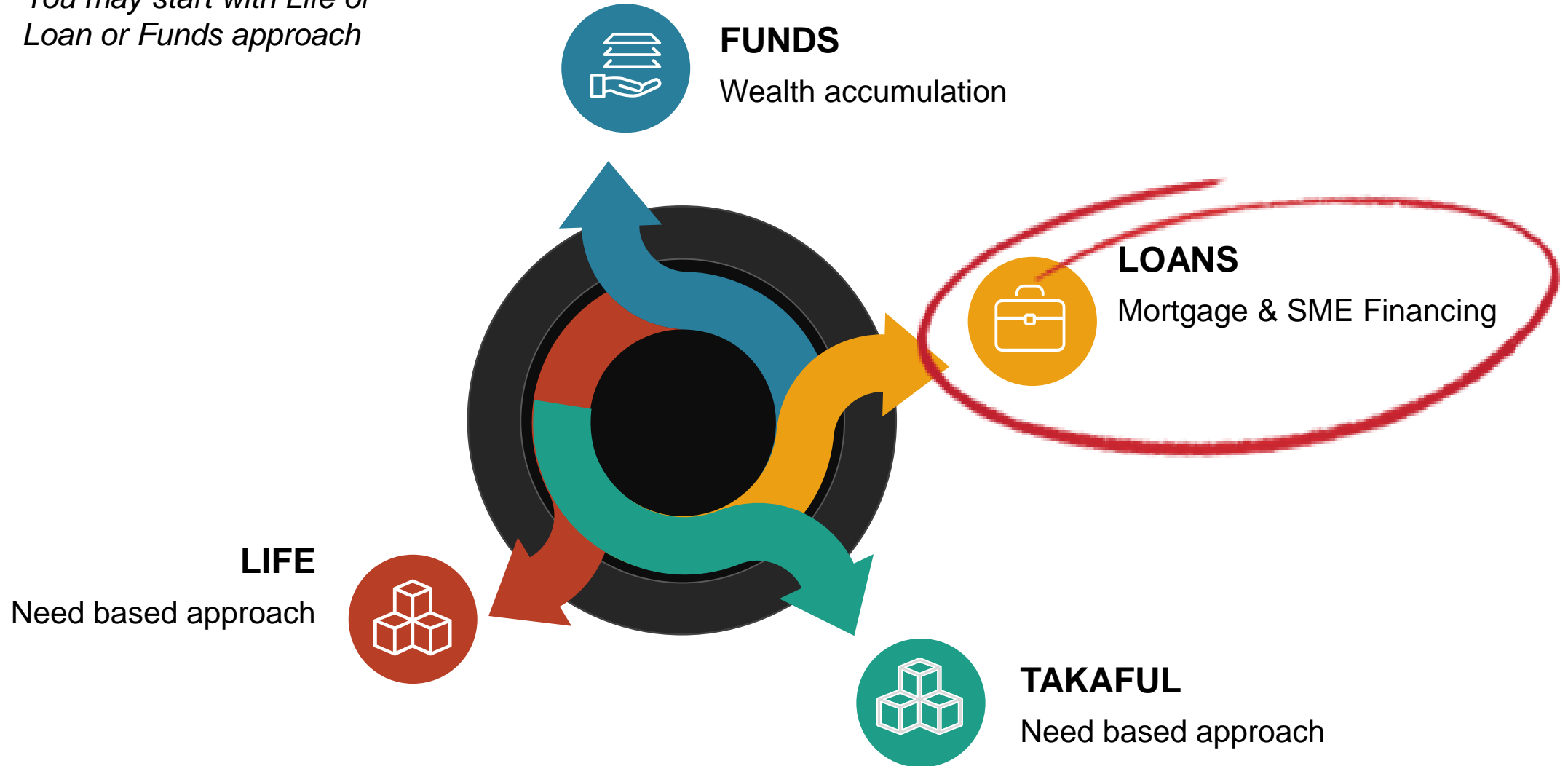
On Boarding Training Program





Flexible Entry Approach

You may start with Life or Loan or Funds approach



Mortgage Planner Training Program

Mortgage Fast Start Program

1. Mortgage Loan
2. Generic & Technique (Products, Procedures & Practices)
3. Debt Cancellation (APA)
4. SME Property Biz Financing
5. Compliance
6. Assignment with 5 FHS (Financing Health Scan)

Jointly managed by GV & Panel Banks

SME GROW Program

1. Generic & Technique (Products, Procedures & Practices)
2. BAPA
3. Compliance

Note: Only for Planner who attended Module 1

Jointly managed by GV & Panel Banks

SME PLUS Program

1. Generic & Technique (Products/Procedures/Practices)
2. Compliance
3. Pre-IPO Nurturing
4. Financial Standing Analysis Skill
5. Cross Selling into Protection & Funds

Note: Only for Planner who are Elite Loan Adviser & SME Focus Group



Flexible Entry Approach

You may start with Life or Loan or Funds approach

LIFE
Need based approach



FUNDS
Wealth accumulation

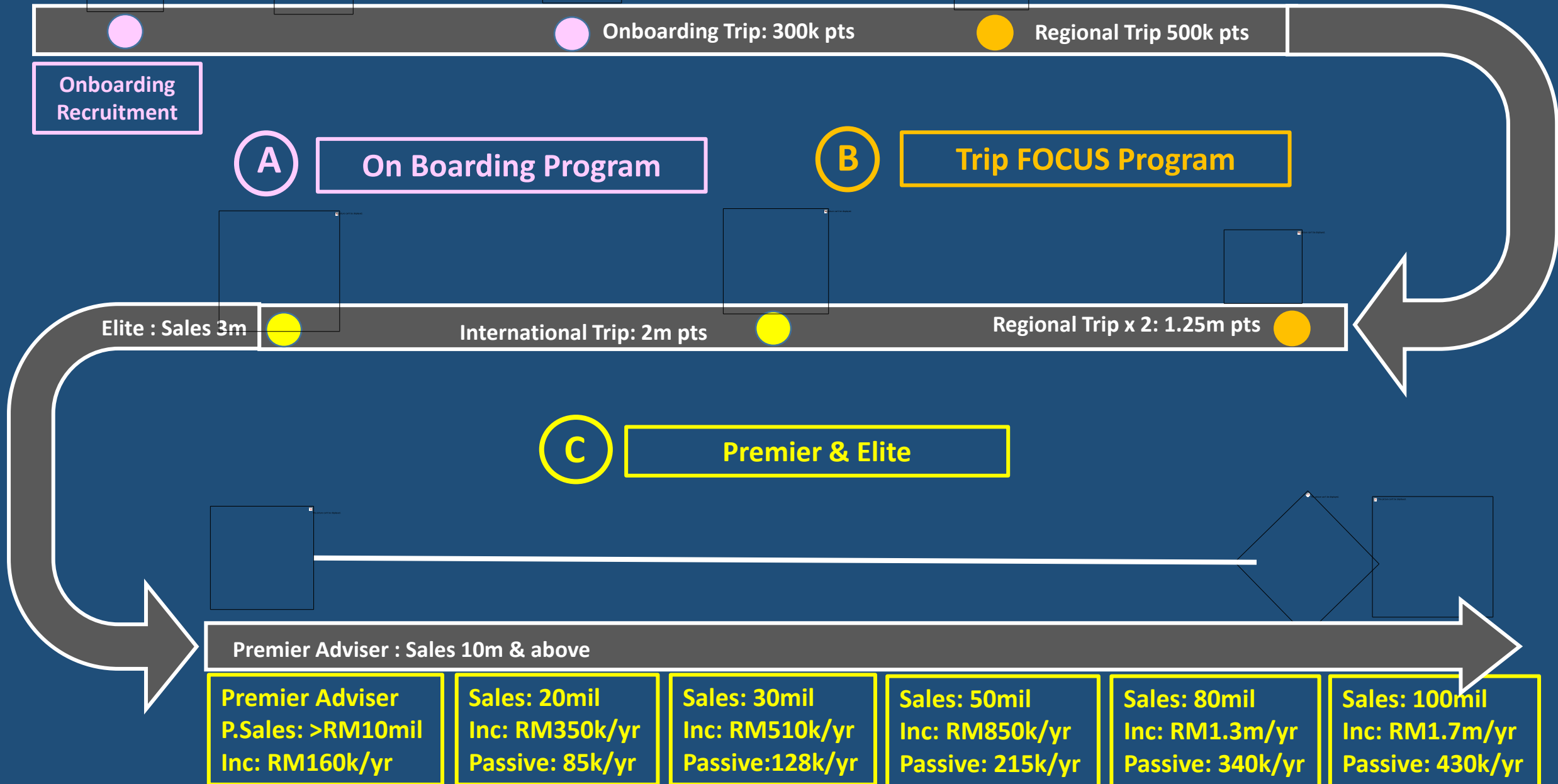


LOANS
Mortgage & SME Financing



TAKAFUL
Need based approach

AVA Focus "3 Grooming Programs"





Onboarding Modules

English -

90 Days Program (12 sessions)

(every Tuesday 2.00pm - 3.30pm)

Mandarin -

Onboarding Group (12 sessions)

(every Saturday 2.00pm - 3.30pm)

New Joiner (Pre-code) submitting or submitted documents for CUTE Exam can **join either one or both** Onboarding Modules:

Open also to:

Rookies with UT code for 1 year or less

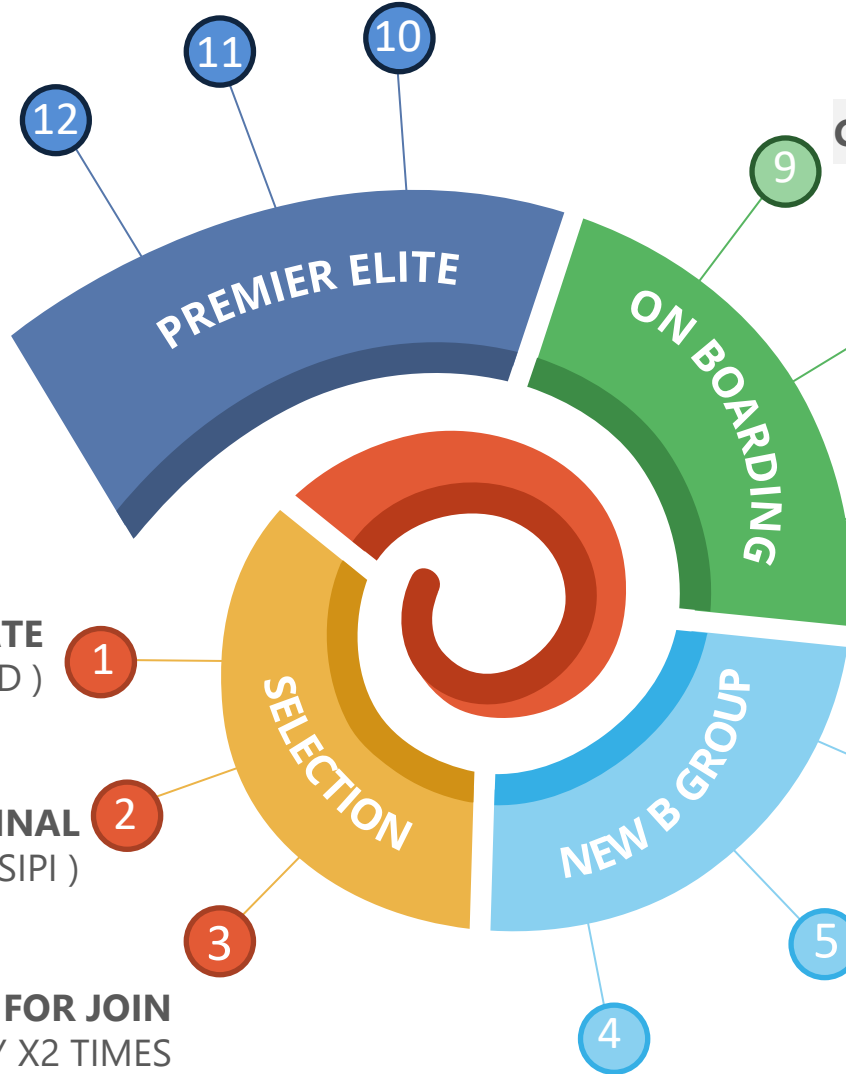
BASE ON RECOMMEND
3M AUM FOR JOINING PREMIER @ ELITE GROUP

EVENT AHAM FOR CUNSALTANT LEARNING



CONGRATULATIONS

MISSION COMPLETE
100 > DAYS TRAINING



COMPELTE ASSESSMENT AND ACHIEVE 300 K AUM

TEAM MEETING EVERY WEEK FOLLOW THE GROUP
(CASE STUDY / PRESENT MARKET UPDATE / ACTIVITY REVIEW .

12 TOPIC FOR LEAR
EVERY WEEK SATURDAY

PASS EXAM AND ACHIEVE 150K AUM-
FOR MOVING FOREWORD

START THE REAL PRACTICE / CASE STUDY

LEARNING HOW TO PRESENT –
(SIPG / EPF) EVERY THURSDAY NIGHT

APPROACH FIND THE RIGHT CANDIDATE
(SAL / BANKER / SALES BACKGROUND)

2ND INTERVIEW FOR FINAL
(PRESENT SIPG +SIPI)

INVITE FOR JOIN

MARKET UPDATE THURSDAY X2 TIMES
SATURDAY ON BOARDING X 2 TIMES



Flexible Entry Approach

You may start with Life or Loan or Funds approach



FUNDS

Wealth accumulation



LOANS

Mortgage & SME Financing



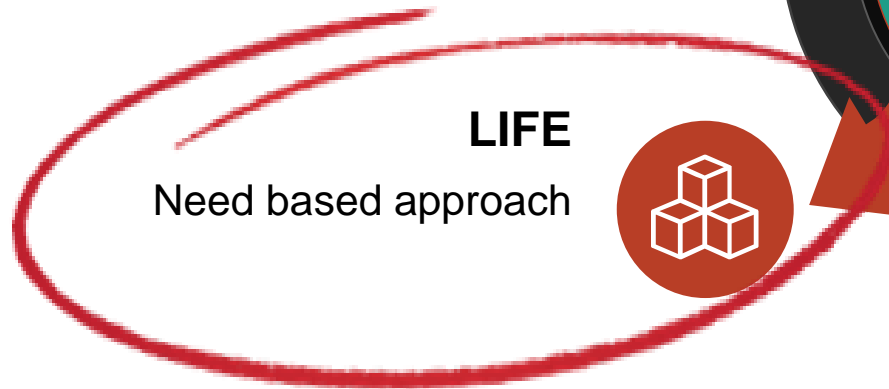
LIFE

Need based approach



TAKAFUL

Need based approach



OUR SUPPORT : Performance Development Program



New Associate Training Program

1. On-Boarding Program
 - Basic sales cycle
 - Business sales planning
 - Product Knowledge
 - Need Based Training (OSTP)
 - Healthcare Planning
 - Family Income Protection
 - Debt Cancellation
2. New Business Submission Procedure
3. Policy Servicing & Claim Procedure
4. Activities Management (ACT) – SIT Plan
5. Case study & role play



Performance Development

Performance Development Program

K

Knowledge

A

Attitude

S

Skills

H

Habits

Performance Development

✓ Training Development

Train & Develop from one stage to another

- Business Associate
- Foreign Trip Qualifier Tier 1 or 2
- Excellent Adviser
- MDRT

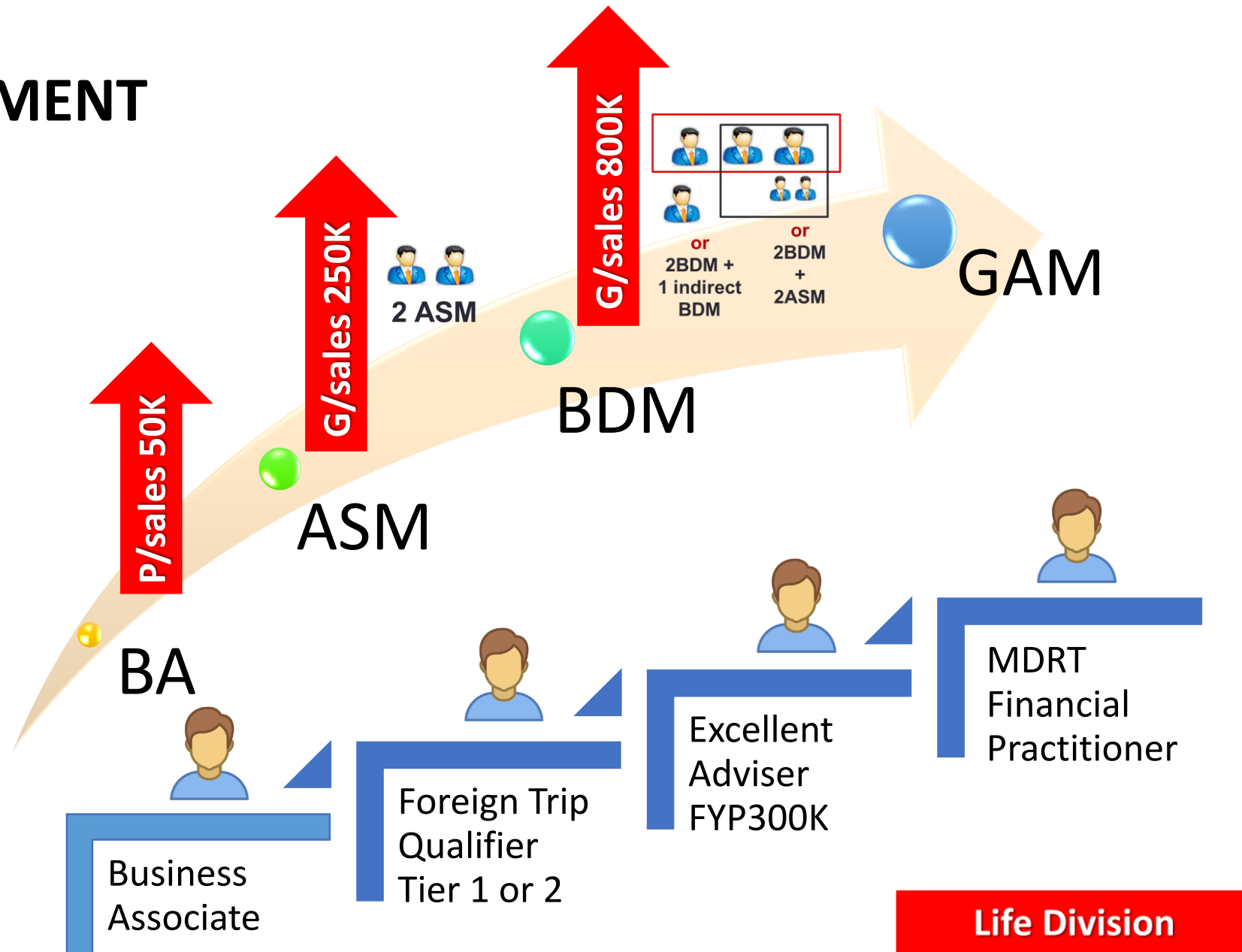
✓ Grooming Development

Groom & Develop Agency Leaders from one stage to another

- Business Associate
- Assistant Sales Manager
- Business Development Manager
- Group Agency Manager



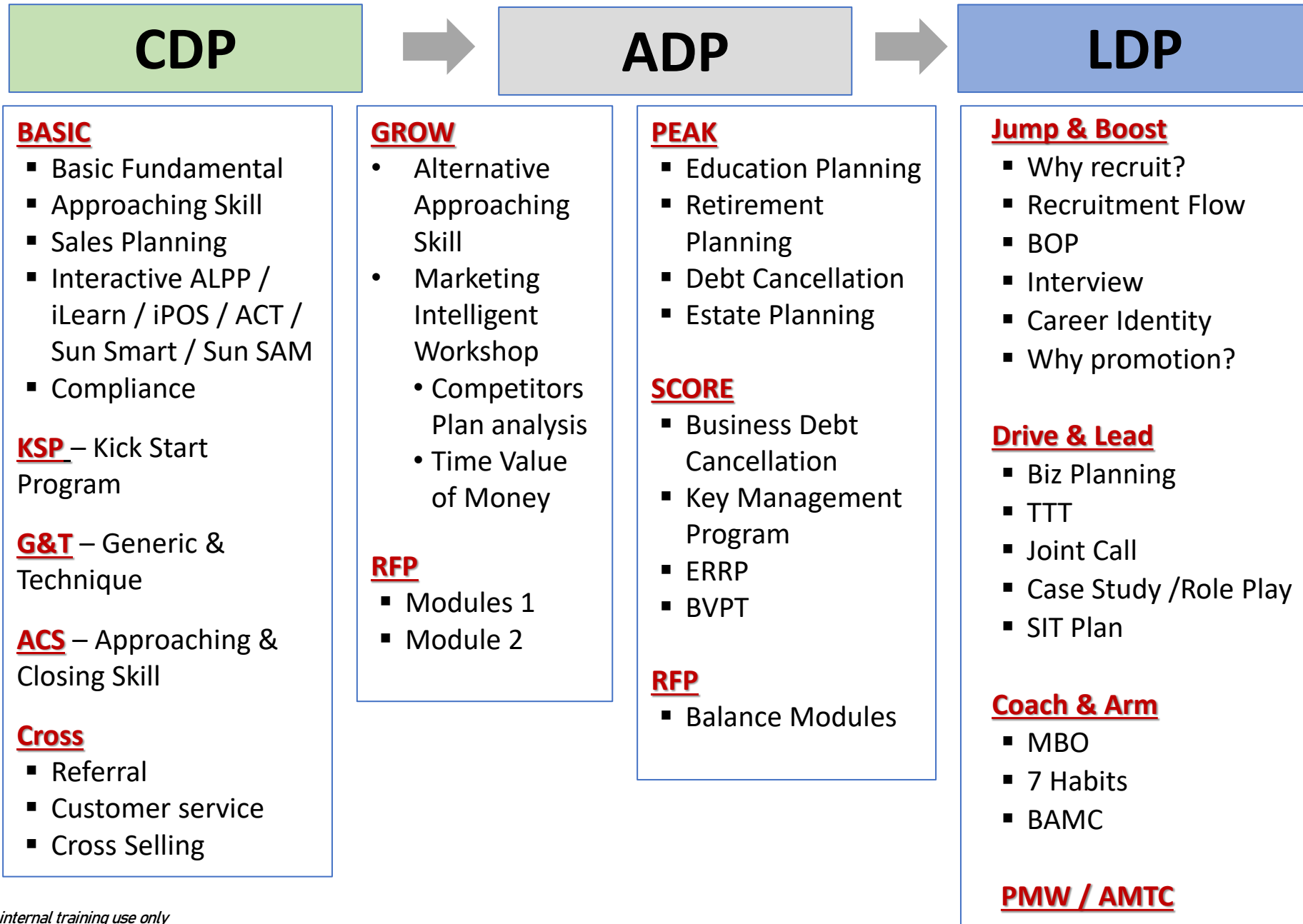
TALENT DEVELOPMENT



Financial Associate



Financial Entrepreneur



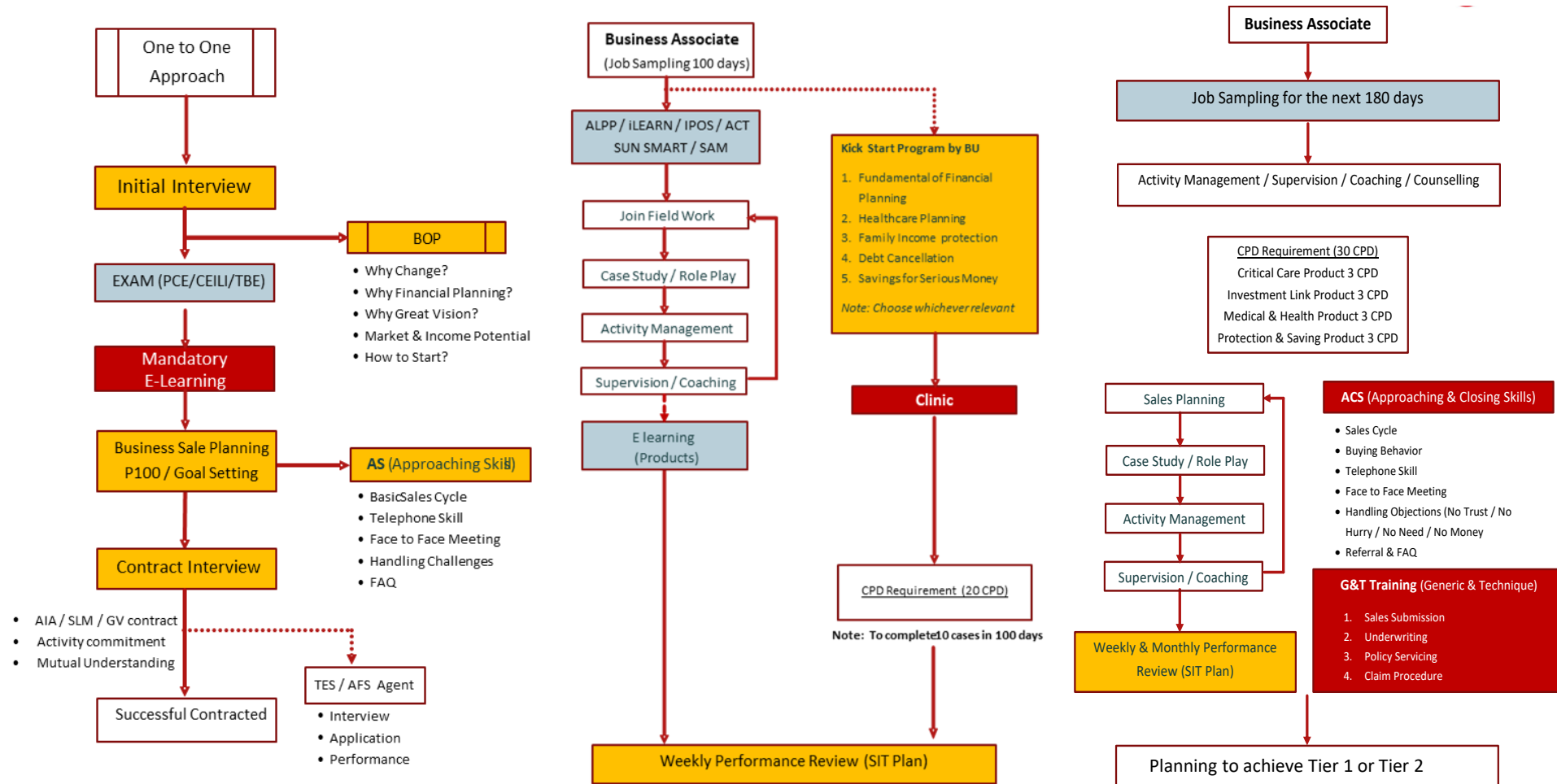
Career Development Program (CDP)

□ 起步生存之道

Kick start Module



Business Associate Development Flow Chart – CDP Part 1



Code	TRAINING COURSES & EXECUTION TASKS	Conducted by
	Clinic / ACS / G&T / ACT	GV & Principal Academy
	BOP / AS / Business Sales Planning / Interview / Kick Start Program / Product Training / Joint Field Work / Case study / Role Play / SIT Plan for Weekly Performance Review (Activities, Supervision, Coaching, Counselling)	BU Leaders
	ALPP / iLEARN / iPOS / Sun Smart / Sun SAM / e-Product Learning	Business Associate

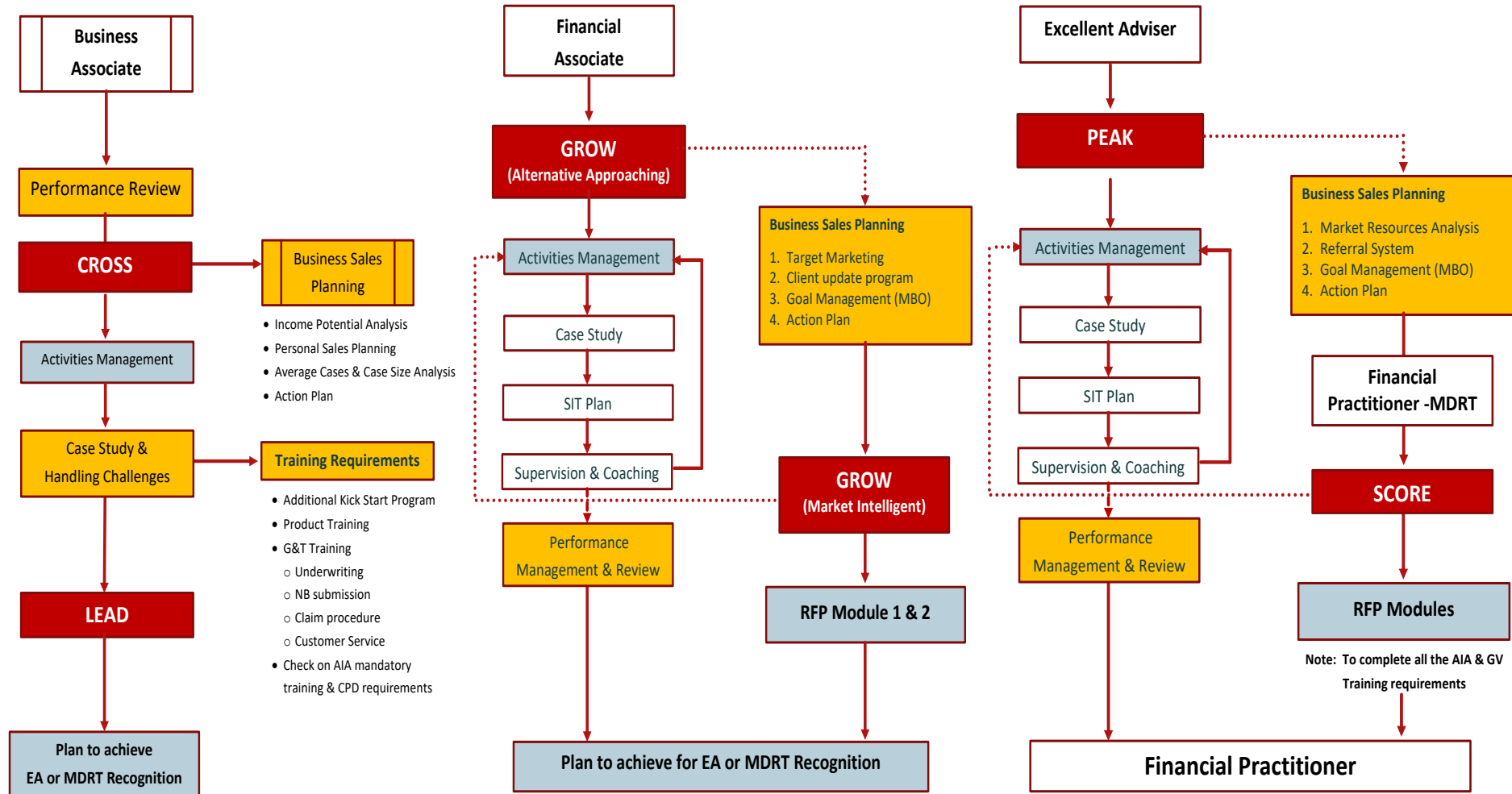


Adviser Development Program (ADP)

□ 健康发展之道

Steadily Growth Module

Business Associate Development Flow Chart – CDP Part 2 & ADP



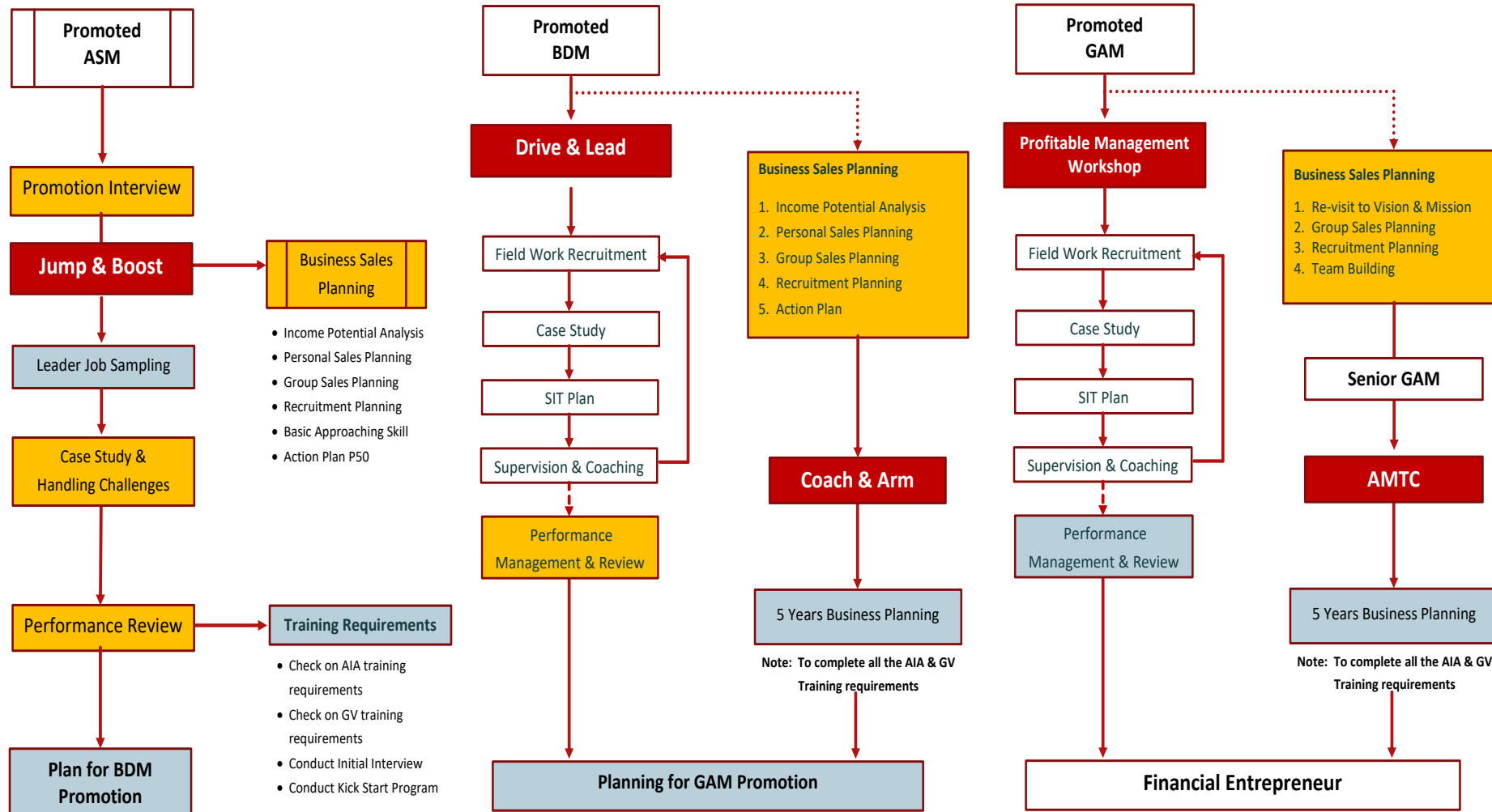
Code	TRAINING COURSES & EXECUTION TASKS	Conducted by
	Grow & Cross / LEAD / PEAK / SCORE	GV Academy
	Business Sales Planning / Kick Start Program / Product Training / Joint Field Work / Case study / Role Play / SIT Plan for Weekly Performance Review (Activities, Supervision, Coaching, Counselling)	BU Leaders
	Activities Management / iEARN / e-Product Learning / RFP	Business Associate

Leadership Development Program (LDP)



□ 持续成长之道
Sustainable Growth Module

Leadership Development Flow Chart – LDP



Code	TRAINING COURSES & EXECUTION TASKS	Conducted by
	Jump & Boost / Drive & Lead / Coach & Arm	GV Academy
	BOP / AS / Business Sales Planning / Interview / Product Training / Joint Field Work / Case study / Role Play / SIT Plan for Weekly Performance Review (Activities, Supervision, Coaching, Counselling)	BU Leaders
	Leader Job Sampling / Performance Management & Review	Promoted Leader

Performance Development



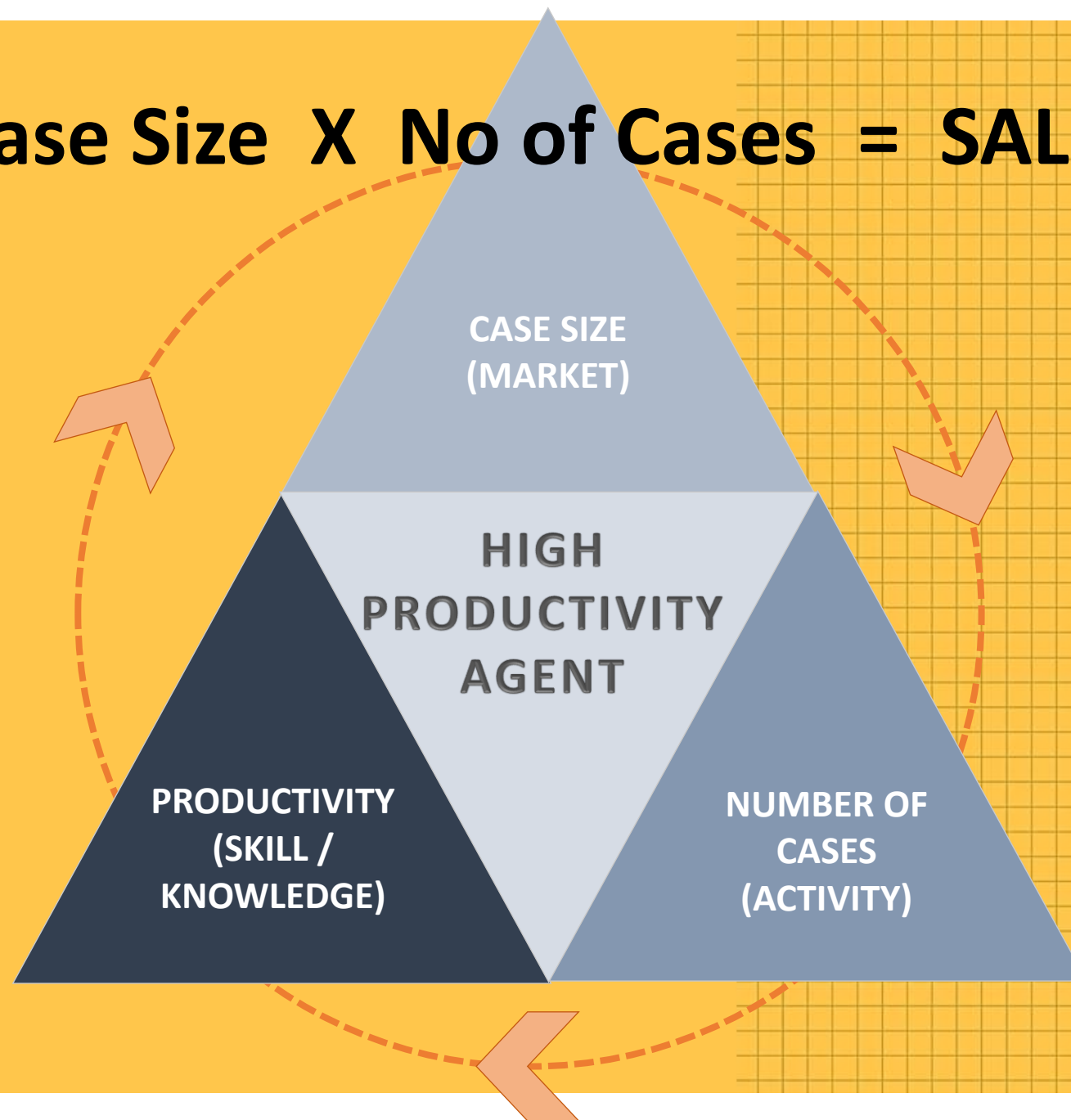
ASSIGNMENT

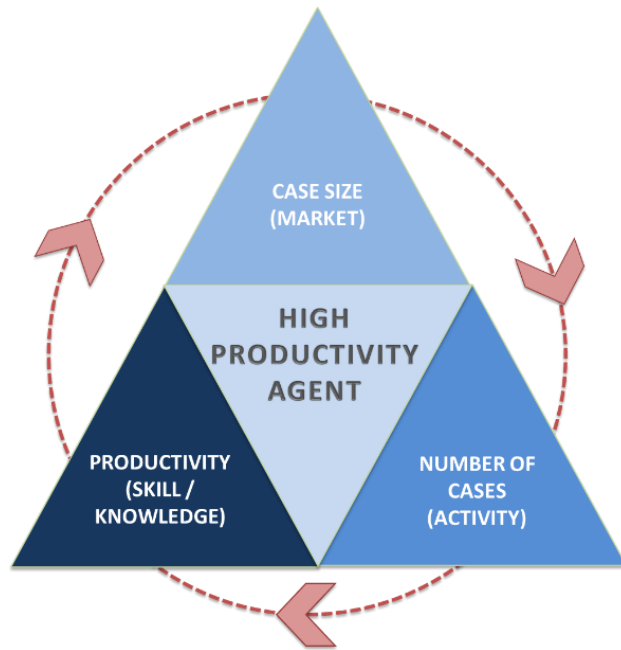
1. Sales Performance Requirement
2. Activities Performance Requirement



KAI

Case Size X No of Cases = SALES





CASE SIZE

- Market of Prospect
- Concept used

Market of Prospect

- Mostly approach on which market of prospects?
- Why?
- How to make a difference or make a change?
- What do I need?
- My Action Plan...

AVERAGE CASES

- Personal Emotion
- Time Management

Personal Emotion

- Are you satisfied with your average cases?
- What's the cause?
- How do I avoid it?
- What do I need?
- My Action Plan...

Concept Used

- What kind of Concept is used most frequently?
- Why?
- How to move to another concept?
- What do I need?
- My Action Plan...

Thank You