

Training Manager - IDFC First Bank

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Company: Tata AIA Life Insurance

Location: Chennai

Category: other-general

A Position Overview:

Position Title

Manager_ Training IDFC (Partnership Distribution)

Role Summary :

To manage training & development objective of the IDFC First branches/cluster/Centers

To ensure optimal training coverage to realize desired sales & product mix objective.

To plan training calendar and ensure training coverage as per planned calendar & training needs & agreed flavor of the month.

To ensure that right selling behavior, sales ethics and right sales practices are embedded through the training imparted in line with company standards and regulations.

To closely work with the sales team of both Tata AIA & Partner to formulate training strategy as per need.

To ensure delivery of skill, behavioral & sales oriented training.

B Organizational Relationships:

Reports To

Head Training_IDFC (Partnership Distribution)

C Job Dimensions:

Geographic Area Covered

Respective Branches/Cluster of IDFC First

Stakeholders Internal

TATA AIA Relationship Sales Team ; Training Planning & Co-ordination Team ; PA
Quality & Content team

External

Branch Managers, Relationship Managers, OPS, Acquisition Team & Insurance
Specialists of Partner team

D Key Result Areas:

Interact / Train & Coach Bank LGs & Insurance Specialists to help them achieve sales targets & desired product mix.

- Visit Partner branches on a regular basis to ensure that training needs are identified & trainings planned accordingly
- Freeze, by month end, in agreement with TATA AIA Sales team & Partner Insurance Specialists, training calendar for the following months
- Visit branches & Conduct Trainings as per calendar/need/flavor of the month
- Train/Coach RM's on identifying & understanding life insurance needs of clients & pitch appropriate TALIC solutions and support them in joint calls where required.
- Build good relationships & interact informally with IDFC First to ensure smooth flow of business & training transactions.
- Do JFW with partner RM to drive activation & product mix.

Provide operational support

- Act as a Single Point of Contact for all training related issues
- Act as a coordinator between between IDFC First & TPC team of TALIC for licensing training, renewal training, licensing exam fixing and all training administration related work

Analytics/ Comparisons/MIS & Reporting

- Ability to analyze competition products and provide compelling reasons basis these analysis on advantages & strengths of TALIC products vis-à-vis market
- Ability to understand FUND performance reports of TALIC funds and compare with other ULIP funds as per similar asset class and provide compelling reasons on strengths of TALIC funds in various asset classes basis chosen benchmark with that of other funds of similar class.
- Ability to understand and explain various investment assets class and opportunities and position where life insurance as an investment asset class stands out & fits in.

·Design and circulate training related MIS/ Training Calendar/ Training Coverage etc. to various stakeholder as required

·Analyze data cuts on Performance of RM's pre & post training & take corrective action, plan training and coaching basis the same.

Management of teams & Training of TATA AIA & IDFC First Sales Teams

·Monitor & Develop the performance of all allocated trainers

·Impart training – induction and follow-up trainings to Sales Managers of TALIC managing Partner relationship as per Training Road Map.

E Skills Required:

Technical

·Sales experience in life insurance or other field

·Good Knowledge of MS Office; Power-point & Word

·Life Insurance subject matter expertise

·Life Insurance Product knowledge

·Analytical skills to compare life insurance products

·Good understanding of financial products, equity market, portfolio diversification, financial planning knowledge & skills

·Team Management skills

·Mentoring skills

·Business perspective & planning

·Performance Management skills

·Finance / Insurance industry awareness

·Interviewing skills

·Self management

·Problem solving skills

§Peer level co-ordination and influencing skills

Behavioral

Essential

Desired

Interpersonal skills

Communication skills

Creative thinking skills

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