



Will Bloomer DUAL ANZ leadership connection program

Program purpose

The Will Bloomer DUAL ANZ Leadership Connection Program supports the growth and development of DUAL ANZ's current and emerging leaders, and provides the opportunity for connection, guidance and insights through a formal program led by the Executive Chairman. In recognising DUAL's continued growth, this program seeks to ensure connection, collaboration and wellbeing are prioritised amongst the leadership team. Through knowledge sharing, discussions on lessons learned on the DUAL journey and beyond, and creation of a safe space for our leaders to reflect, this program seeks to empower DUAL leaders to tackle new challenges including roles, leadership, projects and initiatives with confidence. This program has been named after Will Bloomer, to recognise his role as a mentor to many within Howden Group and DUAL ANZ.

Program objectives

1. Provide opportunities for DUAL leaders including people managers and senior leaders to connect with DUAL Executives and Founders.
2. Facilitate knowledge sharing of the DUAL journey including lessons learned and how DUAL values have been applied along the way.
3. Create dedicated time for leaders to reflect, debrief and have open conversations on successes and challenges they have encountered or are currently experiencing.
4. Promote innovative thinking and contribution to the future of DUAL by emerging and current leaders.
5. Encourage connection between leaders through shared experiences and enhance communication between teams and functions.

Program structure

The program will consist of the following:

- Introduction Session
- Four 1:1 connection sessions with the Executive Chairman across a 12 month period
 - 1 meeting per quarter
- Direct Manager input to support development and shape session topics
- Two-day offsite with other program participants and the Executive Chairman, CEO and Deputy CEO.
- Debrief Session

Program timeline

Phase	Q4 2024	Q1 2025	Q2 2025	Q3 2025	Q4 2025
Program development					
Program comms and launch					
Manager discussions					
Mentoring sessions					
Offsites					

Annual offsites

Each participant will have the opportunity to participate in an offsite (one offsite per participant) with two held during 2025. The offsite will provide the opportunity for DUAL leaders to come together and connect with each other and engage with Executive leaders in the business. Offsites will include activities such as:

- Individual Personal Interest Project – develop an idea that can be implemented within DUAL. To present at the offsite
- Group Discussions
 - Where do you see DUAL in 3-5 years and where do you see yourself in this journey?
- External Speakers
- Presentations from CEO & Deputy CEO

CPD hours

Each connection session will be eligible for CPD hours based on session duration e.g. 1 hour meeting = 1 CPD hour. CPD hours can also be claimed for the duration of the formal program of the offsite.

Eligible participants

Participants will include all employees within the DUAL Australia and New Zealand Senior Leadership Teams (excluding Executives) and emerging people managers.

Participation

To ensure optimal value and engagement is gained through the program, participation will be approached as mandatory for all eligible participants, as opposed to an opt-in program. Should a participant not wish to participate, this must be agreed by the participants manager and Head of Human Resources and People following discussion with the participant.

Connection session topics

The purpose of the sessions is to provide participants with the opportunity and environment for conversations that support their wellbeing and development at DUAL. Sessions may be approached as time for:

- Reflection and Discussion
- Knowledge sharing – experiences and lessons learned
- Guidance on DUAL approach

Topics that may be explored include:

- Challenges and successes in current role
- DUAL – History, approach, learnings
- Industry knowledge
- Role contribution – how does the role, function contribute to DUAL
- Underwriting 101 – for Shared Services
- Leadership guidance
- Work/life integration and wellbeing
- Confidence building

Manager input

To assist in shaping conversations and provide guidance on how development can be supported, each manager will assist in providing input and feedback to the Executive Chairman for their team members participating in the program.

Resources and support

- DUAL ANZ Leadership Connection Program Guide
- Leadership Connection Participant Guide