

# SGJ Cross-Training Highlight

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The Sagicor Group Jamaica Cross-Training programme was launched in March 2016 to encourage team members' professional growth and development within the Company. Since its inception, the response has been positive with team members eager to propel their career farther by garnering exposure to areas of interest. The programme has successfully facilitated the alignment of best fit with team members matriculating into positions that best suit their career interests and aptitudes. The focus of this programme is to consistently encourage team members' ownership of their career and to facilitate their individual development through the creation of opportunities.

## **Meet Sagicor Team Member, Peter Brown**

Peter Brown began his journey with Sagicor in 2009, with a view to obtain gainful employment with a reputable company which would serve as a stepping stone into his ultimate career goal. At Sagicor, Peter's experience has been marked with consistent high performance and an excellent spirit which makes him an excellent team player and crucial to his Department's continued success.

Although, Peter enjoys his job as a Claims Processor, his passion has always been to work in a technical field where he could put his formal learning and experience as an Electrical Technician to work. When the Cross-Training programme was launched, it was Peter's co-worker that first encouraged him to apply to the programme. This encouragement led Peter to meet with his HR Relationship Manager who also encouraged and ensured that he put in his application. Peter soon received an opportunity to work with the Sagicor Property Services Maintenance Team.

Having gotten this opportunity, Peter shared that he now has an increased motivation to get up in the morning and come to work. Getting the opportunity to work in his field of passion; a field that he thought he would not have had the opportunity to work in again, was sincerely inspiring for him. He thoroughly enjoyed his experience and the Maintenance Team with which Peter cross-trained was so impressed with his work-ethic and passion that they extended his cross-training assignment.

*"I want to continue working with the team. I loved going on assignment every day, learning something new, meeting new people, going to the various Sagicor locations. This was all very good for me. This is my field; I know that now and I feel confident that should an opportunity arise to work with this team, I would in a heartbeat."*

Although Peter's cross-training assignment has officially ended, he still continues to work with the Maintenance Team on Projects and Special Assignments.

According to Peter, the Cross-Training Programme has given him a newfound respect for Sagicor as it is a testimony that Sagicor truly cares about their team and wants them to develop professionally.