

Talent Development Program



Introducing our *Interactive* and *Engaging* Talent Development Program for New Entrants to the Finance Sector.

- 🎯 **Build Confidence:** Strengthen your confidence in the workplace.
- 🎯 **Financial Jargon:** Gain a deeper understanding of key financial sector terminology and concepts.
- 🎯 **Core Knowledge Enhancement:** Enhance knowledge of practical and relevant areas to help you progress quickly in your career.
- 🎯 **Personal Growth:** Develop and present the best version of yourself.
- 🎯 **Team Integration:** Learn how to seamlessly blend into and excel in collaborative teams.

Session 1: Introduction to the Finance Sector

- ⦿ **Role of the GFSC:** Explore the responsibilities and role of the Guernsey Financial Services Commission.
- ⦿ **Legal Structures in Guernsey:** Understand various legal operating structures used to carry out business in Guernsey.
- ⦿ **Fund Operations:** Gain insights into the operations, strategies and key parties involved in funds.
- ⦿ **Trust and Company Structures:** Learn about trust and company structures, their key parties/stakeholders, and their practical applications in the Guernsey finance sector.
- ⦿ **Captive Insurance:** Learn about the difference between traditional and captive insurance and how these vehicles are used in Guernsey.

Session 2: Understanding financial information

- ⦿ **Accounting Terminology:** Understand key terms like assets, liabilities, and revenue and how businesses leverage these to track financial position & performance.
- ⦿ **Financial Information:** Learn about the key components and how to read balance sheets/SOFP and profit & loss accounts/income statements.
- ⦿ **Users and uses of financial information:** Explore the different uses of financial information including budgets, management accounts and other management information.
- ⦿ **Leverage numbers to your advantage:** Appreciate how financial data contributes to decision making and the success of a business.
- ⦿ **Timesheets and Billing:** Understand the importance of accurate time records for the operations and success of businesses.

Session 3: Getting the best from yourself

- ⦿ **Time Management:** Discover how to utilise effective time management skills and operating efficiency techniques to achieve more in the work place.
- ⦿ **Goal Setting:** Understand SMART goals and how to use them to achieve success in your career.
- ⦿ **Emotional Intelligence:** Understand the core attributes of strong emotional intelligence and how it can support you in the workplace and beyond.
- ⦿ **Positively Enhance your Visibility:** Learn how to stand out and shine in your professional journey.
- ⦿ **Attributes for Success:** Explore the top 10 attributes for new entrants to thrive, including accountability, resilience, reliability and delivering on commitments.

Session 4: Contributing effectively to your team

- ⦿ **Teamwork and Team Dynamics:** Understand your role within the team and how to develop your skills to enhance both yours and your team's performance.
- ⦿ **Proactivity:** Learn how to anticipate tasks, take initiative and leverage your unique skills to enhance your teams results.
- ⦿ **Stakeholder management:** Explore skills to keep key internal and external stakeholders informed, engaged and happy.
- ⦿ **Effective Communication (Email and Telephone):** Master verbal, email and phone etiquette to achieve professional interactions and strong relationships.
- ⦿ **Seeking Help for Long-Term Success:** Understand how, when and why to ask for help and how asking the right questions contributes to your overall success.

This program is carefully designed to provide an holistic introduction to the knowledge and skills necessary for individuals embarking on their first steps into the finance sector. Through interactive learning experiences, delegates will gain insights into the finance industry, enhance their financial literacy skills, upskill and develop essential personal skills and learn how to enhance their contributions to their teams.

Whether you are a recent graduate, school leaver, career changer, or aspiring finance professional, this program will equip you with the foundational tools needed to thrive in the dynamic world of finance.

Program Price: £795 per delegate.

Location: The Shed: Digital Greenhouse.

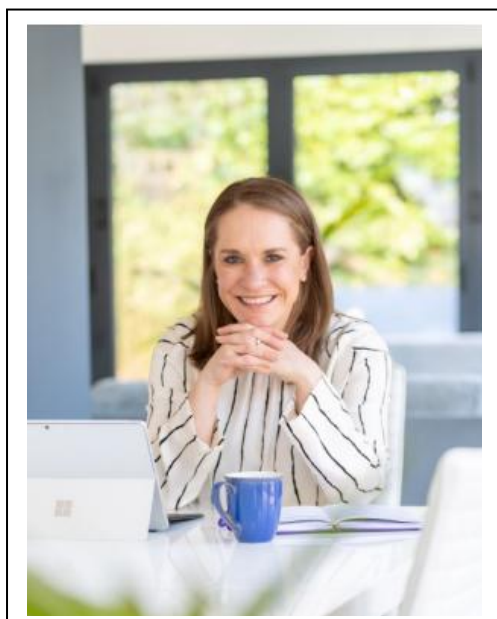
Dates: 3th March 2026, 10th March 2026, 17th March 2026 and 24th March 2025.

Timings: 9.00 am to 1.00pm.

How to Book: Email vicky@gsdsolutions.gg to secure one of the 12 places.

Other information:

- ⦿ The program will be capped at 12 places to ensure an enriched learning experience.
- ⦿ The delegates will remain the same throughout the program allowing them to meet other parties and start to create their professional network.
- ⦿ The delegates will be encouraged to keep learning logs, and discuss these with their line manager after each session, helping them to cement their learning and development.



Vicky Le Poidevin FCA Dip IoD
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Vicky, a fellow of the Institute of Chartered Accountants in England and Wales, brings over 20 years of finance sector expertise to her clients.

After almost a decade at a big four accountancy firm, she ventured into the Trust and Funds sector before joining a local accounting and consulting group in September 2016 where she conducted numerous training sessions and spearheaded various consulting projects. In March 2023, she established the training and consultancy business, GSD Solutions (Guernsey) Limited.

Vicky's training is underpinned by practical, real-life examples that leverage her practical experience. Vicky believes that delegates learn by doing, and includes practical exercises into her courses to ensure the learning remains interesting, relevant, and engaging.

Vicky is passionate about providing high quality, interactive and relevant training and is looking forward to passing on her financial services and management knowledge to the next generation.