Keeping it in the family: sibling success at ConTe

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Our culture is important to us, and we've worked hard to create an inclusive work environment where our colleagues can bring their true self to work. While we're proud to be recognised as one of the Great Places to Work in the World, we're even more proud of how our colleagues talk about us and recommend us as a great employer to their family and friends.

In fact, family connections run deep across the Group. From a mother-son duo in the UK to siblings in Spain, we love seeing how different family dynamics thrive in our teams. Recently, we caught up with Sara and Luca Alfonsi, siblings from our Italian business ConTe, to hear what it's really like working together.

When did you start working together?
Sara: I joined ConTe in 2012 as a sales consultant and worked my way up to a team leader through our Growing Up Talent program, a growth programe that identifies and trains potential future leaders. I now lead the network management team in the intermediaries channel.
Luca: I had recently moved back to Italy and was looking for my next opportunity. Sara told me all about life at ConTe and I was instantly fascinated by the strong family spirit and balance between people and performance. I joined in 2017 as a team leader in the sales department and haven't looked back. Working within the Admiral Group has exceeded my expectations and I'd recommend working for the Admiral Group to other family members.

What is your favourite part about working together?
Sara: We have taken different paths in education and careers but always want the best for each other. We currently work in different areas of the business but still find ways to support one another and share advice.
Luca: Same here. We were curious at first to see how we would interact professionally and how we would relate to each other in our everyday working lives, but it's been great. We've learned to see things from each other's perspective which helps us grow and helps the business too.

Are there any challenges working together?
Sara: Earlier this year, we were both team leaders in the customer value acquisition team. Sharing the same daily work routine could have been tricky, but I loved working closely with my brother. I learnt a lot from him as he had more experience in that particular area.
Luca: We talked constantly and tried to support each other to grow in our roles.

Sara was a breath of fresh air to work with, and I loved her “out of the box” thinking.

Do you have any rules for working together?
Both: No talking about work during family dinners!