



# LEADERS OF TOMORROW

The RGA Leaders of Tomorrow is an exclusive program of the IIS that serves to foster the next generation of insurance leaders. Designed to support a leadership trajectory for a select group who represent the rising stars of the industry, the program cultivates core assets by attracting and motivating key talent; stimulating creative thinking on strategic issues; driving exposure across core business functionality; expanding global peer networks; initiating and leveraging exposure to senior executive cross-sector network; and coaching from seasoned executives.

The annual program culminates with the publication of original papers submitted by Leaders of Tomorrow mentees and a special session at the IIS Global Insurance Forum. One candidate is selected for the Leaders of Tomorrow Leadership Award and recognized at the Awards Gala Dinner before an audience of global industry executives.

All candidates can remain engaged in IIS activities via the RGA Leaders of Tomorrow alumni program that features an exclusive session at the annual Global Insurance Forum.

### **Benefits to Corporate Participants:**

- supports leadership trajectory for rising stars
- compliments the internal development programs of top performers
- builds competitive advantage in attracting and motivating key talent
- incentive for key performers, enhances employee commitment
- stimulates creative thinking on strategic issues
- drives exposure across core business functionality: builds collaborative work environment
- eases the chain of succession

### **Benefits to Mentees:**

- enhances career development
- garners corporate recognition
- global industry recognition
- publication of white paper
- stimulates creativity
- exposure to cross-core business
- builds competitive advantage
- expands global peer network
- provides leveraged exposure to senior executive cross-sector network
- one-to-one coaching from seasoned executive
- participation at the Global Insurance Forum

### **Candidate Criteria:**

- represent IIS top tier Global or Corporate member
- hold or have potential to hold c-suite role in the future
- have 10 years+ in insurance industry
- age 45 or below
- demonstrated outstanding leadership within the organization
- applicant must be supported by candidate's next reporting line
- application to include key achievements

**Mentor Criteria:**

- A seasoned insurance executive representing an IIS Global or Corporate Member company.
- Individuals with extensive industry and leadership experience in life, health or P&C, who are currently members of Executive Management.
- Commitment: three (3) meetings during the 9-month timeframe offering perspective, opinion and sage advice.
- The mentor is not to be used to help find a new position.
- Mentors are permitted to nominate one candidate from their company, who will be paired with a fellow mentor from another company.

**Process:**

- Members are solicited annually for candidate nominations
- Application submitted by candidates to include CV and list of key accomplishments
- Application review and selection of up to 10 candidates, annually
- Candidates are paired with a mentor represented by a senior executive. Mentor and mentee are to meet a minimum of three (3) times (live, phone, or video conferencing) over a 9 month period.
- Mentees are responsible for organizing the meetings and establishing the agenda for all meetings with their mentor
- Mentees submit original paper on strategic topic of their choice
- Mentees attend the IIS Global Insurance Forum which includes an exclusive session for the RGA Leaders of Tomorrow participants
- One candidate is selected for the RGA Leaders of Tomorrow Leadership Award and recognized at the Gala Awards Dinner, held during the Global Insurance Forum
- Mentees are surveyed at the completion of the program for evaluation to continue to enhance the RGA Leaders of Tomorrow program

**For more information contact: [info@internationalinsurance.org](mailto:info@internationalinsurance.org)**