



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 which includes three finalists. One candidate is selected for the Leaders of Tomorrow Leadership Award and two candidates are selected as Honorable Mentions and all are recognized at the Industry Awards Reception before an audience of global industry executives.

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 and 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:

- Represents IIS top tier Global or Corporate member
- junior executive
- potential to hold c-suite role in the future
- demonstrated outstanding leadership within the organization
- applicant must be supported by the candidate's next reporting line
- application to include current CV

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 6-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 can apply annually to participate in the program.
- Applications are reviewed with Mentors selected in collaboration with RGA.
- Mentors nominate a mentee from within their company.
- Mentee submits their CV.
- 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 6-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. It is highly recommended that your topic is reflective of one of the topics found [here](#).
- 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 two candidates are selected as Honorable Mentions and all are recognized at the Industry Awards Reception, 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