Letter From the CEO

When IICF premiered the Women in Insurance Global Conference in 2013 we could not have imagined the overwhelmingly positive industry response. The event facilitated dialogue, provided inspiration, and highlighted the desire of the industry to take an active, leadership role in the field of gender diversity. The energy and enthusiasm of the Global Conference carried forward tenfold with the debut of the Women in Insurance Conference Series, four unique one-day forums held in Chicago, Los Angeles, New York and Dallas.

The response to the series exemplified the overwhelming commitment of the industry to increase attention and encourage dialog on this important issue. More than tripling in size, the Women in Insurance Conference Series brought together over 1,300 industry leaders. Over 200 companies were represented with attendees hailing from 33 states across the country. Through each regional forum, conference participants delved into the topics of leadership, diversity, and innovation.

We are incredibly thankful to those who contributed their time and talents to making this series such a success. In particular, we would like to thank National Presenting Sponsor, XL Group and all of our sponsoring companies who made the series possible. A special thank you to each of our speakers and presenters who shared their knowledge, personal experiences and expertise. We would also like to thank the IICF Board of Governors, divisional Boards of Directors, and conference planning committees for their leadership and vision.

Finally, thank you to our conference participants. It is your passion and commitment to the future that provides the motivation to continue this important dialogue and conference.

Gender equality remains a strong area of opportunity for the insurance industry as we look to enhance gender diversity practices and maximize its benefits. The aim of the Women in Insurance Conference Series is to continue to explore important topics that enrich ongoing dialog while also facilitating important networking among the industry. We look forward to continuing a meaningful discussion of gender diversity with the Women in Insurance Global Conference June 17-19, 2015 in New York City and the continuation of the regional conference series returning in 2016.

Sincerely,

William (Bill) Ross
Chief Executive Officer
Insurance Industry Charitable Foundation
Take risks. Speak up. Invest in yourself. As attendees at the 2014 Women in Insurance Conference Series heard, there’s never been a better time for women to emerge and lead.

The Women in Insurance Conference series brought together over 1300 attendees to explore the concept of gender diversity within the insurance industry. The four regional, one-day forums delved into the role of the individual, the organization, and the industry in achieving greater success. Although each forum provided unique dialog, the themes of gender diversity, leadership, innovation, and the male perspective were explored across the nation.

Diversity and Gender

A diverse organization outperforms its peers that are less diverse, and a key to achieving diversity is to embrace gender differences. Women have distinct advantages and bring unique perspectives to the equation. Conference speakers encouraged women to draw upon their creativity and unique potential.

"Womaninity is about the leadership style of a fully-evolved woman. It embraces the strengths of her gender. We can’t pattern ourselves after men because we’re not men. It’s time to embrace all the strengths of our gender.”

—Anne Doyle, Leadership Author of Powering Up

“… there’s a constant war in our minds—men and women--between the voices that sabotage us and the voice that serves us, the original voice that tells us the truth. Get back to your true path in life, who you truly are, instead of what your inner saboteurs are telling you you should be.”

—Shirzad Chamine, Chairman Emeritus of CTI, Author of New York Times bestseller Positive Intelligence

Leadership

Leaders take risks. Sure, they sometimes fail, but they get back up and they learn from it. Perfectionists can’t be effective leaders. One must learn how to build alliances in order to advance themselves and their ideas.

“Think about your own personal network outside of work, and ask yourself how diverse is that network? The more diverse it is, the more richly you will be challenged.”

—Pina C. Albo, President, Reinsurance, Munich Reinsurance America, Inc.

“Lead in a way that people know how much you care about them. At the end of the day, each individual person helps drive our collective success.”

—Molly Fletcher, President & CEO, MWF Enterprises
“Today’s leaders are dealing with the biggest challenges ever … they’re learning how to fail … learning from failure is becoming a critical competency.”

—Tim Ryan, Vice Chairman, Markets, Strategy and Stakeholders Leader, PwC

**Innovation**

Innovation is a business imperative, and it’s often about working in the unknown and taking risks, which can be daunting. Innovation is going to come from throughout the organization, because it’s impossible for CEOs to have a complete view of the world; they’re counting on their teams to deliver. This creates opportunities for women to distinguish themselves.

“We’re seeing a resurgence in insurance of the attitude ‘we have to innovate.’ It’s become an imperative.”

—Kelley Buchanan, Managing Director, Insurance Advisory, PwC

“The economy is becoming increasingly global, which inherently drives a diverse culture within organizations. If companies aren’t diverse and they’re competing in a global footprint, they will have difficulty connecting with their customers which is becoming increasingly diverse.”

—Jeffrey Barnes, Underwriting Manager, Zurich Insurance

**The Male Perspective**

World-class organizations know it’s not about quotas. For a business to succeed, it needs the diverse point of view that everyone brings to the table. Diversity is a two-way street. Men must be included in the diversity conversations if we are going to make meaningful progress. It’s important to be intentional and have a plan.

“Take risks, take stretch assignments and develop a strong support network at home and at work. Develop a plan with your spouse and determine a balance that works for you.”

—Jeffrey Barnes, Underwriting Manager, Zurich Insurance

“Embrace the change you bring to the table. Don’t try to act like a man. Be yourselves and be true to yourselves. That’s going to make our industry stronger and make our individual companies more competitive.”

—Joseph Tocco, Chief Executive of North America Property & Casualty, XL Group
“The world is changing quickly. It demands more teamwork to solve problems. Women thrive in that environment, yet they aren’t thriving as much as men in leadership. The conversation always ends up at how to balance a career with having a family. Is that why women are hesitant to step into leadership roles? And what can we do to help them?”

—Terri Vaughan, Corporate Director, Educator & Author
2014 APIW Insurance Woman of the Year

“Women tend to be perfectionists, which limits their ability to take risks, engage in competition, take on leadership roles, and most importantly enjoy life and its challenges.”

—Kathryn C. Mayer, President, KC Mayer Consulting, Inc.

“The men I know who are my mentors, sponsors, coaches, they tell me what to do, they’re prescriptive and want to solve the problem; women help me think through the problem and solve it. Both are helpful.”

—Sarah Pang, Senior Vice President of Corporate Communications, CNA Insurance

“Women are over-mentored and under-sponsored. . . . A sponsor opens the door for them, makes sure their name is mentioned at the golf course, and actively lobbies for them to get the promotion or next job.”

—Cora Tellez, Chief Executive Officer, Sterling Health Services Administration

“Own your career, because no one else will. If a company doesn’t respect you enough to ask you what your aspirations are, you don’t want to be a part of that company.”

—Jan Frank, CEO, Pacific Compensation

“I tell my daughter she can be anything she wants to be. The world is wide open, so take advantage of everything you can.”

—Elizabeth McInerney, Chief Operating Officer, Zurich Global Life North America

“You have no clue how great you are. You are far greater in capacity and possibility than you realize.”

—Shirzad Chamine, author of the New York Times bestseller Positive Intelligence
Conference Facts & Figures

1300+ Attendees
31 Sponsoring Organizations
200 Participating Companies
480 Conference Tweets with 870,459 Twitter Impressions
33 States Represented
Gender equality is a significant opportunity for the insurance industry. Yet, there are different opinions on how to mold a culture of diversity and inclusion that will propel more women into positions of leadership. Over 800 conference attendees from across the nation took part in a survey focused on the topic of gender diversity within the insurance industry.

Based on the responses to the conference survey, attendees feel it’s their organization’s responsibility to foster an inclusive culture, but also believe individuals have a responsibility to seek opportunities. Here are some survey highlights:

- Nearly 90 percent believe gender equality is a significant concern for the insurance industry.
- Limited opportunities for upward mobility and inflexible workplace standards are the greatest challenges women face in ascending to leadership positions in insurance.
- More than two-thirds, however, believe their company is actively promoting gender diversity.
- About a quarter believe the insurance industry is more embracing of women in leadership than other business and professional service industries.
- Of five skills critical to being a successful leader, the ability to inspire and motivate was deemed most important by nearly half the attendees (49%). Others are Communication (22%), Vision (14%), Values and Integrity (14%) and Creativity (1%).
- Nearly two-thirds said the one thing their company could better do to embrace and support the development of women is to more effectively identify potential female employees and offer leadership training.
This was one of the most relevant and interesting conferences I have ever attended. The variety of topics and speakers was especially engaging.

—Chicago Attendee

This was a terrific event and well worth being away from the office for the day. I gained usable information from each speaker and breakout session and met some incredible industry leaders. I walked away with some fresh ideas and new goals for my career.

—Los Angeles Attendee

This was an amazing opportunity to really think about what it means to be a woman in the workplace, no matter what the industry.

—New York Attendee

This was my first IICF conference and it was an excellent opportunity to network with and learn from other women in the industry. Each session was very insightful and uplifting.

—Dallas Attendee

@brittanysobel So honored to have been a part of an amazing conference and support gender diversity in insurance #IICFWICS

@crosslady62 #IICFWICS Anne Doyle - men are our allies! We can’t achieve our full potential without them. The days of men blocking our paths are over.

@MillieatIRMI Leaving today with the mindset that being a woman is no longer a handicap to be overcome - it is a strength to leverage @annedoyleldr #IICFWICS

@nicdorda So many great insights from mentoring lunch! #iicfwics

@MargueriteTort Know what you are passionate about, don’t chase titles, best effort always ~ John Tatum @CNA_Insurance #IICFWICS
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IICF Early Literacy Initiative
Funds raised through the Women in Insurance Conference Series benefit the IICF Community Grants Program and the Early Literacy Initiative.

Thank you for your support!

sesamestreet.org/literacy
Make your plans to join us June 17-19, 2015 in New York City for the Women in Insurance Global Conference.

For additional information and sponsorship opportunities, please contact:

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