

# RISING LEADER PROGRAM



## FREQUENTLY ASKED QUESTIONS



### ACLI Rising Leader Program FAQ

#### What is the ACLI Rising Leader Program?

The ACLI Rising Leader program is a professional development and leadership program recognizing ACLI member company employees and promoting the advancement of future industry leaders. It is designed to provide cohorts with a network of seasoned industry peers, visibility with ACLI and industry leaders, professional development, and leadership training opportunities.

#### Program focus areas are:

- Leadership Development
- Advocacy
- Consensus Building
- Professional Development

#### What are the benefits of the Rising Leader Program?

The ACLI Rising Leader program provides cohorts the opportunity to collaborate with peers and colleagues both inside and outside of your area of expertise and build on skill sets in leadership development, advocacy, consensus building, and professional development.

#### *Expected learning outcomes:*

- Gain a greater understanding of best practices, trends and emerging issues impacting the insurance industry.
- Understand, predict and effectively manage the challenges of building consensus.
- Learn your leadership style, including how to best cultivate your style.
- Develop a strong understanding of how ACLI works in an integrated way to develop effective advocacy campaigns to bring our policy case to market.

#### *In addition, it offers cohorts:*

- Discounts at ACLI conferences
- Consideration for speaking opportunities at ACLI conferences
- Visibility with ACLI leadership and senior industry executives

#### How do I apply?

Applications can be submitted using the Rising Leader Program Nomination online form no later than **June 14, 2024**. Application criteria is listed below for reference. Please refer to the *Examples and Best Practices* section for more information.

- Complete online Rising Leader Program nomination form

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- Current copy of resume/CV
- Current copy of bio
- Letter of recommendation. (One nominee listed per letter)
- High resolution digital photo

### **What are the nomination qualifications?**

Applicants must be current employees of an ACLI member company with **10-15 years** of professional experience and strong leadership skills. Applicants must be nominated by a manager or by a senior member of their company.

### **What managerial level is expected?**

Understanding titles and management experience vary within companies, we've provided a list below of sample titles to help guide your selection.

- Assistant Vice President
- Sr. Director
- Sr. Analyst
- Counsel
- Team Lead

### **Are there certain disciplines that are targeted for the program?**

All career functions are welcome to apply. While the program is created to address a broad range of professionals, those in the following categories will be able to take full advantage of the program as well as conferences that are aligned to different professions including:

- Investment (Portfolio Manager, Investment Strategy, Investment Analyst)
- Finance (Controller, FP&A Reporting)
- Legal (Counsel, Associate Counsel, etc.)
- Compliance (Counsel, Compliance Product Analyst, Regulatory Analyst, Compliance Manager)
- Government Relations (AVP Government Relations, Sr Director, Director)
- Medical, Risk Classification, Underwriting
- Actuary

### **When are nominations due?**

Nomination forms and submitting materials are due by **June 14, 2024**.

### **Is there a participation fee?**

No, there is no program participation fee, however there are expenses associated with attending the ACLI Annual Conference 2024 and 2025. ACLI does not cover expenses associated with

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participating in conferences and events.

### **What are the expected expenses associated with the program?**

Cohorts are expected to cover their own travel expenses associated with attending the ACLI Annual Conference 2024 as well as any other in-person conference they decide to attend. ACLI will provide a 25% discount on register rates for ACLI conferences (excludes partner events.)

Sample:

ACLI Annual Conference 2024 registration rate (25% discount): **\$1,125**

Group Hotel Rate: **\$329.00/night** plus state and local taxes

Travel and per diem expenses

### **If an applicant is selected, what happens next?**

Applicants accepted into the Rising Leader Program Class of 2025 will be notified by e-mail no later than **July 31, 2024**. Cohorts will meet in person at the [ACLI Annual Conference 2024\\*](#) in Chicago, IL September 25-27 (mandatory attendance). *\*Travel related expenses are not included.*

### **If I'm selected, what are the requirements and time commitment to graduate?**

This multifaceted year-long program combines in-person and virtual meetings. Rising leaders will gather in person at the [ACLI Annual Conference 2024](#) (mandatory), have the option to attend other ACLI conferences in 2024/2025 at a discounted rate, and participate in a one-day Rising Leader conference in Washington, D.C. Once cohorts have completed the requirements to graduate, the program culminates at the [ACLI Annual Conference 2025](#) when the current class of graduates will be recognized.

- Attend the ACLI Annual Conference 2024 in Chicago, September 25-27, 2024 (*in-person*)
- Complete a minimum of 12 hours of professional development
- Participate in at least one (1) ACLI Federal Legislative Strategy Group call (*virtual*)
- Participate in at least one (1) ACLI State Legislative Strategy Group call (*virtual*)
- Required to sign up as an interested party for an ACLI formal committee

While not mandatory, ACLI strongly encourages Rising Leaders to participate in various virtual trainings and workshops scheduled throughout the year.

### **Can you be a Rising Leader for multiple years?**

No, each participant will be part of a "class", i.e., the class of 2024.

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### **Can there be multiple nominees from the same company?**

Yes, nominees representing different department areas can be submitted.

### **Can someone who has been previously nominated be submitted again?**

Yes, if a nominee was not selected for the previous class, they may be submitted again in future years.

### **Examples and Best Practices:**

Please see information below to help guide you on each submission criteria item, noting the points value for each.

#### **1. Complete online Rising Leader Program nomination form (5 Points Each)**

- Please provide examples of leadership within your company. *Examples include inclusive leadership groups, veteran's employee resource group, stewardship program, etc.*
- Please provide examples of leadership within the industry. *Examples include industry group membership, active engagement on a committee, serving as a speaker at an industry conference, etc.*
- Please provide examples of volunteer work and community service. *Examples include volunteering for charitable or civic groups, school fundraising, Scout leader, soccer coach, etc.)*

*General Note: Do not list "see resume" as a response. This will result in a point value of 0.*

#### **2. Letter of recommendation. (10 points)**

The letter of recommendation should be written by the nominee's manager, company HR department, or a senior team leader. Only **one nominee** should be listed per letter. A successful letter will include reasons why the nominee should be recognized as a Rising Leader highlighting growth within the company, industry participation and community involvement.

#### **3. Current copy of resume/CV (0 points)**

Please provide a current resume in the correct format (PDF).

#### **4. Current copy of bio (0 points)**

Please provide a current bio of the nominee (approximately 150 words). We've listed an example below for reference.

### **EXAMPLE:**

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**Elizabeth Carden** is Sr. Managing Director, Conference Development & Marketing with the American Council of Life Insurers (ACLI). She is a Certified Meeting Professional (CMP) with more than 20 years of experience planning domestic and international conferences. At ACLI she works closely with C-Suite level volunteer planning committees and multiple departments within ACLI to produce a portfolio of conferences. She is responsible for program content, marketing, overseeing logistics and marketing, and on-site execution for meetings ranging in size from 130-1,000+ attendees. Prior to joining ACLI in 2015, she was a Meeting Planner with the American Bankruptcy Institute (ABI). Outside of the office she has been actively involved with the Little Theatre of Alexandria both on and off the stage and has co-chaired the Stratford Landing Elementary School annual fundraising drive for the past two years. She holds a B.A. in Mass Communication from Louisiana State University.

### 5. High resolution digital photo (0 points)

Please include a high-resolution digital photo (JPG or PDF). This will be used if the nominee is selected for marketing and social media.

*Note: This should be a separate file and not embedded as part of the resume.*