

Employee and Enterprise Success: The Industry Knowledge Imperative



“The Great Resignation” is impacting employee effectiveness and enterprise profitability

Recent disruptions have significantly changed life insurers’ operations — including the nature of work performed and employees’ roles — and major changes will only continue. The COVID-19 crisis has also significantly affected employee career development. In a study of more than 1,000 US employees, **41% say their career development stalled during the pandemic.**¹

**Career Development
#1 Reason
Employees Leave**



Furthermore, SHRM found career development as the #1 reason employees leave their jobs, **costing companies 33% of their salaries** to replace them.²

When employees thrive, you thrive

LOMA’s globally recognized **Fellow, Life Management Institute™ (FLMI®)** designation program offers essential life insurance knowledge and practical examples to engage employees, help them navigate the business challenges ahead, and become a more valuable contributor to enterprise success.

FLMI: the premier industry designation



Developed for motivated home office life insurance professionals who need **comprehensive, industry-specific acumen**



Available in **9 languages**



Courses completed in **46 countries** yearly

The FLMI is a results driven program

In a 2021 survey of over 1400 FLMI designees:

95% found the **FLMI relevant** for today’s industry employees

94% said the FLMI provides **good preparation** for the future of work

90% felt the FLMI made them a **more well-rounded** employee

84% found **greater confidence** in their ability to do their jobs

¹Ragini Bhalla, “COVID-19 and Career Development: 6 Stats You Need to Know,” *DoodleBLOG*, September 17, 2020, <https://en.blog.doodle.com/2020/09/17/covid-19-and-career-development-6-stats-you-need-to-know/>.

²*To Have and to Hold*, Society for Human Resource Management, 2021.

Courses cover topics critical to your business:

	Life Insurance Principles and Products Covers how insurance companies meet customer needs through the products they provide
	Insurance Administration and Operations Examines the administration activities, functions, and product development basics unique to the insurance organization
	Financial Concepts for the Insurance Business Explores basic economic, financial, and business concepts and practices
	Marketing Provides an overview of the marketing process with a focus on connecting with customers in a complex marketing environment
	Compliance and Legal Reviews business laws and industry-specific regulations that affect insurance companies, products, and operations
	Improving Operations Focuses on motivating and leading people, creating and improving business processes, and engaging in innovative decision-making
	Institutional Investing Covers basic investing concepts and the institutional investing process
	Financial Reporting and Accounting Focuses on concepts non-accountants need to know about financial and managerial accounting in life insurance companies
	Risk Management and Product Development Provides a holistic picture of risk management and the entire product development process

A sustainable strategy with support and resources available to assist in your talent development efforts:

ACCELERATE IMPACT: Onboard new talent to the industry, shortening their time to proficiency

TALENT MOBILITY: Improve effectiveness and retention with in-depth learning opportunities

STRATEGIC LEADERSHIP EXPERIENCE: Increase bench strength and prepare the next generation of leaders

Position employees for the challenges to come

“The FLMI program gave me a broad understanding of the insurance world and how my role fits into that universe. It gave me insights into how tactical and strategic decisions affect the company and the confidence to share opinions in high-level planning. Obtaining my FLMI helped me become a valuable subject matter expert and contributor.”

— FLMI DESIGNEE

Interested in learning more?

Take the next step and reach out to membersolutions@loma.org.

