**HUMAN RESOURCES: Flexible Learning Path** 

**Start with the recommended learning path on page 2, then select from the options below to complete your personalized learning plan**

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|  | TOPICAL KNOWLEDGE |  |
| [15-Minute Industry Overview](http://learning.loma.org/public/ContentDetails.aspx?id=2E6DCEE73C114058BF1B8B1480E34958" \t "_blank)  [Life of an Insurance Policy](http://learning.loma.org/public/ContentDetails.aspx?id=A3C6D7DE20824D2EA4A0306109435723) | [Life Insurance Basics](https://learning.loma.org/public/ContentDetails.aspx?id=5412924CF1DB4EAC86F99ED83471F5D5)  [Agency Support Functions](https://learning.loma.org/public/ContentDetails.aspx?id=246125D9DC314840A5795156C5B17D11) | [Ethical Conduct in the Insurance Industry](http://learning.loma.org/public/ContentDetails.aspx?id=BDBDE89F24B749EA89F21D8044B2BB99)  [Managing Time & Stress](http://learning.loma.org/public/ContentDetails.aspx?id=43ACEB0666D041289B42FBF081794EAB) |
|  | **TARGETED DEVELOPMENT** |  |
| Foundational  [Meeting Customer Needs with Insurance and Annuities (LOMA 281)](https://learning.loma.org/public/contentdetails/124753/loma-281-meeting-customer-needs-with-insurance-and-annuities-3rd-edition)[1](https://learning.loma.org/public/contentdetails/124753/loma-281-meeting-customer-needs-with-insurance-and-annuities-3rd-edition)  [Improving the Bottom Line: Insurance Company Operations (LOMA 291)](https://learning.loma.org/public/ContentDetails.aspx?id=7ADF3E0A2D9840E688C915EB65206EB7)[1](https://learning.loma.org/public/ContentDetails.aspx?id=7ADF3E0A2D9840E688C915EB65206EB7)  1 Certificate in Insurance Fundamentals awarded upon completion of these 2 courses | **Proficiency**  [The Regulatory Environment for Life Insurance (AIRC 411)](https://learning.loma.org/public/contentdetails/136101/airc-411-the-regulatory-environment-for-life-insurance)  [The Business of Insurance: Applying Financial Concepts (LOMA 308)](https://learning.loma.org/public/ContentDetails.aspx?id=61BAEE1FECE949819BCFBAB9108F4694)  [Retirement Fundamentals (SRI 111)](https://learning.loma.org/public/ContentDetails.aspx?id=18A529AB11854E8B9BE9A168CDBE9C78) | **Expertise**  [The Policy Lifecycle: Insurance Administration (LOMA 302)](https://learning.loma.org/public/ContentDetails.aspx?id=57E61828D1A04DF4AD57DC83050AFA57)  [Business Law for Insurance Professionals (LOMA 311)](https://learning.loma.org/public/ContentDetails.aspx?id=7C3107C74134463593A8918013AEDEC8)  [Operational Excellence for Insurance Professionals (LOMA 335)](https://learning.loma.org/public/ContentDetails.aspx?id=AC962FC761174C2CA4A5DB5C4D8D7E7C) |
|  | **LEADERSHIP DEVELOPMENT** |  |

**Industry Designations:** [Fellow, Life Management Institute (FLMI)](http://www.loma.org/ProfDev/Designations/FLMI.aspx) [Associate Customer Service (ACS)](https://www.loma.org/en/professional-development/designations/acs/)

**Networking & Learning Events:** [Industry Conferences](https://www.loma.org/en/events/conferences/) [Human Resources Committees](https://www.loma.org/en/events/committees/human-resources-committees/) [Webinars](https://www.limra.com/en/events/webinars/) [Facilitated Learning](https://www.loma.org/en/events/facilitated-learning-events/)

**Research for Human Resources:** [Insurers’ Post-Pandemic Work Arrangements](https://login.loma.org/Account/Login?ReturnUrl=%2Fconnect%2Fauthorize%2Fcallback%3Fclient_id%3Dloma.org-implicit%26response_type%3Did_token%26scope%3Dopenid%2520email%2520profile%2520role%26state%3DOpenIdConnect.AuthenticationProperties%253DrikABBHxtfGkDWQgR6RomG9bHwA53UvmEuUWXK8A4dYICy1txH7mVrhtSJJLLODw24NJXiWMYCuPbwmuB6J29s43LJsiVpu8MxfNCMNK7RuS8qLzHVfmrqO_ZgQCCdhG2Xz3NeN41E0Q4yu36sy1ebq-0d5qQqUKjWJCQWIXHDg_IGC7FumeCko6REwxeYvaZM9D1Q%26response_mode%3Dform_post%26nonce%3D638097629480669165.ZmNhMjhjNDktMTQ5Mi00Y2Y4LWE3YmEtYjZiMDFhMjY5ODg4MGU5MDQ0ZjQtM2ExMS00MDU0LWI4NmYtYjdlYzI1MWRiZjQz%26redirect_uri%3Dhttps%253A%252F%252Fwww.loma.org%252Fsiteassets%252Fpublications%252Fbriefs%252F2022%252Fworkarrangements4q2022.pdf%26x-client-SKU%3DID_NET461%26x-client-ver%3D5.3.0.0) [Employee Recognition Programs](https://login.loma.org/Account/Login?ReturnUrl=%2Fconnect%2Fauthorize%2Fcallback%3Fclient_id%3Dloma.org-implicit%26response_type%3Did_token%26scope%3Dopenid%2520email%2520profile%2520role%26state%3DOpenIdConnect.AuthenticationProperties%253Dh5taNT1mqywlK_WkkAjdOU3lLdkezUpBePJqZ6MC23xrTPBggGGTMYTvRKyFBJYPh5f3WR26sDBBsq3ipW0yNosfjwgurZ-AHtiYsDhjN2-QvyAWvbXkYEOshJzRR1RKGq0Yd4ry25pcZ7KVn9aHE5WU8GhmUIa5qfGmvBGtm5hy3lWo%26response_mode%3Dform_post%26nonce%3D638097638352618049.NWQ3NTJjMWQtYzdjNi00MmEyLWE5ZjgtYTViMGIyOGYxODQ1ZDUwNWVjOTUtNmMxYS00Y2UwLTk0OTctNjMxOGUzYmFhYzBh%26redirect_uri%3Dhttps%253A%252F%252Fwww.loma.org%252Fsiteassets%252Fpublications%252Fqqs%252F2022%252Feerecognition.pdf%26x-client-SKU%3DID_NET461%26x-client-ver%3D5.3.0.0)

**Resources – Studies, Reports & Tools:** [Employer-Employee Studies](https://www.limra.com/en/research/workplace-benefits/employer-employee-studies/) [Virtual Workplace Effectiveness](https://www.limra.com/en/solutions-and-services/onboarding-and-development/virtual-workplace-effectiveness/) [The People Imperative](https://www.limra.com/en/search/?q=people+imperative) [Info Center](https://www.loma.org/en/news/information-center/)

**Get Started with the FLMI Level 1**

***Earn Your Certificate in “Insurance Fundamentals”***



***60-Day Learning Path***

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| **STUDY DATES** | **Done**  **√** | **[“Need To Know” Course #1: LOMA 281](https://learning.loma.org/public/contentdetails/124753/loma-281-meeting-customer-needs-with-insurance-and-annuities-3rd-edition)**  **[Meeting Customer Needs](https://learning.loma.org/public/contentdetails/124753/loma-281-meeting-customer-needs-with-insurance-and-annuities-3rd-edition)**  **[with Insurance and Annuities](https://learning.loma.org/public/contentdetails/124753/loma-281-meeting-customer-needs-with-insurance-and-annuities-3rd-edition)** | **STUDY DATES** | **Done**  **√** | **[“Need to Know” Course #2: LOMA 291](https://learning.loma.org/public/ContentDetails.aspx?id=7ADF3E0A2D9840E688C915EB65206EB7)**  **[Improving the Bottom Line: Insurance Company Operations](https://learning.loma.org/public/ContentDetails.aspx?id=7ADF3E0A2D9840E688C915EB65206EB7)** |
| Week 1: \_\_\_\_\_\_\_  \_\_\_\_\_\_\_  \_\_\_\_\_\_\_ |  | **Module 1 (4 lessons): 3-4 hrs**  Risk and Insurance | Week 5: \_\_\_\_\_\_\_  \_\_\_\_\_\_\_  \_\_\_\_\_\_\_ |  | **Module 1: 3 hrs**  **Company Overview** |
| Week 2: \_\_\_\_\_\_\_  \_\_\_\_\_\_\_  \_\_\_\_\_\_\_ |  | **Module 2 (4 lessons): 3-4 hrs**  Individual Insurance Products | Week 6: \_\_\_\_\_\_\_  \_\_\_\_\_\_\_  \_\_\_\_\_\_\_ |  | **Module 2: 4 hrs**  **Product Administration** |
| Week 3: \_\_\_\_\_\_\_  \_\_\_\_\_\_\_  \_\_\_\_\_\_\_ |  | **Module 3 (3 lessons): 2-3 hrs**  Benefits, Provisions and Ownership Rights | Week 7: \_\_\_\_\_\_\_  \_\_\_\_\_\_\_  \_\_\_\_\_\_\_ |  | **Module 3: 3 hrs**  **Marketing, Product Development & Compliance** |
| Week 4: \_\_\_\_\_\_\_  \_\_\_\_\_\_\_  \_\_\_\_\_\_\_ |  | **Module 4 (3 lessons): 2-3 hrs**  Group Products | Week 8: \_\_\_\_\_\_\_  \_\_\_\_\_\_\_  \_\_\_\_\_\_\_ |  | **Module 4: 2 hrs**  **Financial Management** |

What people are saying about the FLMI Level 1 courses: <https://www.loma.org/en/professional-development/accelerate-impact-suite/flmi-level-1/>

“Advance Your Knowledge” webinars to help you build a personalized learning plan: <https://www.loma.org/en/events/webinars/ayk-webinars/>