



CHARTER: LIC Emerging Leaders Group

May, 2026

Draft - Subject to Change

Vision

The Emerging Leaders Group (ELG) extends the LIC’s “shared excellence” promise, creating a **dynamic leadership incubator that fosters strong peer connections, active collaboration, and a sense of camaraderie among members. Through networking, mentoring, and thoughtfully curated discussions, the ELG encourages participants to actively share perspectives, challenge conventional thinking, and bring forward innovative, next-generation ideas that address** the challenges and opportunities facing next-generation insurance and financial services executives.

Structure

Board facilitation: The LIC ELG will be facilitated/mentored by a member or members of the LIC Board on an annual, voluntary basis.

Administration: LIC staff will serve to assist with creating and maintaining a group roster, scheduling and coordinating meetings and, upon request, securing mentors and curating content/speakers.

Budget: The ELG will not have a specific budget allocation. Depending on the manner and location of meetings, fees may be necessary to support expenses.

Meeting cadence: In the interest of creating optimal networking relationships, it is suggested that the ELG meet as frequently as monthly and no less than quarterly. Meetings may be virtual and/or coordinated with the LIC’s regularly scheduled meetings/events.

Meetings should be structured to promote active participation, idea-sharing, and relationship-building, enabling members to learn from one another’s experiences while cultivating a supportive, forward-thinking peer network.

Eligibility

The ELG is intended for personnel referred by LIC member company executives who may be candidates for senior leadership positions. To keep the group size optimal for the environment we wish to create, we ask companies to **recommend** a maximum of two individuals.

To create an environment of **high potential** peers who share **similar career-stage perspectives, we will seek participants who are age “early 40s” and younger.**



The group will emphasize individuals **early in their leadership journey who bring fresh viewpoints, intellectual curiosity, and a willingness to collaborate, share ideas, and contribute to the collective development of the cohort.**

Fees

To help offset administrative and planning expenses, there is a \$250 annual per-participant fee for the Life Insurers Council Emerging Leaders Group. This accommodates up to 10 meetings per year including virtual meetings, stand-alone events, and those held in conjunction with in-person LIC or LIMRA/LOMA events. In the latter cases, members must register and pay the associated event fees. For example, if an ELG event occurs during the LIC Annual Conference or Winter CEO Forum, they must register and pay to attend.