

# 2012 Executive Development Calendar

*Developing the Next Generation of Leaders*



- Expertise • Relevance • Flexibility • Balance

## High Potential Programs

### Achieving Leadership Presence

*Behave like a leader to positively influence others*

Develop a polished leadership communication style and presence by managing body language and nonverbal communication. Strengthen skills in self-management, effective mentoring, positive self-talk, and open listening.

One day, \$1300 member; \$2600 nonmember

June 13 — Windsor, CT

### Mentoring for Impact



*Create a corporate culture of mentoring to leverage talent and achieve peak performance*

Companies with solid mentoring programs achieve the highest level of growth, development, and success. Discover productive strategies to coach, develop, and give constructive feedback to others. Gain an in-depth understanding of strengths, values, perceptions, and motivators that are beneficial to a work culture based on mentoring. Add a deeper dimension to long-term strategic relationships that foster trust and respect. Apply this insight in real-world, practical ways to make a significant impact.

One day, \$1300 member; \$2600 nonmember

June 14 — Windsor, CT

### Taking the Leadership Challenge

*Develop superior leadership skills*

Explore Kouzes' and Posner's *Five Practices of Exemplary Leadership*™, which lays the groundwork for enhancing your effectiveness as a leader. Self-assessment exercises will identify ways to grow and expand your leadership skills beyond what is instinctive.

One day, \$1300 member; \$2600 nonmember

September 26 — Windsor, CT

### Women's Leadership Summit



*Strengthen your impact and gain a competitive edge*

Emerging female leaders join forces in this interactive group learning experience to uncover the obstacles and opportunities unique to women within our industry. Learn strategies for women to climb to executive levels by increasing credibility, confidence, self-promotion, and by embracing strengths. Recognize, validate, and overcome obstacles to success, such as: self-limiting beliefs and behaviors, potential risks, gender-based role expectations, and ineffective communication styles.

One day, \$1300 member; \$2600 nonmember

September 27 — Windsor, CT

## Leadership Programs

### Creating a Culture of Achievement

*Develop a collaborative high-performance team that has initiative and accountability*

Highly successful results-oriented teams are innovative, collaborative, and productive. This unique program will bridge the gap between what is "real" and "ideal" for a culture of high achievement. Participants will explore best practices that optimize initiative, accountability, and employee engagement. This interactive program teaches successful strategies to turn employees into internal champions and stakeholders for sustainable cultural change.

One day, \$1300 member; \$2600 nonmember

May 15 — Chicago, IL • October 16 — San Francisco, CA

### Leadership Strategies

*Develop a personalized action plan to enhance your ability to influence and lead*

Gain a deeper understanding of your own leadership style and its impact on others. Participants gain key insights into their leadership strengths and development needs by utilizing an executive strategy simulation, peer and instructor feedback, and assessment.

Four days, \$6200 member; \$9600 nonmember (includes room and board)

April 30 – May 3 — Wellesley, MA

### Power to Connect

*Learn how to read people immediately and become a powerful communicator*

This interactive and engaging program teaches the nuances of artful communication and employee engagement with applications in leadership, sales, mentoring, team collaboration, and project management.

One day, \$1300 member; \$2600 nonmember

April 18 — Charlotte, NC • October 17 — San Francisco, CA

### Strategic Talent Management

*Connect talent management strategies to your key business objectives*

Learn about the relationship between employee value propositions and business strategies. Incorporate best practices in onboarding and coaching into your talent management plan.

Two days, \$2000 member; \$4000 nonmember

September 12 – 13 — Philadelphia, PA

## Marketing Programs

### Innovation Advantage

*Cultivate exceptional performance and productivity through effective innovation*

Learn how to introduce innovative thinking practices throughout an organization to achieve dramatic improvements in employee attitudes and performance levels.

One day, \$1300 member; \$2600 nonmember

April 19 — Charlotte, NC • September 20 — Montreal, Canada

### Marketing Strategies

*Develop strategic marketing plans that drive sustainable growth*

Examine key marketing issues such as customer segmentation and positioning, market research and strategy design, brand management and loyalty, and emerging opportunities in an industry-specific context.

Four days, \$6200 member; \$9600 nonmember (includes room and board)

June 4 – 7 — Wellesley, MA

### Market-Focused Strategy Innovation

*Gain the tools and best practices for corporate innovation*

Learn best practices from world-class innovators for developing and managing a robust product innovation portfolio. Participants will have the opportunity to identify and propose solutions to clear organizational barriers to innovation in their companies and design a 100-day plan to initiate cultural change.

One day, \$1300 member; \$2600 nonmember

May 17 — Chicago, IL • November 13 — Miami, FL

## Financial Programs

### Finance for Non-Financial Managers

*Understand insurance company financial statements to make better business decisions*

Learn how to read and analyze financial statements including Income Statement, Balance Sheet, Cash Flow Statement, and the Statement of Changes in Financial Position (including the Statement of Comprehensive Income). Property & casualty and life company financial-related issues will be addressed.

One day, \$1300 member; \$2600 nonmember

February 16 — Windsor, CT • May 16 — Chicago, IL

October 18 — San Francisco, CA

### Financial Strategies

*Become a little dangerous to your CFO*

Benefit from a comprehensive look at profitability sources, investment strategies, capital management issues, rating agencies, and accounting practices.

Four days, \$6200 member; \$9600 nonmember (includes room and board)

March 26 – 29 — Wellesley, MA

### Product Development Strategies

*Shape the future success of your products*

Learn how the basics of product design apply to today's concerns, such as secondary guarantees, return of premium, and indexed annuities. Understand how to use reinsurance and capital market strategies to strike a balance between competitiveness and risk.

One day, \$1300 member; \$2600 nonmember

April 17 — Charlotte, NC

### Understanding Life Company Investments

*Learn how life insurance companies make investment decisions*

Take a peek behind the scenes into how life insurance companies make investment decisions across their portfolio. Experience the drivers of success in the capital markets and a big-picture view of how the investment house works.

Two days, \$2000 member; \$4000 nonmember

May 22 – 23 — New York, NY • November 14 – 15 — Miami, FL

Call Customer Service for LOMA member pricing: 800-235-4672.

Outside the U.S. and Canada call: 860-285-7789.

## Capstone Program at Wharton

Complete your LLIF designation at this invitation-only program, designed by LIMRA and Wharton, and taught by Wharton faculty. You must earn 15 requisite credits before attending.

Five days, \$9200 (includes room and board). Contact LIMRA for nonmember pricing.

October 1 – 5 — Philadelphia, PA

# LIMRA's Executive Development

*Develop critical business acumen and strategic leadership skills for maximum impact*

Investing in top talent is a smart, strategic way to gain competitive advantage. Partner with LIMRA's Executive Development to help your leaders advance, excel, and significantly contribute to your bottom line! Offering industry expertise, top-notch faculty and real-world experience, our programs enhance business acumen, industry knowledge, and strategic thinking skills.

Invest in your most valuable asset and develop your next generation of leaders today!

## 2012 Executive Development Programs at a Glance

High Potential Programs	February	March	April	May	June	September	October	November
Achieving Leadership Presence					13			
Mentoring for Impact (New)					14			
Taking the Leadership Challenge						26		
Women's Leadership Summit (New)						27		
Leadership Programs								
Creating a Culture of Achievement				15			16	
Leadership Strategies			30 – 3					
Power to Connect			18				17	
Strategic Talent Management						12–13		
Marketing Programs								
Innovation Advantage			19			20		
Marketing Strategies					4–7			
Market-Focused Strategy Innovation				17				13
Financial Programs								
Finance for Non-Financial Managers	16			16			18	
Financial Strategies		26–29						
Product Development Strategies			17					
Understanding Life Company Investments				22–23				14–15
Capstone Program at Wharton							1–5	

Space in open-enrollment programs is limited to ensure the best faculty-to-participant ratio.

Register online at [www.limra.com/ExecutiveDevelopment](http://www.limra.com/ExecutiveDevelopment)

Register by phone by calling LIMRA Customer Service at 800-235-4672. Outside the U.S. and Canada, call 860-285-7789.

### Discounts available!

- 10% discount when you register for three programs at the same time.
- 10% discount on all registrations received 90 days prior to the start of the selected program(s).

