

## LIMRA Talent Solutions International

### Agency Executive Development Program and the Chartered Insurance Agency Executive (CIAE) Designation

The Agency Executive Development Program is part of LIMRA's Talent Solutions International and provides a breadth of training that meets the specific, varied, and progressively complex needs of the many people who execute management tasks. It ensures that managers and executives master the appropriate skills for their roles.

Each program reinforces learning and helps participants take immediate action to improve results with these tools and more:

- Pre-program analyses
- Planning frameworks
- Group projects
- Case study analysis and solutions

All training concludes by integrating content, participants' cases, and corporate objectives to create individual action plans for immediate implementation.

Steps to earn the AEDP designations:

Complete Fast Track to Management Certification (all four courses) and either Pacesetter or Regional Officers School (ROS) earn the **Associate Insurance Agency Executive (AIAE)** as the initial step to becoming an agency executive and preparing the next generation of agency executives.

Complete Pacesetter or ROS, Effective Management Skills (EMS), and Strategic Leadership (SL) (total three courses) and a final paper/thesis earn the **Chartered Insurance Agency Executive (CIAE)** as the final step to professionalism, competence, and modern agency leadership in today's insurance marketplace.

The executives who successfully complete the **Agency Executive Development Program** earn the prestigious **CIAE** designation. LIMRA created the CIAE designation to provide a track for professional development, benchmark excellence, and recognize agency executives who make a personal commitment to their careers.

#### Participants in the Agency Executive Development Program gain:

- New skills to engineer improved and sustainable performance
- Practical and effective management tools
- Broader and deeper leadership capabilities

#### Target Audience:

- New agency executives who want to develop the skills and tools needed to manage their people and their agencies to success
- Rising executives who want to gain management skills for leading their teams from simple coordination to high-functioning collaboration
- Chief agency officers' direct reports who want to develop executive leadership skills to plan beyond sales development and build for the future
- Leaders who want to acquire the prestigious CIAE designation as a mark of their professionalism, competence, and modern leadership in today's insurance marketplace

#### Requirements:

- As your agency executives take on increasing responsibilities, progressing to the senior-executive level and then the director level, they must complete the following three courses and submit a final paper/thesis:
  - Pacesetter (four and a half days) or Regional Officers School (ROS) (four and a half days)
  - Effective Management Skills (EMS) (two days)
  - Strategic Leadership (SL) (two days)

*In addition to completing the necessary coursework, LIMRA designees are required to be an active agent/manager to receive designation credit for a course. Corporate trainers who are not active practitioners are not eligible for designation credit.*

With its rigorous, field-tested, best-practice executive-development content and methodologies, the **CIAE** designation is recognized worldwide as a mark of professional excellence in our industry.

For more information visit [www.limra.com/CIAE](http://www.limra.com/CIAE) or contact [TalentSolutionsInternational@limra.com](mailto:TalentSolutionsInternational@limra.com)



## Curriculum Overview

### **Pacesetter**

#### ***(Four and a half days)***

Pacesetter is the management skills seminar for a new generation of sales managers. It provides new agency executives with a foundation in agency planning, recruiting, selection, training and development, and performance management techniques. The four-and-a-half-day program helps new agency executives:

- Deepen and broaden recruiting, selecting, training, and management skills
- Enhance understanding through experiential exercises and in-class demonstrations
- Ensure new skills are implemented via in-program action planning and post-program virtual coaching
- Elevate performance to reduce turnover and deliver a powerful return on investment

### **Regional Officers School (ROS)**

#### ***(Four and a half days)***

Regional Officers School (ROS) helps new agency executives acquire the fundamental and operational knowledge needed to successfully manage and lead field leaders. The four-and-a-half-day program helps new agency executives:

- Lead their agency managers
- Manage operations
- Conduct effective field office visits
- Identify agency manager development needs

### **Effective Management Skills (EMS)**

#### ***(Two days)***

Your rising executives gain management skills for leading their teams from simple coordination to high-functioning collaboration. Participants learn how to deliver results by:

- Understanding others' work styles
- Enhancing team effectiveness
- Creating shared commitment
- Directing goal achievement

### **Strategic Leadership (SL)**

#### ***(Two days)***

Your direct reports develop executive leadership skills to plan beyond sales development and build for the future:

- Develop, implement, and manage strategic plans for their territories
- Plan for immediate opportunities and long-range growth
- Conduct a market and business analysis, including evaluating territory potential and resources, and analyzing competitors and their positioning