



# LEADERS OF TOMORROW

## ***SPOTLIGHT***



**Carmony Wong**  
**Senior Vice President, Head of Hong Kong and**  
**High Net Worth**  
**RGA**

**2019 RGA Leaders of Tomorrow Program**

***What did being named an RGA Leader of Tomorrow mean to you?***

It was a great surprise and honor, but most importantly, it confirmed that my paper was of value to others. The paper enabled me to share the learnings of my career journey, from starting as a female scientist to leading a team and managing a business. I wanted to help my fellow industry colleagues avoid feeling so alone in their journey as I sometimes felt over the past 20 years.

***How did participating in the program contribute to your career development?***

It showed me the power of the written word and confirmed my understanding that giving back to others is central to leadership. The satisfaction I received from many people saying that my paper helped them feel less alone is one of the highlights of my career.

***What's the most important thing you learned from your Leaders of Tomorrow mentor?***

The most important thing that Mr. John Spencer taught me is how to organize my thoughts so that I can state a clear objective even in a very complicated situation.

***How can the industry and/or companies better foster the career development of young professionals?***

In the insurance industry, most of the young professionals are scientists. Before they take a job opportunity, they generally need to be 120% sure it is the right one, and they might not understand what they could be missing. The industry should continue to create opportunities for young professionals and encourage them to step outside of their comfort zone through programs such as the LOT. The industry should also be more open to a diversity of new thoughts because that is the only way to succeed in a fast-changing environment.

View the Leaders of Tomorrow research paper: [Loner to Leader](#)