



# LEADERS OF TOMORROW

## SPOTLIGHT



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**Equitable**

**2020 RGA Leaders of Tomorrow Program**

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

It is an honor to be recognized amongst such a distinguished class of talented industry leaders. Being named an RGA Leader of Tomorrow has helped me to envision my long-term career aspirations and has inspired me to continue to play a leadership role in shaping the future of insurance.

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

Through the RGA Leaders of Tomorrow program I have grown as an individual and as a leader. It was a gift to reflect on my leadership journey during such a tumultuous period of rapid and transformative change. Writing *Leading Through Crisis* enabled me to codify and share my insights on how a company can successfully transition from surviving to thriving.

### **What's the most important thing you learned from your LOT mentor?**

Having the opportunity to learn from an experienced industry leader like Ralph Mucerino has been invaluable. Ralph was a thoughtful sounding board who challenged me to reflect on my experience in leading through the current crisis. Most importantly, Ralph helped me to understand that it is during periods of crisis that we learn the most about ourselves, gleaned lessons you may only fully appreciate in hindsight.

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

I believe the best way to attract, cultivate and retain talent is through structured career development programs that include mentorship and career mobility, and fostering a strong culture of diversity and inclusion. Further, industry programs like the RGA Leaders of Tomorrow are important to raise the visibility of rising industry leaders and provide meaningful networking opportunities.