



Insurance Institute



**S.J. (Jeff) Goy, BComm (Hons), ACAS, CIP
Chair of the Board of Governors**

A Career to Aspire To Our New Chair

There has been a tradition that people tend not to choose their careers in insurance so much as fall into them. The tradition has been eroded over time, not least by initiatives such as the Institute's Career Connections Program. Our new Chair, S.J. (Jeff) Goy, BComm (Hons), ACAS, CIP, would like to see the tradition gone for good. For Jeff, insurance is a career to aspire to.

Jeff's own aspirations took shape early. The younger of two children, Jeff was born and raised in the Charleswood area of Winnipeg. His aptitude for mathematics was noticed and encouraged early, along with his interest in horse racing.

Mathematics and horse racing converged for Jeff in the racing form, a compendium of statistical information about the characteristics and track records of the horses competing on a given day.

At the University of Manitoba, Jeff pursued a Bachelor of Commerce degree with a major in actuarial science. In 1989, he began a summer job as an actuarial student with Wawanesa Insurance. Over his last year at university, Jeff spent three days a week at the company and two days attending class. In 1990, degree in hand, Jeff became only the second person hired in an actuarial department that today numbers 70. In the years that followed, Jeff was promoted to actuarial analyst, senior analyst, and, in 1999, Actuarial Pricing Manager. He was also recognized as a potential leader at the executive level.

In 2002, a time of upheaval and product reform in the automobile sector across the country, Jeff was made Vice President, Automobile Underwriting, reporting directly to President and CEO (and former Institute Chair) Gregg Hanson.

In 2007, assuming the property underwriting portfolio of a retiring colleague, Jeff became Vice President, Insurance Products. In 2013, he was appointed Vice President, Corporate Development.

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A Career to Aspire To: Our New Chair

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Finally, on May 23, 2014, exactly 25 years after his first day at Wawanesa, Jeff was appointed to his current role as President and CEO—just the ninth CEO in the company's history.

Hired as a student, Jeff was committed to education from the start. Over his years in the actuarial department, he completed seven professional examinations leading to his designation as an Associate of the Casualty Actuarial Society (ACAS). On assuming responsibility for automobile underwriting, Jeff was encouraged by Gregg Hanson to study with the Insurance Institute. Completing eight of ten courses in one year, Jeff attained his CIP designation in 2007. In 2016, Jeff accepted an invitation from Institute President Peter Hohman to join the national Board of Governors as Vice Chair—Governor-at-Large. In 2017, he became Deputy Chair. And at the recent annual meetings, Jeff was elected Chair for 2018–19.

In his time on the board, Jeff has been especially pleased by the success of the Career Connections Program in attracting students and career changers to insurance. He also applauds the

Institute's demographic research and the growing presence of insurance on the curriculums of colleges and universities across the country. As Chair, Jeff hopes to further the Institute's drive to establish insurance alongside other professions as a career for young people to aspire to. To that end, he also hopes to encourage employers to align their policies and practices to reflect the demographic changes captured in the Institute research.

Jeff has also been impressed by the continuing high levels of innovation at the Institute. He cites computer-based exams (CBE), the reinvention of the FCIP Program, and the redesign of CIP course materials as examples of the Institute's commitment to the professionalism of its members. As Chair, Jeff hopes to underscore that commitment and help advance the many initiatives now under way.

A proud Manitoban, Jeff has achieved his spectacular rise through the ranks without leaving Winnipeg—in fact, he works on the same floor of the same building in which he started with the company almost 30 years ago! He has ensured that consistency does not become complacency, first, by surrounding himself with bright,

innovative people to challenge him. Equally important is the time he commits to volunteer roles. As well as Chair of the Board of Governors of the Insurance Institute, Jeff is a member of the Boards of Directors of Insurance Bureau of Canada and the Business Council of Manitoba. He has also served on the boards of the General Insurance Statistical Agency (GISA) and the Centre for Study of Insurance Operations (CSIO). A strong supporter of the United Way, Jeff has been named the 2019 Winnipeg Campaign Chair.

Spare time is a rare commodity for Jeff. Still, away from the office, he retains his lifelong passion for horse racing. Having worked summers in horse barns throughout his youth to earn money for university, Jeff is today a member of the Board of Directors of the Manitoba Jockey Club and the proud owner of a number of race horses in Ontario, Manitoba, and Alberta.

It is our good fortune to welcome as Chair a leader whose success makes insurance truly a career to aspire to. Congratulations, Jeff, and welcome aboard!

Convocation Ceremonies

The season of awards dinners and luncheons is well under way. Our graduates have worked long and hard for their designations. They deserve our full recognition. Mark your calendar and take part in a special occasion. Let's support our local graduates!

Institute	Location
East Quebec:	Saturday, January 19, 2019, at the Fairmont Chateau Frontenac in Quebec City
West Quebec:	March, 2019, at Le Centre Sheraton Montreal Hotel in Montreal. Date to be determined.
Ontario:	
<i>Kawartha/Durham Chapter:</i>	Friday, February 1, 2019, at the Ajax Convention Centre in Ajax
<i>Greater Toronto Area:</i>	Thursday, January 24, 2019, at the Metro Toronto Convention Centre in Toronto
<i>Hamilton/Niagara Chapter:</i>	Wednesday, February 27, 2019, at Michelangelo Events and Conference Centre in Hamilton
<i>Conestoga Chapter:</i>	Thursday, February 28, 2019, at Bingemans in Kitchener

Congratulations to all graduates, including those who have already received their certificates.

2018/2019 Board of Governors

Position	Board Member
Chair	*S.J. (Jeff) Goy, BComm(Hons), ACAS, CIP (The Wawanesa Mutual Insurance Company)
Deputy Chair:	*Patrick Van Bakel, BA, CIP (Crawford & Company (Canada) Inc.)
Vice-Chair—Governor-at-Large:	*Martin Thompson, ACII (RSA Canada Group)
Past Chair:	*Lynn Oldfield, MBA, FCIP, CRM (AIG Insurance Company of Canada)
Regional Vice Chairs:	*François Jean, CIP, CRM (Forum Risk and Insurance) (Quebec)
	*Colin Warnecke, CIP (Midwest Claims Services) (Western Provinces)
	*Heather Masterson, BA, BEd, FCIP (Travelers Canada) (Ontario)
	*Paul Croft, BA, BSc, CCIB, CIP, CRM (Aon Risk Solutions) (Atlantic Provinces)
The chairs of the standing committees in 2018/2019 will be the following:	
Executive Committee:	*Patrick Van Bakel, BA, CIP (Crawford & Company (Canada) Inc.)
Academic Division:	*Anna McCrindell, BA, FCIP (Travelers Canada)
Professionals' Division:	*Mike Kosturik, BA, CIP (Intact Insurance Company)
	* = Executive Committee members
The balance of the Board of Governors comprises representatives of local institutes and chapters:	
from Newfoundland and Labrador:	Steve McQueen, BBA, CIP (Burns & Wilcox Canada) Norine Taylor, CIP, CAIB (Wedgewood Insurance Limited)
from Prince Edward Island:	Jennifer Pilkington, CIP (PEI Mutual Insurance Company)
from Nova Scotia:	Jane Richardson, FCIP (Aon Risk Solutions) Matt Robblee, CIP, CAIB (Caldwell Roach Agencies)
from New Brunswick:	Denise Babin, CIP (Allstate) Richard Ravn, CIP (Asurion)
from Quebec:	Suzie Godmer, PAA (Intact Insurance) Lisa Desgagné, PAA (Northbridge Assurance)
from Ontario:	Heidi Sevcik, FCIP (Gore Mutual Insurance Company) Joe Colby, CIP (Echelon Insurance) Dominique Walker, HBComm, FCIP (Cambrian Special Risks Insurance Services) Lisa Wetzler, BA, CIP (Princeton Holdings Limited) April Dawn Ravarra, FCIP, CRM (Gore Mutual) Lisa McMillan, BA (Hons), CIP (Group One Insurance Services) Susan Farrell, BA, FCIP, CRM, CAIB (Risk Balance Inc.) Lissa Seguin, FCIP (Niagara Thames District, The Co-operators)
from Manitoba:	Joanne Hampson, FCIP (Wawanesa Mutual Insurance) Jennifer Tougas, FCIP (Intact Insurance Company)
from Saskatchewan:	Val Penner, BAC, FCIP (Saskatchewan Mutual Insurance) Lee Marshall, CIP, CPA, CA (SGI Canada)
from Southern Alberta:	Randy Fulton, CIP, CLA (Longdown EIC) Christa Cole, CIP (The Co-operators)
from Northern Alberta:	David Sorensen, BA (Hons), FCIP (Government of Alberta) Ryan Yarmuch, FCIP (Wawanesa Mutual Insurance)
from British Columbia:	Sharon Craver, BAA, MBA, CIP, CRM (Insurance Corporation of British Columbia) Kerry McLaughlin, CIP, CRM, ACS (Western Financial Group) Melissa Stedman, CIP, CRM (Aon Reed Stenhouse)

Again this year, your Board of Governors comprises members from all parts of the country and all sectors of the industry; it would be difficult to imagine a more representative group.

Recognize the governors who represent you and let them know of any comments you may have about the Institute's programs. Members must be active in a membership association. We need to hear from you!

Pay Your Dues, Get Your Grades!

Many students are not aware that they must pay their annual local institute membership fees to obtain their final grades. Students with unpaid memberships who go to our website for their grades or student records will find they have no access to them.

If you are unsure whether your membership is current, go to www.insuranceinstitute.ca, then click "Login" and follow the instructions. Once logged in, select "my Profile" from the

top menu and then "My Membership Information" from the left-hand menu. If your membership fee has been paid, you should see an expiry date of May 31, 2019 (or later). To see your grades, click "Education," followed by "My Courses." If your membership fee has not been paid, click "Purchase/Renew Membership" to renew your membership for the current year. Don't be disappointed—remember to renew your membership each year.

Registration for Commercial Insurance Certificate Now Open

The first course in the Institute's new Commercial Insurance Certificate Program is now taking registrations for the January 2019 launch.

The Commercial Insurance Certificate Program has been designed with the needs of the rapidly evolving commercial insurance industry in mind.

This three-course certificate program encompasses the daily skills and competencies needed for crafting commercial solutions. This includes bridging from the personal to the commercial lines environment and building a wide range of knowledge of commercial risks, exposures, and solutions.

The program is ideal for professionals looking to gain a better understanding of commercial policies in order to expand their career from personal to commercial lines or for commercial insurance professionals looking to diversify their knowledge.

Scenario-Based Learning

Two key features of the program are a focus on collaborative skills and a scenario-based learning approach. Scenario-based learning through the use of case studies allows for better engagement and interaction within the program, giving you the opportunity to immediately apply concepts in the workplace. Developing collaborative skills will lead to better relationships between insurance professionals, helping you to be more effective on the job.

Flexible Learning

The Commercial Insurance program is designed to allow you to complete the certificate in one calendar year. The

program is offered online so that you can complete classwork at a time that is convenient for you. If you prefer classroom-based learning, the CIP elective C70 Gateway to Commercial Insurance is based on the same textbook as the first course in the program—B210—and can be taken as an equivalent credit. Note that B220 and B230 will be available only online.

The Commercial Insurance certificate can also be used toward your two electives in the CIP Program, allowing you to graduate with your CIP and Commercial Lines Certificate.

The Commercial Insurance Certificate Program at a Glance

B210 Commercial Insurance Essentials

In the program's introductory course, you will identify, define, and explain the essentials of commercial insurance. You will review contextual factors and key stakeholders and the central elements of crafting commercial solutions. These concepts are illustrated through descriptions and scenario-based case studies. Additionally, you will develop the skills to reduce pain points in the insuring process and to collaborate with insurance professionals. This course covers topics that you will revisit throughout the program and your career.

B220 Commercial Exposures and Solutions

In the program's second course, you will examine typical exposures, risk analysis, and coverage solutions in everyday scenarios. The topics include first- and third-party coverages, as well as established and newly emerging types of commercial risk. Beyond developing key technical skills within each exposure area, you will continue to build on the

collaborative skills needed to deliver outstanding service to internal and external stakeholders.

B230 Applied Commercial Solutions

In the program's final course, you will tie together the skills and themes from the previous two courses. A multi-week case study allows you to apply relevant solutions to multi-faceted exposure scenarios. Next, you will examine how corporate strategy affects coverage decisions, giving you the skills needed to manage a profitable commercial portfolio. Finally, you will explain how emerging industry developments are disrupting the status quo—and the impact of these trends on your future in commercial insurance.

The Commercial Insurance Certificate courses are delivered through facilitated online learning. There is no weekly live class, but all students follow the same weekly schedule for readings, assignments, and graded online interaction under the guidance of an instructor. Visit www.insuranceinstitute.ca/commercial to sign up.

Space is disappearing fast for the first offering of B210 Commercial Insurance Essentials. If you find the January 2019 class sold out, consider taking C70 Gateway to Commercial Insurance, instead—the same course but with a different delivery and evaluation format.

What Does the Research Say?

This fall, the Institute published [two important research reports](#) on the biggest factors affecting the industry's workforce: demographics and technology.

[Demographics of the P&C Insurance Industry in Canada 2017–2022](#) provides findings and conclusions of the latest round of demographic research. It is a snapshot of the decade of change in the industry's workforce, with projections for retirements to 2027.

Three demographic research publications have been made available for download, corresponding with how deeply you want to delve into the results: an Executive Brief Infographic for a snapshot of the key findings; an Executive Summary for supporting key conclusions; and a Full Report for an extensive review of all the findings and conclusions from the HR and employee survey stages of the research.

A companion report, [A Changing Workforce: Implications of Technological Disruption for the Insurance Industry in Canada](#), provides a future-forward view of the implications of talent and technological disruption for the industry's workforce, incorporating results from the executive survey.

Since the reports have been released, our members have been engaged through a variety of online and in-person opportunities to discuss the implications of the research for their organizations and the industry. Margaret Parent, Director, Professionals' Division, at the Institute, and lead for the Institute's research division, along with Michael Burt, Executive Director, The Conference Board of Canada, hosted a webinar ([available online](#)) and completed a cross-Canada, 12-city tour earlier this fall.

The research has also been discussed in a number of trade publications, with Margaret delving into key themes, providing further insight into the impacts that talent and technology are expected to have on management and leadership, in-demand skills, and diversity in the workforce.

The latest research articles to read:

[Who Will Be the Industry Leaders of Tomorrow?](#)

September 2018

Canadian Insurance Top Broker Management and leadership in the insurance industry will face challenges due to demographic disruption and digital transformation, according to the Insurance Institute's latest demographic research.

[What Skills Are Most in Demand at Brokerages?](#)

August 2018

Canadian Insurance Top Broker Traditional skills such as customer service, communication, and business development remain the priorities, according to the Insurance Institute's latest demographic research study.

[Surprising Finds About Women in Insurance](#)

July 2018

Canadian Insurance Top Broker Women make up almost two-thirds of the insurance industry. The Insurance Institute shares some numbers from its latest demographic research study.

[What a Difference a Decade Makes](#)

May 2018

Canadian Insurance Top Broker The proportion of boomers and millennials working in insurance has flipped over the past ten years.

The Honour Roll

An FCIP or a CIP designation is impressive enough in its own right. Even more impressive is an Honours FCIP or CIP—eight of ten FCIP or CIP courses passed with honours. The following Honours graduates elected this year received their diplomas at convocation ceremonies this fall:

Fellow Chartered Insurance Professionals

Kelly Jobin, Mennonite Mutual Insurance Co. Ltd.
(Southern Alberta)

Joanne Johnson, Wawanesa Mutual Insurance Co. (Manitoba)

Heather Patterson, Alpine Insurance & Financial Inc.
(Northern Alberta)

Martha Rodger, Premier Group of Companies (British Columbia)

Kenneth Shimokura, Jardine Lloyd Thompson Canada
(British Columbia)

Kristel Wilson, Costen Insurance (Southern Alberta)

Chartered Insurance Professionals

Ashley Andrade, Intact Insurance Company (British Columbia)

Stephanie Chin, Family Insurance Solutions Inc. (British Columbia)

Ji Hyun (Elrica) Kim, Insurance Corporation of BC (British Columbia)

Holly McPhee, Wawanesa Mutual Insurance Co. (Manitoba)

Laura Tatnall, Mardon Group Insurance (British Columbia)

Miranda Webber, Economical Insurance (British Columbia)

Congratulations to these outstanding graduates!

Career Connections: A Leader in Connecting Talent to the P&C Insurance Industry

"Career Connections serves as a gateway for students, new grads, and career changers to get connected to a rewarding career in the industry," says Trevor Buttrum, Manager, Career Connections, at the Insurance Institute. "Over the years, the program has evolved from being a 'nice-to-have' to being a key partner in helping the industry respond to its need for talented, creative, and motivated people."

For nearly 15 years, Career Connections has taken an active role in working with high school students, post-secondary students, and career changers to improve their understanding of insurance, illustrate its role in society, and encourage them to pursue one of the many skilled professions available in the insurance industry!

With the help of a talented roster of over 350 industry Ambassadors, Career Connections' 2018 Fall campaign had the potential to engage tens of thousands of career seekers in conversations about how their interests, skills, and experience can add up to a rewarding career in insurance!

Career Connections connects with its core audiences in classrooms, campuses, and communities across the country to spread awareness and talk about the exciting career prospects the industry has to offer. This involves implementing a multi-faceted campaign with career fairs, presentations, networking events, on-line chats, panel discussions, and teacher conferences, accompanied by advertising, communications, and social media engagement.

And, there is every indication that this level of outreach is what's needed. According to the Institute's most recent Demographic Research study released this fall, up to 27% of the approximately 125,000 Canadians working in the property & casualty insurance industry are projected to retire by 2027.

This, in combination with an anticipated gap in management and leadership (where retirement projections go up to 35%) and the industry's navigating technological disruptions—such as autonomous vehicles, cyber security, "big data," and the sharing economy—suggests that the industry is in need of

candidates with more diverse skill sets and is eager to attract top talent.

Buttrum adds, "We consult regularly with our HR partners to understand what they are looking for and help create a pipeline that strategically aligns to their talent acquisition needs."

In addition to the lineup of general career fairs and classroom presentations (which bring the number of events to over 400 per year), Career Connections leverages collaborative partnerships to engage as broad an audience as possible.

Examples of this include the following:

- Relationships with over 70 campuses and career-service providers across the country
- Canada Career Month (November) and Insurance Careers Month (February), where Career Connections amplifies its social engagement and hosts or participates in upwards of 30 events as a part of these national and global initiatives
- Hosting "Office Hours"—virtual chats for several hundred participants on TalentEgg.ca, Canada's leading job site for students and new grads
- Feed the Minds of Youth—engaging luncheon events with speakers, games, and career-building activities, hosted by local institutes and chapters or on-site by companies themselves, which introduce Grade 9 students to the insurance industry as a part of their Take Our Kids to Work Day (November 14) experience. This year, events took place at 90 sites across Canada!
- National webinars in partnership with ACCESS Employment for Career Changers and ITPs to learn about how their previous experience can help them get connected to a career in insurance!
- Insurance-specific programming, including speed networking, career fairs, practice interviews, resumé-building workshops, career-branding sessions, and more, on campus and in communities across the country. These types of event help career seekers move from having awareness of a career in insurance to engaging and taking action to join the insurance industry! This fall alone, Career Connections facilitated more than 40 of these types of event!

And, based on the feedback from stakeholders it seems to be working:

I knew nothing about insurance before today. I've always wanted to be an investment banker, but now I'd consider being an actuary in insurance.—Rotman Commerce student (U of T) at an insurance-specific event

I was most interested in...how they made insurance seem so interesting. I used to think that insurance was boring. That thought has definitely diminished while being here.—Grade 9 student, Feed the Minds of Youth

Career Connections has evolved to be a partner in supporting our organization's recruitment strategy. The HR Roundtables hosted each year provide an invaluable opportunity to network, share common challenges and discuss recruitment as an industry.—HR partner

For more examples and a full illustration of Career Connections' outreach activity, check out the most recent [annual report card](#) from the 2017–18 campaign.

And, there is lots more outreach to come in 2019! Career Connections is looking forward to continuing our work with industry partners, career centres, educational institutions, and potential recruits.

Check out the Career Connections website at www.career-connections.info for more details.

Get Involved!

Career Connections is passionate about bringing creativity and responsiveness to the ongoing conversation and working with the insurance industry to meet the needs of tomorrow's workforce.

If you'd like to get involved with the program, here are a few ways you can demonstrate support:

- Become a Career Connections Ambassador or host Corporate Ambassador Training.
- Participate in insurance-specific events.
- Connect us with high schools and teachers who may be interested in having us in their classrooms.
- Post on our Career Connections Job Site.

For questions, comments, or how you can get involved with Career Connections, please contact us at cconnections@insuranceinstitute.ca.

Scholarships: Lending a Helping Hand to Students

The Institute manages three scholarship programs: the Lloyd King Scholarships, the John E. Lowes Insurance Education Fund, and the Toronto Insurance Conference Scholarships. Each of these programs offers students a financial boost as they pursue their education. We are pleased to announce the recipients of this year's scholarships.

The board of trustees, chaired by David Shibatani, BA, FCIP, chose exceptional recipients for the Scholarship Programs. The 2018 award recipients are as follows:

Lloyd King Scholarships

(Atlantic Provinces)

Natalie Renee Lagace, Mount Allison University
Morgan Brittany-Lynn Toole, Saint Mary's University

John E. Lowes Insurance Education Fund

(Ontario)

Eun Young Han, Mohawk College
Ivy Tang, Conestoga College
Luke Upfold, Conestoga College

Toronto Insurance Conference

(Canada-wide)

Jing Xuan Miao, University of Western Ontario
Charlotte Priddle, Dalhousie University
Joe Seney, Dalhousie University



Congratulations to these recipients and to the many scholarship applicants. The continuing high calibre of the students and their demonstrated paths to promising careers ensure that the annual selection process is a challenging one. We encourage them, and other students who meet the criteria, to apply in 2019.

The John E. Lowes Insurance Education Fund would like to thank the Quarter-Century Club for contributing a college-level scholarship and PIPA (Portuguese Insurance Professionals Association) for their contribution of a college- and university-level scholarship.

'Tis the Season—Exam Season, That Is!

As of spring 2017, all courses in the CIP and General Insurance Essentials Programs have computer-based examinations.

Computer-based exams (CBE) will be offered at proctored exam centres on select dates between December 3 and December 21. Once registration is complete, the examination date schedule is available online.

Three hours are allowed for each CIP subject and two hours for GIE subjects. Good luck!

Why Advanced CIP?

In business today, there are four "C's": critical thinking, creative thinking, communication, and collaboration.

The Advanced CIP Program is a four-course program designed to strengthen adaptive thinking, problem-solving, and communication skills within a business context while providing technical tools to creatively address insurance-specific problems. This program will also provide you with valuable networking and insights from varied perspectives, providing a unique learning experience.

The program provides a framework to help you to critically assess your role, understand the factors that have an

impact on your role, and develop skills you can use to make the most of that role in the future.

Courses are taught in an online facilitated format, which means you have full control over when you decide to complete your work, as long as you meet the deadlines. You are evaluated based on your weekly assignments, your on-line participation, and a final assignment. There are no exams.

Completing the entire Advanced CIP Program enables you to evaluate what your clients say from a critical perspective, so you can listen for what's really important. It allows you

to understand your clients' needs in the business contexts in which they operate. Finally, it provides you with an enhanced perspective on the relationships among the core insurance disciplines (underwriting, brokerage, claims) and arms you with a step-by-step creative process to help craft innovative solutions that you are able to confidently communicate.

Courses 1 and 2, the Critical Thinking course and the Business Foundations course, can also be taken as stand-alone courses, without being enrolled in the Advanced CIP Program. Find out more about the Advanced CIP Program at www.insuranceinstitute.ca/advancedcip.

CIP Society Update

Celebrating Our 2018 National Leadership Awards Recipients

The CIP Society has been celebrating leadership amongst its membership since 1998. The National Leadership Awards shine a light on industry professionals who lead by example and motivate and inspire the people around them.

This year, we are proud to recognize four individuals in both categories of the program.

In the Emerging Leader Category:

- [Kyle Case](#), FCIP, of The Co-operators General Insurance Company in London, ON
- [Sara Runnalls](#), FCIP, of BFL Canada Risk and Insurance Services Inc. in Toronto, ON
- [Victoria Stanhope](#), FCIP, of Stanhope Simpson Insurance Ltd. in Halifax, NS

In the Established Leader Category:

- [Paul Féron](#), FCIP, of ClaimsPro in London, ON

“On behalf of our Council and the graduate membership, I am very pleased to congratulate this year’s honourees,” said Mike Kosturik, Chair of the CIP Society National Council. “These members have demonstrated an enduring commitment to their workplaces, the insurance profession, and their local communities. We are honoured to have Kyle, Sara, Victoria, and Paul be part of our membership and will look forward to the opportunity to celebrate their successes with the industry.”

“In our 10th year of the National Leadership Awards, we are pleased to welcome four new highly regarded leaders and mentors into the Leadership Circle,” said Peter Hohman, President and CEO of the Insurance Institute. “In the last decade, we have had the opportunity to highlight the achievements of 40 individuals across Canada, strong leaders who make outstanding contributions in all aspects of their lives and help raise the integrity of our profession.”

You can find more information about the awards program and profiles of this year’s leaders, as well as information about nominating in 2019 on the [CIP Society website](#).

