

Strategic Leadership Experience

Product Overview

Developed in partnership with Wharton Executive Education, Strategic Leadership Experience (SLE) is an industry-focused, nomination-only program for:

- Assistant Vice Presidents
- Vice Presidents
- Executives in an equivalent strategic leadership role in the U.S. or Canada.

Over the course of 24 months, program participants attend 3, 3 ½ day modules, in-person, on the Wharton campus in Philadelphia.

This executive development program:

- Provides world-class, executive development for leaders, across all functional areas from LIMRA and LOMA member companies.
- Creates opportunities for leaders across the industry to connect, collaborate, and address challenges and opportunities.
- Complements existing member company executive development efforts.

Modules include:

- Module 1: Becoming an Enterprise Leader
- Module 2: Developing a Strategic Mindset
- Module 3: Leading Transformation

Key Features and Benefits

- Industry-specific education that promotes strategic and innovative thinking
- Knowledgeable, experienced Wharton faculty, industry experts, and member company C-suite executives
- Competitive pricing
- Consistently positive feedback from participants

Trends

- In the next 15 years, 50% of the current insurance industry will retire. That is nearly 400,000 employees.¹
- 25% of the skillsets for jobs have changed. By 2027, this number is expected to double.²
- “Providing learning opportunities” is the #1 way organizations are working to improve retention.²

¹U.S. Bureau of Labor Statistics

²LinkedIn Workplace Learning Report

Competitors

While there are no direct competitors, SLE competes for the same corporate training dollars as other executive programs, including renowned entities with offerings on topics pertaining to all industries (e.g., SIFMA, Harvard Business School, Kellogg, Dartmouth, Northwestern, etc.).

2025 Tuition

Program tuition is \$6,500 per session with prices subject to change for Modules 2 and 3, which includes all meals. Lodging, transportation, and off-site meal expenses are the responsibility of the participant.

Who Should Attend?

This program is open by nomination only to individuals from eligible U.S. and Canadian member companies with the following qualifications:

- Assistant Vice President
- Vice President
- Executive in an equivalent strategic leadership role who have consistently demonstrated strong performance, and whose companies believe they will benefit from — and contribute to — an executive-level development program as part of longer-term succession plans.

Each cohort is limited to 100 leaders and no more than 2 leaders from each company may be nominated to a new class each year.

Additional Resource

[Strategic Leadership Experience Webpage](#)

Customer Pain Points

- Providing executives with current, consistent, and high-quality, industry-specific education
- Bringing industry leaders together for valuable and engaging professional development opportunities
- Ensuring senior executives have the knowledge and skills necessary to transform the life insurance, annuity, and workplace benefits industry

Program Data Points

2024 Attendance:

- 276 total attendees
- 81 participating companies in 1 or more class
- 31 participating companies in all 3 classes
- 12 new participating companies (2 Canadian)
- 17% minority; 51% female; 9% minority females
- 50-60% attendees in role 1-5 years
 - *For potential candidates with <1 year industry experience, please consider [Insurance Immersion](#).*
- Life insurance is the most represented vertical in attendance, with annuities/retirement a close second
- 290 expected attendees in 2025

Overcoming Objections

Program cost

- Member companies receive a discounted rate.
- Participants pay per module. This allows companies to budget over a 24-month period.
- The former LIMRA Leadership Institute Fellow (LLIF) executive development program was priced over 2x the SLE cost.

Length of program

SLE consists of 3 in-person modules that take place over 3 ½ days over the course of 24 months. *This is not a 3-year program.*

Participant retention

The program is being thoughtfully leveraged as a retention level, supported by other actions to retain, and grow talent.

- 96% of the classes of 2024 and 2025 were retained in 2024.
- 97% of participants who have switched companies and positions remain in the program to date.

Number of seats

We can consider 3 seats for larger companies.

Participant engagement between sessions

Engagement between modules ensures participants maintain interest throughout the program experience. In 2025, the SLE Alumni Strategy will launch.

FAQ

How many participants attend each cohort?

Each cohort is limited to 100 participants. No more than 2 executives from each company may be nominated to a new class each year.

Who participates in each cohort?

This program is open to assistant vice presidents, vice presidents, or executives with strategic leadership roles in the U.S. and Canada.

In 2024, 267 leaders, representing 81 companies of all sizes and lines of business were enrolled in the program.

How do participants rate their experience?

On a scale of 1-5, respondents to the program evaluation rated the program as follows:

- 4.8: "I would recommend this program to others."
- 4.8: Overall program rating