

# CICA LAUNCHES MENTORSHIP PROGRAMME



The CICA mentorship programme will pair seasoned industry veterans with professionals in the early stages of their captive careers

The Captive Insurance Companies Association (CICA) has launched a Mentorship Programme, the first major initiative driven by its new president, Dan Towle.

Towle began his tenure as CICA president in April 2017, succeeding Dennis Harwick, and the newly announced mentorship programme is one way he hopes the Association can address the impending talent drain from the captive, and wider, risk and insurance management industry.

“There is no doubt there have been ongoing discussions about the large number of captive professionals that are going to be retiring in the next few years,” Towle told *Captive Review*.

“I look at this as an opportunity for CICA to take a leadership position. There was a lot of talk about people retiring, but not a lot about what the industry was going to do to fill that gap.”

The programme is targeted at young and mid-career professionals in the first three to five years of their captive career. They will receive counsel, advice and support from seasoned industry veterans. Mentors involved in the programme are expected to gain and improve on their coaching and leadership skills by contributing to the programme.

Recruitment has now begun and CICA is targeting 30 mentors and 15 mentees before moving on to the second phase of the programme.

Towle wants the cohort of mentors to be made up of a wide cross section of the captive ecosystem – insurance managers,

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underwriters, investment managers, lawyers, actuaries, regulators, accountants – so mentees can find the right fit within the programme.

“It is important mentees can find someone who has been on a similar career track,” he added. “If you are a young actuary then it may be more beneficial to be mentored by someone from that field.”

Among the mentors to have already signed up are Courtney Claflin, executive director of captive programmes at the University of California, and Carol Frey, vice-president of the alternative markets division at Great American Insurance Group.

Claflin has been in his role at the University of California since April 2015 and has grown its captive operation into one of the biggest in the world. In 2016, he was named Captive Professional of the Year at the 2016 US Captive Services Awards and in March, 2017 CICA named the University’s captive, Fiat Lux Risk and Insurance Company, its captive of the year.

Claflin told *Captive Review* when he began exploring the captive industry in 1998 there was very little information available or institutional help to make a break, so he reached out to various industry veterans.

“They would graciously answer the phone when I called, answer my questions and guide me through this complex space in the insurance industry,” he said. “I am the direct beneficiary of their time and

goodwill and am trying to give back to the industry in the same way.”

Frey, also a CICA board member, told *Captive Review* she wanted to support the programme to encourage “growth, development and succession”.

“The CICA Mentorship will offer a pool of professional mentors across a broad spectrum of experts that support the captive industry,” she said.

“Mentees that choose to enter into the mentoring relationship can benefit across these subject matters to improve existing knowledge or to gain exposure to another part of the captive industry they may not have otherwise had access to.”

Both Claflin and Frey are passionate about the captive industry and it is obvious why Towle is keen to tap into such professionals’ experience and care for the industry. Neither believe the sector should be a hard sell to those just graduating or already in the risk and insurance sector.

“Captive insurance offers a new experience every day and we need to position captive insurance as a perpetual learning and challenging segment of the insurance industry that can satisfy a very long and rewarding career,” Frey added.

“Captives are inspired by both creativity and analytics – to me, that is a special message and draw.”

Claflin said: “I don’t think it’s a hard sell at all, it’s just spreading the word that this is the most creative, innovative and fun space in the insurance industry.

“Our challenge is how to effectively communicate to our young professionals this value proposition. Who wouldn’t want to be on the cutting edge of any industry? Captives are the cutting edge, we’re the Silicon Valley of the insurance industry. To me, that’s not a hard sell.”

While the ultimate aim is to develop and nurture talent in the captive insurance sector, Towle also hopes mentees naturally spread the word about the programme, CICA and the industry within their peer group.

“This is a first step, but a big step in CICA playing a large role in developing the next generation of captive leaders,” he added. “One of things that will help us grow this initiative is the mentees talking to their peer group. They can help recruit their peer group into this industry.”

For more information on the CICA Mentorship Programme, visit [www.cicaworld.com](http://www.cicaworld.com). 