



Captive Insurance Company Reports

CICA Fall Forum Provided Good Vibrations and Great Ideas

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Editor's Note: This article was written by **Dan Towle**, president of the Captive Insurance Companies Association (CICA). He can be reached at dtowle@cicaworld.com.

Virtual meetings will forever have a new place in our lives and have changed how captive insurance business can be done; however, in-person meetings provide a quality of interaction and an energy that technology cannot provide. I heard many times during our October CICA Fall Forum that attendees could literally feel the energy and excitement of being together. For some, it was their first time traveling to a conference since the pandemic started.

Our Fall Forum experience reinforced how important it is to come together across our entire industry. With all of the growth in the captive industry and the work everyone has been doing during the hard market and pandemic, it was more important than ever to come together to not only share strategies but also recognize the many ways captive insurance is helping organizations thrive. CICA's domicile-neutral setting creates a comfortable environment that helps newcomers and seasoned professionals alike to explore new uses of captives, engage new talent, and share best practices.

Strategies for Today's Market

Sessions related to strategies for our current hard market and those related to political or regulatory changes in taxation and regulation of captives were very well attended. I was also impressed with the highly engaged questions asked during the sessions, and our shorter 45-minute sessions left ample time for extended questions and conversations afterward.

We also saw a lot of participation in sessions with strategies for group captives and cell captives. As organizations look to expand their use of captives, they may want to employ several different types of captives for their different business needs.

Survey respondents said they appreciated our forward-thinking sessions and opportunities to network with major players in the captive industry. It was great to hear that people felt they were able to forge new relationships and generate new opportunities.

Engaging the Next Generation

We hear from attendees, particularly younger attendees and those newer to captive insurance, that CICA events like our Fall Forum allow them to immerse themselves in learning

across all sectors of the industry and benefit from participating in CICA's professional development programs. It might be a NEXTGen session where panelists tackled real-life scenarios commonly faced by young and new professionals paired with advice from an experienced professional or a networking luncheon with Amplify Women™.

Across the industry, organizations are having conversations about diversity, equity, and inclusion. Our NEXTGen and Amplify Women members collaborated on a great session, Diversity in the Workplace: Cultivating an Inclusive Culture. The panel provided helpful tips on how to ask thoughtful questions that help organizations make the decisions needed to really affect change in their culture. They also shared some powerful personal stories and discussed how to take your organization to the next level.

It's a great time to explore careers in captive insurance. The industry is experiencing unprecedented growth during a long hard-market cycle combined with opportunities stemming from the pandemic. This dynamic captive insurance market offers young professionals opportunities that are both challenging and rewarding. Additionally, captive insurance is a global industry, so many people in the industry travel domestically and internationally for work meetings, conferences, and more. A job in captive insurance checks all the boxes for a fascinating and gratifying career.

Looking Ahead

Our Fall Forum experience, and what we're seeing from several other industry conferences, is that people are ready for in-person events. We know the impacts of COVID-19 aren't going away any time soon, but we are becoming more adept at finding ways to host events that include appropriate safety precautions.

As we prepared for the Fall Forum, CICA closely monitored the impacts of COVID-19 and guidance from relevant organizations. It's likely we're going to see organizations continue requiring proof of vaccination or a negative COVID-19 test result to gain admittance to conferences for the foreseeable future. We heard from Fall Forum attendees they appreciated the extra safety measures CICA put in place.

Having just wrapped up our Fall Forum, CICA is already looking ahead to our International Conference, March 6–8, 2022, at the JW Marriott Tucson Starr Pass Resort. Anticipating opportunities and developing solutions to potential risks will continue to be vitally important in today's economy, where change occurs quickly and is often far-reaching. CICA looks forward to bringing people together from across the industry for valuable educational sessions from industry leaders and connecting with peers and exhibitors to share knowledge and generate new ideas.

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