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**TALENT NETWORK PROGRAM STRATEGIC PLANNING SESSION – July 20, 2021**

**IIAN Foundation Board & Talent Network Task Force**

12329 Southport Parkway - Omaha, NE

**AGENDA**

**12:30 PM Lunch Served**

**1:00 – 1:15 PM Program Update – McClelland, Kraft**

* 2021 Success Factors (Objectives)
* Action Plan Update – Current Program Strategies
	+ **Positive Perception of Industry**
		- UNO Sponsorship, College Outreach
	+ **Connecting With Students**
		- CareerPlug/Big I Hires, Digital Advertising
	+ **Internship Resources** – Back Burner
* Program Agreement With IIAN - Update

**1:15 – 1:45 PM Vision Through 2024 – Roundtables - Hongsermeier, McClelland
What Does Success Look Like?**

If we were sitting here in 2024, what would have to happen for us to be happy with our progress?

* **New IIAN 3-Year Strategic Goal**
* **Success Factors (Objectives)**
* **Program Strategies going into 2022**
* **Discussion Reports**

**1:45 – 2:15 PM Objectives For 2022 – Hongsermeier, McClelland
What Does Success Look Like?**

**Questions:**

1. 2022 Success Factors
2. 2022 Action Plan – Continuing/New Action Steps

**2:15 – 2:30 PM Putting It Together – McClelland**

* Reach Consensus – 2024 Success Factors/Strategies
* Planning/Budget For 2021-22
* Next Steps

**2:30 PM Meeting Adjourns**

**IIAN FOUNDATION MISSION (Est. 2009): To promote the independent insurance profession to prospective and current insurance industry members through its resources, education, and public awareness.**

**GOALS - 2018-2021:**

* Support the Talent Network program in partnership with IIAN
* Achieve annual fundraising goals

**IIAN STRATEGIC PLAN – 2021-2024:**

**MISSION: Help independent insurance agencies succeed and stay relevant**

**NEW STRATEGIC 3-YEAR GOAL:**

**Meet the talent requirements of agencies to attract, train & develop, and prepare the next generation for leadership**

**Strategy:**

**Develop and implement a strategy for talent acquisition and development**

* + Awareness of IA channel careers
	+ Identify and source new talent
	+ Qualify and select

Train (technical, service, sales)

**2019 Success Factors:**

* **Increased awareness** on the part of administrators from targeted Nebraska colleges and leaders of targeted student organizations, of insurance career opportunities and Talent Network resources
* **Increased IIAN member participation** in targeted college student events
* **Expanded IIAN web site facilities** for IIAN members, job seekers, and college students to post job opportunities and resumes, and connect with each other
* **Increased IIAN member use of Big “I” Hires**

**2020 Success Factors:**

* **10% of member agencies** will post jobs on IIAN interactive web site (if recommended by Task Force) and/or Big “I” Hires
* Members will **hire 10 candidates from Big “I” sources**, including interns
* **Increased IIAN member (including nextgen) participation** in student events and planning

**2021 Success Factors:**

* **10% of member agencies** will post jobs on IIAN Job Board – back off goal due to COVID
* Members will **hire 10 candidates from Big “I” sources**, including interns
* **Increased IIAN member (including nextgen) participation** in student events and planning
* **Diversity will be a focal point** for program strategies