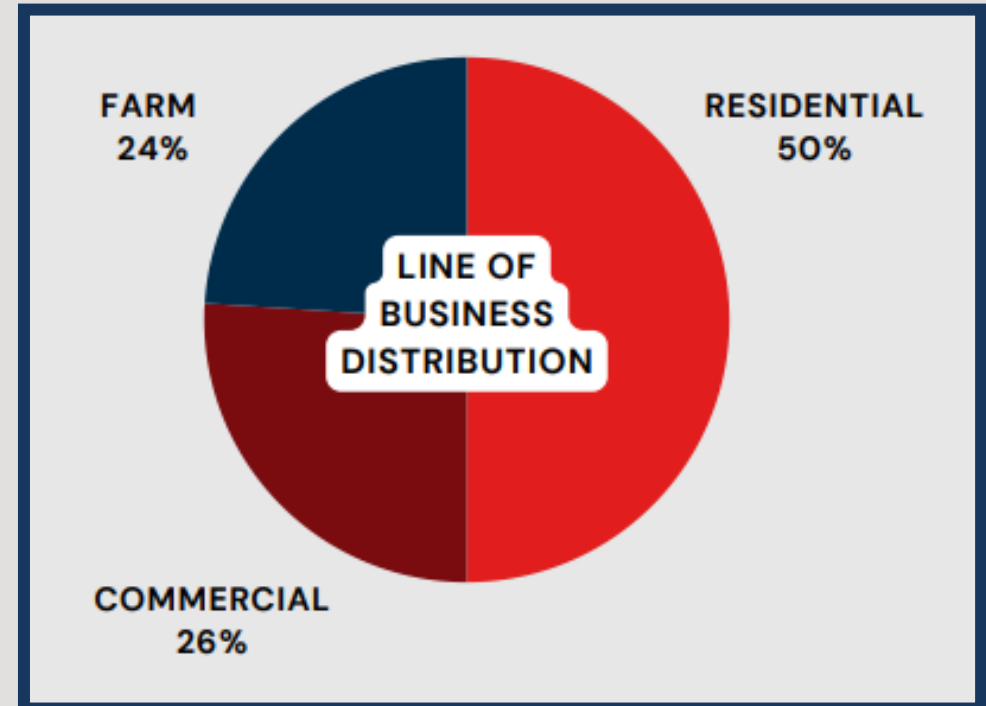
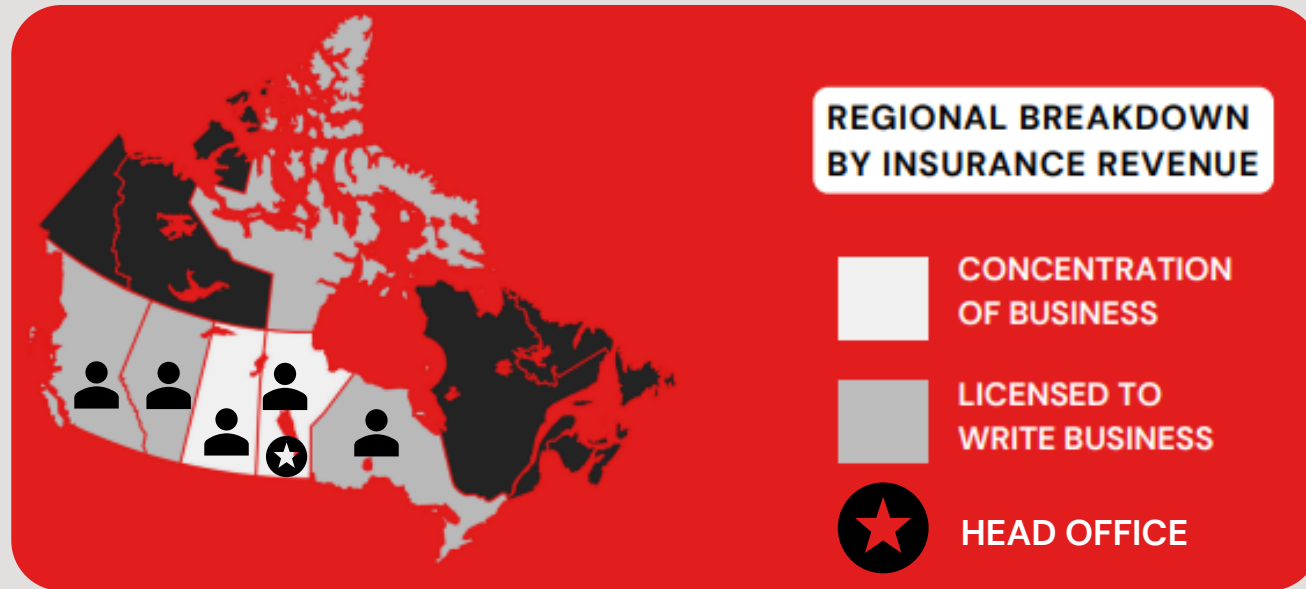


# Investing in Leadership

Red River Mutual Insurance, 2025



# About Us



**\$260M**  
INSURANCE REVENUE

**84K +**  
CANADIAN POLICYHOLDERS

**203**  
EMPLOYEES 

# Elevate Leadership Program

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## Objectives:

- Enhance leadership capabilities & competence
- Strengthen collaboration and personal connection
- Support intentional learning & development opportunity
- Remove operational barriers
- Better enable leaders to solve problems
- Set clear expectations
- Support career development & succession planning



# Why Leadership?

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## Outcomes:

- ✓ Strengthened & consistent leadership behaviours
- ✓ Increased awareness of expectations
- ✓ Enhanced trust, and personal connection
- ✓ Greater transparency and conversation around leadership
- ✓ Stronger talent pipeline for future
- ✓ Influential leadership excellence and unity
- ✓ Improved communication and championing of programs & initiatives
- ✓ Leveraging your experiences & peers



# What We've Done

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**Leadership Connections  
(2023)**



**Confident  
Conversations &  
Evaluating  
Performance  
(2024/2025)**



**Mental Health for  
Leaders (2023/2024)**



**Developing Strong  
Goals & KPIs  
(2024/2025)**



**DEIB Training (2024)**



**Building Engagement  
& Connection in a  
Hybrid Environment  
(2024)**



**Trust &  
Team Norms (2025)**

# Where are we at?

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## Going Well:

- Capacity
- Accessibility/Flexibility
- Connection
- Confidence
- Right People | Right Role | Right Time
- Community

## Challenges:

- Maintenance
- Content management
- Measuring success
- Time
- Budget & EVP:
- Bring leaders together
- Sustaining Momentum
- Balance

# Closing Thoughts

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- 1. What areas of leadership development are you focused on and how are you addressing?***
- 2. What leadership development strategies have you found most effective in your organisation, and what made them work***
- 3. How do you measure the success or impact of leadership development initiatives?***