

# Mutual Employees: Commitment & Excellence Talent Solutions: Aon's Integrated Approach

With changing demographics around the world and increasing competition for best in class employees at all levels, mutual insurers are looking to focus on talent management now. Aon has the knowledge, framework, and talent solutions to align with your strategies and priorities to grow leadership and key human capital capabilities. This creates a rewarding and engaging culture to equip your business with a ready supply of talent and a high performing workforce to support the uniqueness of the mutual policyholder.

Aon delivers value throughout the employment lifecycle

## Employment Drivers



## Employment Outcomes

- Assessment & Selection**  
*Select better-performing, longer-tenured employees at all levels*
- Engagement**  
*Measure and improve employee engagement*
- Leadership**  
*Select, build, develop, and retain key talent*
- Performance and Career Management**  
*Create a high-performance workforce through goal-setting, coaching, and meaningful talent conversations*
- Total Rewards**  
*Align and optimize your total rewards*
  - Broad-Based Compensation**  
*Ensure the competitiveness and alignment of pay programs*
  - Executive Compensation**  
*Ensure the competitiveness and transparency of executive pay*
  - Sales-Force Effectiveness**  
*Get the most out of your investment in sales people*
- HR Effectiveness**  
*Improve HR performance, capability, and results*
  - Organization Effectiveness**  
*Align culture, equip leaders to lead change, guide employees through the process of change, and create clear metrics and ROI to support initiatives*

## Value Achieved

- A continuous supply of qualified talent
- A high performing, aligned workforce
- Growth in key talent and leadership capabilities
- A compelling employment bond
- Operational efficiency & effectiveness

## Challenges we see in the market

"Insurers face the double challenge of attracting talent in competition with other industries at a time when risk management clients demand more from their insurance service providers."

[Business Insurance](#)

"Employers are finding themselves faced with a lack of incumbent talent to fill the pending skills gap and are unprepared to face an increasingly competitive recruitment marketplace."

[Insurance Journal](#)

"Attracting and hiring talent with the right skills to meet the needs of next generation mutual insurers is critical due to an aging sales force with 50% of insurance workers over the age of 45 and nearly 400,000 insurance job openings by 2020."

[The Boston Globe](#)

## We're here to empower results

For more information contact:

**Chris Delhey**  
Senior Managing Director,  
Mutual Practice Group Leader  
Aon Benfield  
+1.312.381.5566  
christopher.delhey@aonbenfield.com

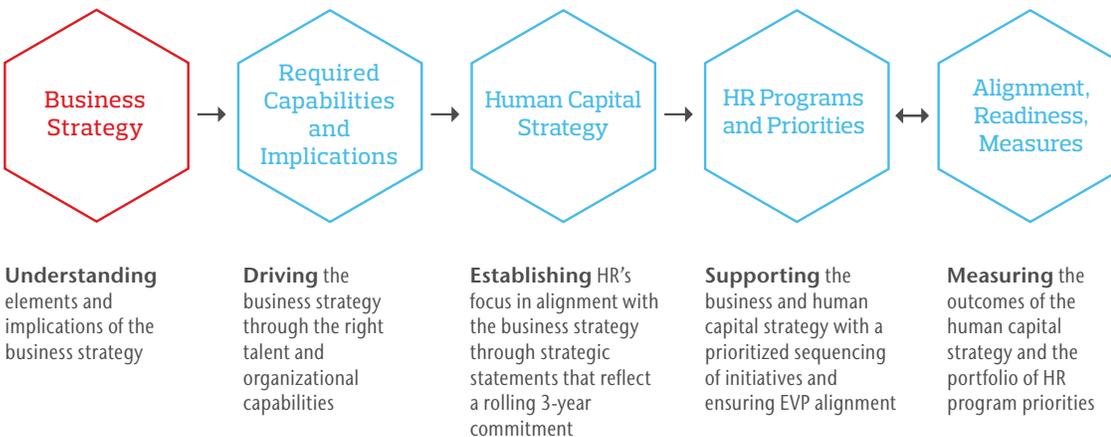
**Brian Ruggenberg**  
Partner  
Aon Hewitt  
+1.516.342.2708  
brian.ruggenberg@aonhewitt.com

**Jeff Rieder**  
Partner, Head of Ward Group  
Ward Group  
+1.513.746.2400  
jeffrey.rieder@wardinc.com

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## Our view on developing a human capital strategy and why it is critical today

53% of business leaders believe that HR strategy is not integrated with business strategy and 40% also feel that inadequacies in human capital and talent management are key reasons why organizations are not achieving growth



## A streamlined, highly practical and economical process drives measurable results



## Aon's integrated approach to achieve client value

Aon Benfield offers mutual companies a fully integrated approach to the critical questions of talent assessment, employee engagement, and succession planning. Aon Hewitt currently works with 136 insurance companies representing all segments of the industry. Together, Aon Benfield and Aon Hewitt can bring recognized best practices and innovative, real-world solutions to mutual insurance companies to maintain your legacy of outstanding service and performance.