Our industry is changing daily and there is no sign of it slowing down. New risks are constantly emerging with changing technology, changing climates and new ways of doing business. With this fast pace of change, the prospect of routine job transitions is very real to insurance professionals. Your responsibilities may shift, you may be preparing for a new opportunity within your organization, or you may be looking to adjust the trajectory of your career altogether.

Regardless of your situation, the change will be smoother if you take control by making things happen in your life, rather than just letting things happen to you. If you’re looking to make a late-career change, five years is the ideal amount of time you need to prepare according to Kerry Hannon, AARP’s career expert and author of Getting the Job You Want After 50. And even if you’re not looking to pursue a career change, these steps will keep you in the driver seat of your career.

**Commit to learning.** Start by assessing what you love to do alongside what you do truly well. Then look at where your dreams and skills meet.. Stay on top of industry trends. If you’re offered training, always take it. And be sure to keep your LinkedIn profile up to date with the training and certifications you’re pursuing.

**Develop a presence on social media.** A current hot topic is developing a personal brand. If you are looking for a new opportunity, potential employers are going to search for you online. "If they don’t see you, they will think you don't exist or aren't comfortable with technology," says Hannon.

**Get coaching, network, or both.** If you see a gap in your skillset, work with a mentor or coach to help fill that gap. Use your network through IAIP to learn about opportunities that match your interests.

As a community, we are helping our members excel in their careers and prepare for an ever-changing landscape. IAIP can help you accomplish all of these steps to prepare for a shift in your career...whether it is a promotion, a transition, or a new opportunity altogether.

Beth Chitnis, CAE  
IAIP Executive Director

**2018 Convention**

The countdown is on! There are six short months until the big event: June 7-9, 2018 at St. Louis Union Station. Save the date - you do not want to be left out of the exciting experiences we have planned for St. Louis!
Ever wondered how the agenda is determined for Convention? Our hard-working Convention Task Force comprised of 12 volunteers (and 5 staff members) are the heroes who plan, recruit and decide which workshops and sessions should be presented, and what activities will be offered. An emphasis is placed on the review and analysis of the previous year's post-Convention survey results. You told us what worked, what didn't, and we listened!

NEW THIS YEAR:

1. **The Community Café**: Exciting details on this completely new session concept coming soon! Spoiler alert - you are going to love it!
2. **Friday evening's Award Reception**: in addition to the Saturday Recognition Lunch, you now have more time to celebrate with the award winners!
3. **More time to Explore**: over 3 hours on Friday afternoon are dedicated to exploring St. Louis!
4. **Two keynote speakers**: enjoy the insight and inspiration of an additional guest speaker this year. Both Judi Holler and IAIP’s own Cheryl Blair will provide our opening and closing keynotes.
5. **CWC Speak-Off on Thursday**: no anxious waiting, and more time to congratulate all of our competitors, and the winner.
6. **More FIT opportunities**: not just for early birds anymore! FIT activities will be offered in the afternoon as well as the morning for the first time this year!
7. **YNP’s Trivia Night**: Trivia buffs and just general smarty pants, get ready! The YNPs invite you to play and win big! This event is hosted by our fabulous YNPs, but is open to everyone!

In addition to all of the new experiences we have planned, returning again this year is our Sponsor/Exhibitor referral reward program. Even if you are unable to attend this year, you can still receive your reward!

Submit a referral for a new convention exhibitor or sponsor, and if the company does sponsor or exhibit (before May 25th) the referring member gets to choose whether they would prefer a free year of international membership or a $100 discount off 2018 convention registration. All we need from you is the contact information - we will do the rest! Any business you work with is a potential sponsor or exhibitor!

Do you need to convince your supervisor that you need to be at IAIP 2018 Convention? Check out the **2018 Employer Justification Toolkit** to make it easy!

**Upcoming Deadlines**

**DEADLINE: TODAY!**
**International Secretary**: The International Secretary will be elected via an electronic vote prior to the 2018 Convention and serve during the 2018-2019 membership year culminating as President in 2022. The Candidate Form is due to the **IAIP President** today, December 1.

**Legacy Foundation Directors-At-Large**: Two Legacy Foundation Directors-At-Large will be appointed to serve a two year term for the 2018-2020 membership years. The Candidate Form is due to the **IAIP**

**Upcoming Events**

Mark your calendars for the following important upcoming events:
President today, December 1.

Regional Nominating Committee: The Nominating Committee Application is due to the Regional Vice President of your Region today, December 1.

**DEADLINE: JANUARY 15**

Regional Vice President: The Regional Vice President positions that are available for election at the 2018 Regional Conferences are for Regions II, IV and VI with a two-year term. The Candidate Form is due to the Regional Vice President of your Region by January 15.

State of the Association

State of the Association Webinar will be presented on Wednesday, December 6 at 1:30pm ET. Our industry is changing on a daily basis and there is no sign of it slowing down. Risks that we haven't seen before are constantly emerging with advanced technology, changing climate and new ways of doing business. If you are unable to join the live webinar, the presentation will be recorded and shared for later viewing. Register today!

Who Wants a $50 VISA Gift Card?

*We need your help* - by reaching out to vendors, businesses and other networking acquaintances - you can help propel IAIP's success and ensure our growth into the future. You know the benefits of membership with IAIP, but do you know all the ways IAIP can help Build a Business?

**Submit a referral for a new corporate partner.** If the company does partner with IAIP, you will receive the choice of a $100 discount off your next upcoming International Convention registration, or a $50 VISA gift card. All we need is the contact information - we will do the rest!

This is My IAIP

"I joined the association, not to just improve my level of professionalism, but because of the personal satisfaction I get from making a difference in my own community. My greatest joy has been improving the lives of others by feeding, clothing and providing scholarships for their education. IAIP is all about education and service and - because I know I've been helped along the way - I believe I should give back; and hopefully also set an example of our values of honesty, fairness, and professionalism. I get a lot of joy working with our new and younger members. Most important to me is belonging to something bigger than myself, and sharing my time and talent. No matter how much I give, I always get more back. Lastly, people I may have never met are now the best friends I've ever had in
“When I first joined IAIP I was very young and was new to the insurance industry. I had to discontinue my membership, but rejoined in 2005 and soon after, started taking a more active role in leadership. Since then, I have developed a number of skills, stepped outside of my comfort zone, and held offices on the local and state level and - most recently - as the Council Director. The professional value I received from my IAIP membership has been the knowledge gained from the members I have met and networked with at our local meetings, state conferences, regional conferences and international conventions. It is amazing how diverse all the members are; each member has a different skill set that they are willing to share. I would not have held any of these offices without the encouragement of a number of IAIP members, all of whom I consider my friends.”

Elizabeth Blackwell, AAI, CPIW, AINS
North Carolina Department of Insurance

Please join us as we celebrate our fellow members' commitment to investing in their careers, and insuring their futures. Share your own reasons why This is My IAIP!

Education Updates

Watch for a new feature on the homepage - Spotlight on Education. Every quarter a new or current course will be featured to showcase an IAIP education course.

IAIP eLearning sessions in 2017 were well received and offered a variety of insurance topics to IAIP members and non-members. Topics for the first months of 2018 are confirmed and are now available.

We'll start the year off with providing an overview of the Selling Essentials series. Presented by Danny Douglas, this webinar will provide an overview of the six basic techniques for the art of selling and key insurance sales skills you need to be successful. Register now.

Once you see how the Selling Essentials courses are beneficial to you, consider purchasing the series in a downloadable self-study bundle and take advantage of a 15% discount off the price of individual downloadable Selling Essentials course guides. The Self-Study bundles include all six downloadable course guides and online quizzes.

Confidence While Communicating Virtual

Confidence While Communicating Virtual is back and being offered by International starting February 6, 2018, for nine weeks. One of IAIPs most popular courses, you will learn and practice skills to communicate confidently and competently to supervisors, co-workers, and clients. Learn more and register today! Class is limited to 10 participants.
Congratulations 2017-2018 Grant Recipients
The Legacy Foundation Grants are available for local associations, councils and regions to offer educational programming for the members. We are honored to award seven grants to support educational programming at each level of the organization.

Congratulations to the following organizations receiving a 2017-2018 grant:

- 2018 Region II Conference
- 2018 Region IV Conference
- 2018 Region VII Conference
- 2018 Florida Council Meeting
- 2018 Missouri Council Meeting
- Las Vegas Insurance Professionals to support the Selling Essentials education program offering
- Insurance Professionals of Collier County to support the annual membership drive and education program

Scholarship Deadline: January 15
Scholarships are offered to individual members for various educational opportunities, to enhance their insurance knowledge, obtain designations or insurance related degrees or to attend IAIP conventions or conferences. The Legacy Foundation is just another source of funds to assist our own members with their educational goals. Applications are due by January 15, 2017. Apply today!

#GivingTuesday Results
Thank you to everyone that supported the Legacy Foundation during #GivingTuesday. We raised over $1,600 in one day through your generous donations!

News from the NAIW Legacy Foundation Board
The NAIW Legacy Foundation board met in October and are excited to announce two new updates for the Foundation:

Second Grant application deadline of March 15: Based on feedback from the members during the recent Grant application process, the board recognized the need to be more inclusive of Local Associations and Councils that are looking to gain support for activities early in the fiscal year. The board agreed to add a second grant application deadline of March 15. So as you are making plans for the 2018-2019 fiscal year, plan to submit your grant application in the Spring!

Disaster Relief Fund: The recent natural disasters raised awareness for the board to explore how the Legacy Foundation can support our members during times of need. The board approved developing a new
Disaster Relief Fund to benefit victims impacted by national disasters and catastrophes through payment of the impacted members' IAIP dues and reimbursing local associations losing local dues revenue for these impacted members. The board and staff are working through the details to implement this new relief fund, so watch for more details to come.

FIT Insurance Professionals

October Step Challenge
Congratulations to the participants of the October Step Challenge. The following IAIP members participated. If you submitted your steps on time and are missing from this list, please email Katharine Nohr.

Region I: Brenda Buck
Tammy Lawrey
Christine Taylor
Carol Weisman

Region IV: Patsy Johnson
Deb Oldfield

Region V: Nachole Gillis

Region VI: Kristina Donaldson

Region VII: Dawn Chu
Joshua German
Katharine Nohr

The IAIP member who wore out her shoes most was Deb Oldfield, logging in a total of 454,913 steps! Tammy Lawrey came in second with 342,318 steps. Our third place winner was Nachole Gillis with 299,898 steps. Our top three are members of the FIT Insurance Professional task force.

January Virtual Marathon
2018 will be here soon and with it, New Year's fitness resolutions. Plan to record the miles you walk and run and the time spent swimming and elliptical training (20 min. = 1 mile). Every 26.2 miles is a marathon. The challenge is to complete one or more "marathons".

December Recipe Challenge
Please submit your healthy holiday recipes to Deb Oldfield.