



IABA

INTERNATIONAL ASSOCIATION OF BLACK ACTUARIES

Emerging Leaders Program

Why Choose IABA's

At IABA, we are committed to empowering actuaries to achieve their full potential through our Emerging Leaders Program. Our program is uniquely designed to address the specific challenges that people face in the corporate world and to foster the growth of future leaders at every stage of their careers.

IABA's Emerging Leaders Program is a comprehensive ten-month development program designed to accelerate the growth of actuaries into management roles. Promotion and applications will kick off at IABA's Annual Meeting, with the official launch and kick-off event in November, coinciding with the IABA Leadership Retreat.

Participants will experience a blend of in-person and virtual learning, mentorship, and executive masterclasses. The program will culminate with a final in-person session and graduation ceremony at IABA's 2026 Annual Meeting.

Program Elements

Workshops & Facilitated Discussions

- In-person and virtual workshops focused on business acumen, leadership competencies and organizational culture and dynamics.

Mentoring

- Mentors and participants meet monthly
- Discuss topics relevant to the participant's growth and development

Executive Masterclasses

- Mini-masterclass about their function
- Top 3 leadership competencies that contributed to their success

Informational Interviews

- Interview colleagues within one's company to learn about their function

Sample Candidate Profiles

Middle Management Profile 1: Has Direct Reports

(Includes but not limited to:)

- This profile represents middle-management actuaries who have direct reports and hold responsibilities in team leadership and project management. Their role requires a balance of technical expertise and people management skills to ensure project delivery.
 - Technical Preparedness
 - Strong foundation with actuarial methodologies and analysts.
 - Experience presenting technical concepts at professional meetings or conferences.
 - Career Experience
 - Promoted to a leadership role responsible for leading a team
 - Oversaw day-to-day responsibilities such as developing project timelines, performance reviews, and mentoring junior staff.
 - People Centricity
 - Project management experience while leading an internal team and/or serving as technical lead to ensure alignment with business needs.
 - Experience executing deliverables that require cross-functional collaboration (i.e., underwriting, finance, sales)
 - Actuarial Designations
 - Holds an Associate designation within an Actuarial organization.
 - Actively working towards or already holding a Fellowship designation within an Actuarial organization.
 - May possess specialized credentials (e.g., CERA, Machine Learning certificates)

Middle Management Profile 2: Subject Matter Expert

(Includes but not limited to:)

- This profile represents middle management actuaries who are recognized subject matter experts (SMEs) in their departments, focusing on technical leadership and strategic project management.
 - Technical Preparedness
 - Highly specialized in a specific actuarial domain (e.g., pricing, risk modeling)
 - Experience presenting technical concepts at professional meetings or conferences.
 - Career Experience
 - Promoted to a management or individual contributor role responsible for overseeing critical projects.
 - Provides strategic advice to senior management and evaluates business implications.
 - People Centricity
 - Project management experience while leading an internal team and/or serving as technical lead to ensure alignment with business needs.
 - Experience executing deliverables that require cross-functional collaboration (i.e., underwriting, finance, sales)
 - Actuarial Designation
 - Holds an Associate designation within an Actuarial organization.
 - Actively working towards or already holding a Fellowship designation within an Actuarial organization.
 - May possess specialized credentials (e.g., CERA, Machine Learning certificates)