

*Future* »  
**Leaders**

*The***ABI**  
Together Driving Change

# ABI Future Leaders

What to expect for our 2025 programme

The Association of British Insurers is the voice of the UK's world-leading insurance and long-term savings industry.

The ABI is the voice of the UK's world-leading insurance and long-term savings industry, which is the largest sector in Europe and the third largest in the world. We represent more than **300 firms within our membership**, including most household names and specialist providers, providing peace of mind to customers across the UK.

We are a purpose-led organisation: **Together, driving change to protect and build a thriving society.** On behalf of our members, we work closely with the UK's governments, HM Treasury, regulators, consumer organisations and NGOs, to help ensure that our industry is **trusted by customers**, is **invested in people and planet**, and can **drive growth and innovation through an effective market.**

A productive and inclusive sector, our industry supports towns and cities across Britain in building a balanced and innovative economy, employing over **300,000** individuals in high-skilled, lifelong careers, two-thirds of whom are outside of London. Our members manage investments of **£1.4 trillion**, contribute **£18.5 billion** in taxes to the Government and support communities and businesses across the UK.



## What is Future Leaders?

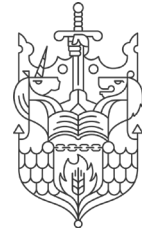
Future Leaders is our award-winning executive development programme, created in consultation with our members to equip participants with the **skills, knowledge and expertise** needed to lead an insurance and long-term savings firm.

The programme will help participants **develop their understanding** of the impact of regulators, policymakers, and technological innovations on our industry, and give them the **opportunity to learn** from CEOs and senior leaders across the insurance and long-term savings sector. The Future Leaders programme is designed based on feedback from previous participants.

This is a critical time of change for our industry. Firms are rising to many challenges, not least a turbulent political environment, evolving regulatory landscape, increasing digital disruption, and shifting consumer expectations - all while navigating an uncertain economic landscape post-Covid and during a cost-of-living crisis. Future Leaders will help participants get a better understanding for the **challenges our industry must respond to** in the next decade and beyond, providing them with the **skills and insight** they need to be the next industry leaders.

Our Future Leaders programme is unique in giving participants **exposure to senior leaders** from inside and outside our industry who will talk openly about how they operate as CEOs and what they have learned along the way. Participants will also hear from **experts first-hand**, which should be invaluable to them as they develop their own leadership style.





## Who can apply?

Applications are open to senior managers with a **significant line or functional responsibility** with high potential for progressing into a more senior leadership position.

We strongly encourage applications from candidates who represent diverse backgrounds including race, gender, sexuality, cultural background, disability and social mobility.

## How can I apply?

Individuals need to be put forward through their HR teams and identified internally as being on a promising pathway.

Once open in **December 2024**, applications need to be submitted by the applicants HR Team. Multiple applications can be submitted by one organisation.

As we receive more applications than places on the programme, we will then select the 2025 cohort and communicate through the HR Teams who has been successful in March 2025.

We do take applications from those who may have been unsuccessful in previous years.



The programme is broken down into four separate events. In 2024 these were as follows:  
(please note that we adapt and refresh the programme every year so this may differ slightly to 2025)

## Event 1: Politics, Policy and Public Perception: their influence and impact on your business

This event introduces delegates to the world of **external affairs**, providing an understanding of the **wider political narrative** and **public opinion** in which delegates' firms operate and some of the challenges and issues the ABI considers every day.

## Event 3: Risks Beyond the Balance Sheet

From **cyber threats** to **pandemics**, **culture** to **employee engagement**, risks beyond traditional profit and loss continue to impact the insurance market. As future industry leaders, you need to navigate these challenges effectively alongside an **evolving regulatory landscape**. This event will equip you with the skills and knowledge to address and deal with these risks.

## Event 2: Shifting Consumer Expectations and Digital Disruption

The world is changing around us, but are insurers' keeping up?  
This event will explore what the **future of the industry** could look like and how business leaders can **harness technological innovations** ethically, and fairly, to deliver and exceed, **shifting consumer expectations**.

## Event 4: Team Challenge and Dinner

The team challenge isn't about passive learning – it's an immersive opportunity for **active participation** and application of your newfound knowledge and skills from the programme.

As part of the final event, the Dinner also provides participants with the **opportunity to network** in a more informal setting.

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## **Event 1: Politics, Policy and Public Perception: their influence and impact on your business**

How to get the most out of the Future Leaders Programme –  
Wharton Business Consulting

Facilitated by **Sarah Jepson-Jones**, Director – Leadership & Talent and **Tony Richards**, Leadership & Talent Specialist

## **Event 2: Shifting Consumer Expectations and Digital Disruption**

Foresight Factory: Industry Workshop

Facilitated by **Meabh Quoirin**, CEO and Co-Founder, Foresight Factory this workshop explored the importance of looking ahead, teaching participants how to do this in a strategic way.

## **Event 3: Risks Beyond the Balance Sheet**

**Active Bystander Training Session**, this gave delegates the confidence to call out bad behaviour in their firms, creating a better culture in our industry.

‘**Empathy as a Super Skill**’, Case Study by NatWest

## **Event 4: Team Challenge and Dinner**

**Presenting to Boards**, workshop facilitated by Sharon Critchlow, Director, Discover your Bounce

# Politics, Policy and Public Perception



After an introduction to ABI Membership, this event included an introduction keynote by **Lauren Hankinson**, Assistant Director, Head of External Affairs, ABI into the world of public affairs.

Further sessions included:

**‘Influencing Whitehall, policymakers and driving change’**. Speakers included; **Charlotte Clark CBE**, Director of Regulation, ABI, **Laura McAlpine**, Head of Public Affairs, Zurich, **Lord McInnes**, Senior Adviser, Stonehaven and **Craig Tracey MP**

**‘Resetting and strengthening the industry’s reputation’**. Speakers included; **Chris Blackwood**, Assistant Director, Head of Campaigns and Marketing ABI, **Mark Lowe**, Founder Third City, **Liz Morley**, Partner, 5654 & Co and **Alexa Nightingale**, Head of Financial Services, Opinium

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# Shifting Consumer Expectations and Digital Disruption



After a workshop about [Foresight](#) and the importance in recognising trends that will impact the current and future landscape of insurance and long-term savings.

Further sessions included:

‘[From protection to prevention, innovation and Open Finance: what does the future of the sector look like?](#)’. Speakers included; [Alex Villanueva](#), EMEA Insurance Industry Adviser, Microsoft, [David Beardmore](#), Ecosystems Development Director, Raidiam and [Lucy Ashton](#), Senior Policy Adviser, Conduct Regulation, ABI

‘[From pandemics to climate change: managing external risks and building resilience](#)’. Speakers included the ABI’s [Mark Shepherd](#), Assistant Director, Head of General Insurance, [Chris Rumsey](#), Assistant Director, Head of Public Affairs, [Rebecca Lea](#), Manager, Investment and Climate and [Lucy Fraser](#), Cyber Policy Adviser, General Insurance.

‘[Senior leaders in the hot seat – leading in times of change](#)’. Speakers included; [Sheryl Fernando](#), Director of Membership & Commercial Development, ABI, [Claire McDonald](#), Incoming CEO, SCOR, [Tom Hughes](#), CRO, Domestic & General and [David Coughlan](#), CEO, Marshmallow

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# Risks Beyond the Balance Sheet



The event looked at navigating the challenges currently facing the insurance industry, exploring in particular:

‘**Navigating Regulatory Challenges**’. Speakers included; **William Meredew**, Manager, Conduct Regulation, ABI, **Alak Sharma**, Director of Risk and Compliance, Cirencester Friendly, **Michael Sicsic**, Partner, Sicsic Advisory and **Anton Yunussov**, Director – Head of Cyber Advisory, Forvis Mazars.

‘**Senior leaders in the hot seat – leadership and risk**’. Speakers included; **Chris Armistead**, Assistant Director, Head of Legal Services, ABI, **Doug Brown**, CEO of Insurance, Wealth & Retirement, Aviva, **Rebecca Shelley**, Chair, Sabre and **Ben Tyte**, Partner, Insurance Consulting Team, EY

‘**Fostering diversity and talent development**’. Speakers included; **Liisa Antola**, Senior Policy Adviser, DEI, ABI, **Vivine Cameron**, EDI Manager, CII, **Ken Kittoe**, DEI Partner, AXA XL and **Steve Collinson**, Chief HR Officer, Zurich

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# Team Challenge and Dinner



The final event of the Future Leaders is the Team Challenge. The Team Challenge is designed to test delegates learning of the themes and issues explored throughout the course. Delegates will be split into teams, and over 1 day will develop an **industrywide response** and strategy to a **forward-facing scenario**, considering political, regulatory and consumer impacts.

Each team will present their response to an expert judging panel. The scenarios are designed to replicate real-life policy issues faced by the industry which triggered by an event, such as a new Government, social media and press campaign, or data breach. Further political, public and regulatory issues are layered on top of the initial trigger.

The evening before the Challenge Day, there is a Future Leaders Dinner. The dinner is a great opportunity for delegates to reflect on the programme and network in a more informal setting.

The dinner always includes a fantastic motivational and leadership speaker. Past speakers have included; **Dame Inga Beale**, Former CEO, Lloyd's of London, **Rob Anarfi**, CRO, Beazley, **Natalie Campbell MBE**, Co-CEO, Belu Water and independent candidate for the 2024 London Mayoral Election and **Tim Campbell MBE**, businessman and winner of the first series of The Apprentice, 2025 will be no different.

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## What is the commitment?

The programme consists of four and half in-person event days. These will take place in April, June, September and November and will most likely be in London, however if we can see that the majority of the 2025 cohort live outside of London, we may have one day in another location.

Due to the nature of the programme being held under Chatham House Rule, no event is recorded, the expectation is that the participant can attend all event days. The 2025 event days are pencilled in for:

**Wednesday 23 April**

**Tuesday 3 June**

**Thursday 11 September**

**Wednesday 26 and Thursday 27 November**

We value having the cohort in the room and so a virtual option is not available, however on the occasion that someone needs to urgently dial in, we can help to make sure this happens however the experience for the individual will be greatly impacted.



Other than building a new, invaluable and extensive **network** of contacts with the fellow participants, the cohort also have the chance to hear first-hand from **key stakeholders** within our industry with the **opportunity** to ask them their questions. Networking with ABI colleagues from across the organisation is also a perk of programme, with lots of meaningful follow-up communications taking place throughout the year.

Being part of the Future Leaders cohort also means the participants can benefit from other ABI events from May 2025 – May 2026:

- Free access to all our virtual events
- 20% discount on top of existing member discount for all our in-person events

**LinkedIn Group** – participants can build their network and start discussions outside of the programme, at the end of the programme they will be added to a larger network of Future Leaders Alumni.





“The highlight of the programme was the opportunity to better **understand** and **reflect** on a range of subjects which impact the industry with a cohort of people at similar stages in their careers.” **Chris Conyard, Digital and Portfolio Executive, Markel**

“I found we covered topics that I haven’t covered before internally or on other development programmes – different risks, lobbying etc. so definitely adds a different perspective on your leadership journey.” **Vicki Heslop, Director of Customer, Covea**

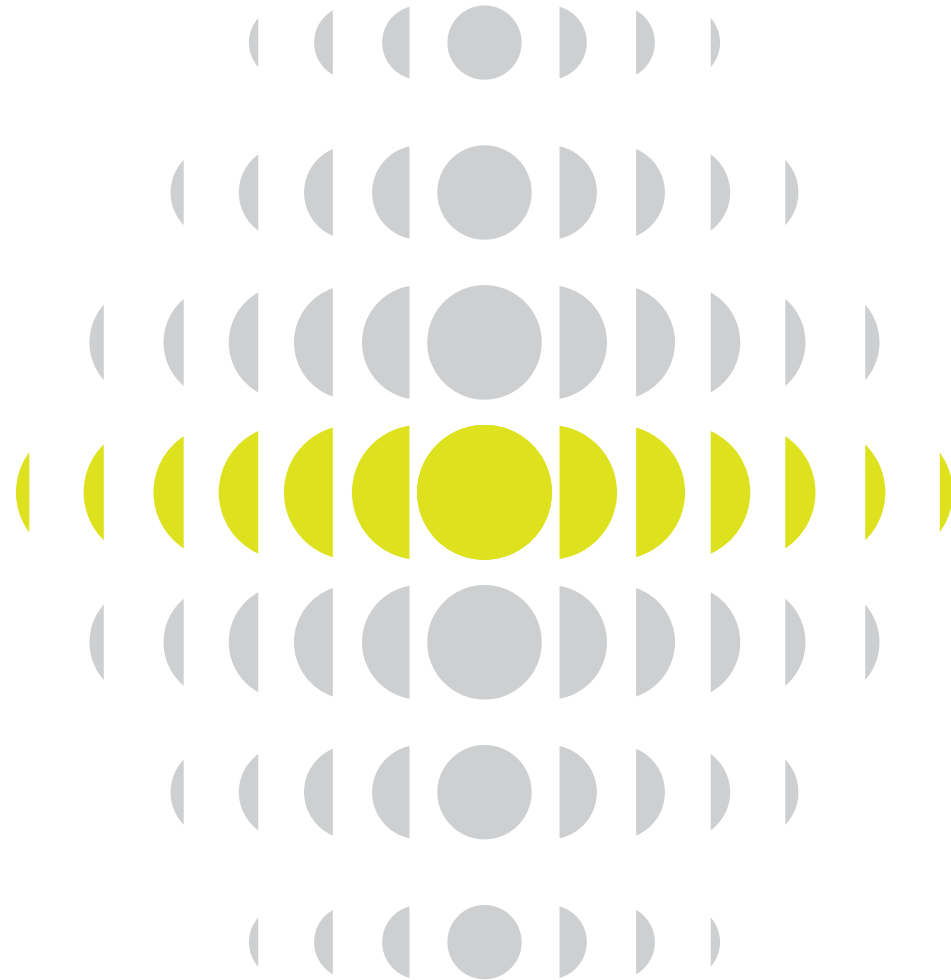
“The Future Leaders Programme was the perfect mix of **inspiration** and **practical tips**, with excellent opportunities to network. Invaluable and thoroughly **enjoyable**.” **Tess Le, Commercial Director, NEST**

“The whole course has been brilliant! Great opportunities to meet some fabulous people from our industry and such **inspirational** and **informative** presentations throughout.

I would **100% recommend** the ABI Future Leaders Programme to anyone in our industry. It was such a great opportunity to get involved, meet people and learn more about our industry from some really inspirational people.” **Debbie Sygrave, Conduct Risk Manager, NHBC**

Membership Level	Programme Fee
ABI Members	£3,800
ABI Associate Members and Partners	£4,365
Non-Members	£5,065

Please note, all costs exclude VAT. The programme fee is per delegate.



**Cara Summons**

Events Adviser – Talent

Responsible for Future Leaders and  
Young Professionals Network

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