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To continue receiving a printed newsletter or to opt for electronic notification of the latest issue, you **must** choose a primary area of interest — if you have not yet done so. Go to www.cpcusociety.org, log in and click on “Interest Groups.” For assistance, call the Member Resource Center at (800) 932-CPCU, option 4. Of course, as a paid Society member, you have electronic access to all interest group newsletters.

Message from the Chair

by Vernon K. Veal, CPCU, CLU



Vernon K. Veal, CPCU, CLU, is chair of the CPCU Society's Senior Resource Interest Group Committee. He retired following 40 years of service with State Farm. Veal's career involved underwriting, product development and project management; he drafted and implemented original versions of many commercial and personal lines policies in use today. Veal is a past president of the CPCU Society's Central Illinois Chapter, and continues to serve as a member of various committees. He has served the CPCU Society for more than 20 years, including stints as director and regional vice president.

Greetings to you as you read this column from the Senior Resource Interest Group's *Adding Value* newsletter. It comes following our Annual Meeting and Seminars, “CPCU — Embracing Changes,” which was held in Denver, Colo. We enjoyed uplifting and educational experiences during this meeting. If you were present, we hope you share in this feeling. The theme called for welcoming change in our industry and our economy.

Financial Seminar

At the Annual Meeting and Seminars, the Senior Resource Interest Group offered a financial seminar for these challenging times, led by Ernst and Young presenter **Daniel Eck, CPA, CFP®**.

He gave a rapid-fire presentation on our economy that encouraged financial and retirement planning in preparation for and living in the months and years to come. With rapt attention, the attendees received knowledge, encouragement and pointers to consider for personal decisions to be made. Our feedback has been very positive on this seminar.

Newsletter Articles

While available to all CPCU Society members, our newsletter is read mostly by retired and senior members of our Society. It brings articles of interest and information spread across the many areas impacting people living out their autumn years.

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Message from the Chair

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Our goal is to encourage and lift everyone in the living process rather than focusing on downers.

You can help us do this by sharing appropriate stories and interests with us to publish for your fellow members to read. We greatly appreciate your help in providing articles to share through our newsletter. Please send them via e-mail to me at vvea@verizon.net or to our newsletter editor **Judith A. Brannon, CPCU, ARe, AIAF, API, ARP**, at jabrwj@msn.com.

Primary Interest Group

Paid Society members have electronic access to all interest group newsletters. To receive a free printed newsletter or to opt for electronic notification of the latest issue, you must choose a primary area of interest on the Interest

Groups' area of the Society's Web site, www.cpcusociety.org.

We hope that senior CPCUs will choose the Senior Resource Interest Group as their primary area of interest. And because Society members have access to all interest groups, you may connect electronically with your chosen career field via all interest group resources, including newsletters. You also may opt to receive electronic notification of the latest newsletter issues of nonprimary interest groups at no charge or order printed newsletters for nonprimary interest groups at a nominal additional charge.

And remember, current and past copies of all interest group newsletters are available online either through an interest group's Web pages or through the Society's Online Library.

Survey

We will be arranging for a CPCU Society survey to gather information from its senior members. Our goal is for "Adding Value" to your membership. Please look for this survey soon and help us by completing it. Thank you.

The Senior Resource Interest Group Committee is grateful to you for continuing your membership. We enjoy serving you and the CPCU Society and look forward to finding more volunteers who want to creatively share with others at the Society level as well as in each chapter and interest group.

Until we share again, this message comes from my chair ... in your humble service. ■

2009–2010 Senior Resource Interest Group Committee

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Thoughts from the Editor

by Judith A. Brannon, CPCU, ARe, AIAF, API, ARP



Judith A. Brannon, CPCU, ARe, AIAF, API, ARP, retired in 2004 as a vice president from GuideOne Insurance after 36 years of service. She earned a bachelor's degree in insurance and an MBA from Drake University. Brannon has been president of the CPCU Society's Iowa Chapter, served as a CPCU Society governor and is a member of the Senior Resource Interest Group Committee. In 2006, she was inducted into the Iowa Insurance Hall of Fame. Brannon currently serves as president of a nonprofit agency, a volunteer for the State Health Insurance Assistance Program (SHIP) and a part-time worker for Iowa's Senior Health Insurance Information Program.

Recently, **Patricia M. Coleman, CPCU, MBA**, director of membership development for the CPCU Society, wrote "Twenty-Five Ways to Increase Member Retention and Participation" for the October 2009 *Chapter Leader News*, a monthly online Society publication.

A number of Coleman's "twenty-five ways" particularly relate to seniors:

- **Keeping past presidents involved** — Have an activity annually just for them. Solicit their advice. Ask them to be mentors for your CPCU candidates.
- **Planning activities for retired members** — Don't let them drift away. Appoint a retired member to be the point person and organize activities outside of the normal chapter meeting time. Start a retired members' book discussion group.
- **Effective use of e-mail messages** — This is a great way to communicate with those who cannot come to every event. An inexpensive way to increase the touch points with your members. A very popular way of communicating with senior members, newer members and members on the go.
- **Waiving chapter dues for retired members** — Check into this if you are not already doing it.
- **Good works events** — These events draw retired members and those whom you often do not see otherwise. Many people want to feel like they are contributing and will come out for community service events, even bringing family members. This is a great way to solidify friendships in your chapter.
- **Retiree column for your chapter newsletter** — You have members who would love to do this. Ask them! Ask a retired member to serve as chapter photographer.

If your chapter suddenly tries one of these ideas, you'll know your chapter leaders read *Chapter Leader News* and take its ideas to heart. Good for

them! But even better than that, if you find an idea that appeals to you — something you feel you would like to do — why not go to your local chapter leaders and volunteer.

Imagine the delight a chapter president would feel if a retiree approached him or her and said, "I'd really like to help keep our retired members connected to our chapter. What if I were to write a regular column about our retirees and their activities for our ChapterGram?" Or, imagine what a program chair might think if you said, "Why don't I plan and organize an activity specifically for our retired members?"

Four Society members have written articles for this issue of the Senior Resource Interest Group newsletter:

- **Richard A. Vanderbosch, CPCU, CLU, AIS**, gives us a tantalizing glimpse into the 2010 CPCU Travel Program's 13-day river cruise through France: "The Seine — Paris to Normandy."
- **Lee W. Bullwinkel, CPCU, CLU, ChFC**, writes on "Ireland — The Emerald Isle," the destination of the 2009 CPCU Travel Program.
- **Irwin Lengel, CPCU, ARM, AAM**, discusses "Retirement and Line Dancing," a perfect combination of music, movement and motivation.
- **James L. Britt, CPCU**, 2007–2008 CPCU Society president, provides "Leadership Legacies ... The Give and Take of Generations," a look at how we can transform generational change into future opportunity.

Adding value . . . that's what we seniors are all about. ■

Ireland — The Emerald Isle

by Lee W. Bullwinkel, CPCU, CLU, ChFC

Lee W. Bullwinkel, CPCU, CLU, ChFC, retired from State Farm in 2000 with 36 years of service. He has been teaching in the College of Business at Illinois State University since 2001.

The CPCU Travel Program sponsored a fantastic trip to Ireland in May of this year. Those on the pre-trip started in Belfast and proceeded northwest to Londonderry (Derry). The remainder of the tour group — those who did not take the pre-trip — picked up the tour in Galway. There were a total of 45 people on the travel tour.

The beauty of Ireland cannot adequately be described in words. One must be there to appreciate its splendor. The colors of green are many and breathtaking. The rugged mountains, cliffs and sea comprise nature at its finest. While there, the weather was generally cooperative, with many sunny days and just a few with light rain.

A Brief History Lesson

As part of the tour, the entire group visited the Irish National Heritage Park in Waterford. The local guide did an excellent job explaining and pointing out how the Irish people lived from the Stone Age to the Iron Age. (The history of Ireland goes back to about 6000 B.C.) This presentation and our actual observation of the village settings also covered Viking history to Celtic times.

Without going into an in-depth history lesson of Ireland, the English Government did commit many atrocities against the Irish population in an attempt to maintain control over this neighboring country. The



Blarney Castle was built nearly six hundred years ago by one of Ireland's greatest chieftains, Cormac MacCarthy. It is a world landmark and one of Ireland's greatest treasures.

reasoning was based on the fact that England was afraid that continental enemies might use Ireland as a back door through which they could attack England. To this day, six counties in Northern Ireland continue to hold allegiance to England. Thus, much resentment and separation continues to exist.

The English moved a good portion of the Irish population to the West Coast of Ireland because they wanted the rich farmland for themselves. Living conditions were inadequate, and the principal crop for survival was potatoes. From 1845 to 1849, the Great Potato Famine occurred, which caused a vast number of starvation deaths. Many Irish families emigrated from Ireland to Canada, the United States and Australia. During this period, the population decreased from eight million to four million people.

That ends the background piece on the country's origins. It is important to note that throughout the trip, **Barbara Long**, our tour guide from Grand Circle Travel, did an excellent job providing us with a fascinating historic perspective of not only the Irish people but also the country itself. This was essential for our understanding of the deep feelings of today's Irish citizens. On past CPCU Travel Program trips, Grand Circle also superbly mixed learning with touring and fun.

On to the Rest of Ireland

For those on the pre-trip, the tour began in Belfast, which is the capital of Northern Ireland and located on the Eastern Coast. A city tour was conducted, along with plenty of leisure time to discover Belfast. While there, we were able to explore the history of Northern Ireland. We saw large historic, building-size murals, which were sobering because of their



The Cliffs of Moher in County Clare.



Our CPCU Travel Program Ireland travelers, pictured from left — Barbara deVignier; Lee Bullwinkel, CPCU, CLU, ChFC; Pat Farnham; Barbara Long, Grand Circle Tour Director; Steve Farnham; Jackie Bryant; Bob Goldsmith; Pat Goldsmith; Sandy Vanderpool.

depiction of the killings and troubles of the past. The next day, on our way to Derry, we visited the Giant Causeway and the Glens of Antrim.

The remainder of the tour group met us in Galway, where we toured the city and visited the Connemara Marble Factory. From there we visited Kylemore Abbey and strolled through its beautiful gardens. We had a scenic lunch cruise on Lough Corrib, one of Ireland's largest lakes, followed

by a drive through the district of Connemara, resplendent with glacial lakes and silent mountains.

The next day we traveled to Killarney and visited the Cliffs of Moher. Even though we were standing 750 feet high in the rain, the cliffs were breathtaking. While in Killarney, we also had an opportunity to tour the Ring of Kerry region and the Dingle Peninsula. These are a must for anyone visiting Ireland.

In Cork, we saw a sheep dog demonstration and a working sheep farm. The demo included how border collies work to round up the sheep. En route from Killarney to Cork, we stopped at the Blarney Castle, and, of course, kissed the Blarney Stone (in the rain).

Visiting Cork and Cobh, we heard a local politician talk about the area as well as speak on the *Titanic*'s last voyage. On this day, we also experienced a home-hosted lunch with an Irish family — the shepherd's pie was delicious. While in Waterford, we toured the Dunbrody Famine Ship and visited the Irish National Heritage Park, where we received our history lesson on Ireland.

Then we continued on to Dublin, where we visited St. Patrick's Cathedral and Trinity College. In the Trinity College Library, we had an opportunity to view the *Book of Kells*, a beautiful manuscript that contains the four Gospels; it was written in the 8th or 9th century.

We were all impressed with the beauty and cleanliness of Ireland and the pride of the Irish people. Ireland's decision to join the European Union has been very beneficial to the Irish economy, although the recession, mirroring that in our own country, is having an impact. If you haven't been to Ireland, consider this wonderful destination for future travels. ■

CPCU Travel Program Update

by Richard A. Vanderbosch, CPCU, CLU, AIS



Richard A. Vanderbosch, CPCU, CLU, AIS, retired in 1999 after a 36-year career with State Farm. Named a CPCU Society Standard Setter in October 1998, he continues to be active in Society activities. Vanderbosch is a member of the Colorado Chapter and the Senior Resource Interest Group.

There's no better way to travel the world than with your CPCU friends and associates. Does this mean spending your time talking business or insurance issues? Not really. Traveling to world-famous destinations carries an additional level of excitement and interest. Whether it is Vienna, Rome, Dublin or London, each city has its own unique attractions and historical highlights. Taking pictures, maintaining a journal or just absorbing facts, sights and sounds are the usual agendas.

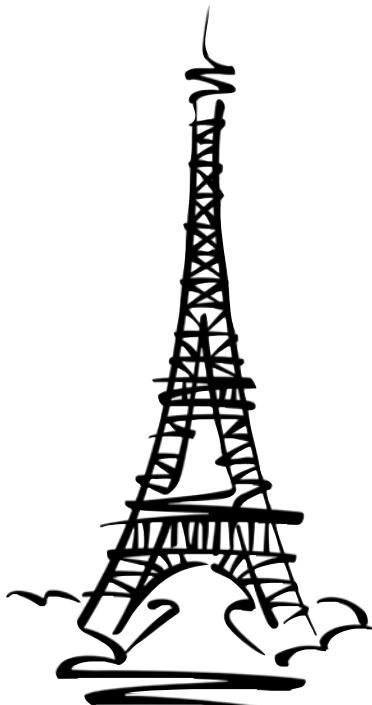
The Best Is Yet to Come

While the CPCU Travel Program has explored several great destinations in the past, the best is yet to come. In April 2010, the program will sponsor a 13-day river cruise through France: "The Seine — Paris to Normandy." This is an opportunity to see the day and night sights of Paris and

then cruise and tour the heartland of France along the Seine River to the beaches of Normandy. Along the way, we will be exploring villages and landscapes that inspired famous artists such as Van Gogh and Monet.

We are expecting a great turnout for this trip. Many CPCUs have expressed an interest in this destination and are planning to invite their friends and guests to travel with them. This trip is not to be missed! And the earlier you pay, the more you save.

Signing up and paying early will earn up to a 10 percent discount. Pricing from additional departure cities may also be available. If you have questions about this trip, feel free to call me at (970) 663-3357 or e-mail me at rbosch@aol.com. ■



Paris in the Springtime

CPCU Travel Program Presents

The Seine — Paris to Normandy

13-Day River Cruise Beginning April 6, 2010

See the sights of Paris and then cruise and tour the villages of France along the Seine to Normandy.

Starting at \$2,995 (cost based on two in a cabin). *Space is limited.*
Sign up and pay early for up to a 10 percent discount.

Extend your trip — A pre-trip in London and/or a post-trip in Paris are available from \$595.

For reservations: Call Grand Circle Travel (800) 221-2610.

Questions?

Contact Dick Vanderbosch, CPCU, at (970) 663-3357 or rbosch@aol.com or visit <http://seniorresource.cpcusociety.org>.

Retirement and Line Dancing

by Irwin Lengel, CPCU, ARM, AAM



Irwin Lengel, CPCU, ARM, AAM, enjoyed a lengthy insurance career, which began after high school in the personal lines department of American Casualty Company in Reading, Pa. He then moved on to the commercial side with INA, which became known as Cigna Property and Casualty until its acquisition by ACE. He retired as an underwriting manager after 25 years. During his career, Lengel also worked as an independent agent in Arizona. He currently teaches CPCU 551 and CPCU 552 classes online and is the Senior Resource Interest Group's assistant newsletter editor. Lengel and his wife reside in Florida.

How many of us really know what we want or expect retirement to be like?

While I can remember wanting to be able to retire early in life, I never really gave any thought to what I wanted to do once I did retire. We all have those long lists of "honey-do's" and odd jobs that keep being pushed aside until tomorrow. But how long will they take? How long does it take to fix a creaky floor, tighten up some loose hinges or paint the shed in the backyard? Six months? Nine months? Eventually, they will be done — and that begs the question: What do you do next?

What You Can Do Next

Now, I do not recall exactly how long it took me after I retired to realize that I should have had a plan. It's amazing. I have spent my life working and teaching, and I can remember telling both my co-workers and my students: "Make a plan and work your plan!" But I failed to make a plan myself when it came to retirement.

Someone once mentioned to me that a person should have three, not one but three, actual working hobbies the day he or she retires. By working hobbies, I mean something that you are passionate about and that will consume your days. Having more than one provides diversity and will help occupy those hours previously spent traveling to and from work.

Such was not the case with me. First, my retirement was not planned. It was part of that overall scheme of things called "downsizing." After 25 years with the same employer and being age 55, I wanted to retire but mentally was not ready to retire. Fortunately, I was able to secure

another job. I figured I could work another five to seven years and then retire. But such was not in the cards. Nine months later (no ... my wife did not have another baby) my new employer also embarked on a downsizing plan.

Anyone out there remember the accounting terms LIFO and FIFO? Well, LIFO applied here. You guessed it. It was just my luck that "Last In, First Out" prevailed over "First In, First Out." What did we do, you ask? Have you ever watched the act of comedian **Bill Engvall**? In his comedy routine, he has the catch line: "Here's your sign!" Well, we took this second downsizing as just that, a sign. It simply was our time to retire. And we are happy to say that we neither looked back once nor ever regretted our decision to hang it all up in our mid-fifties.

The timing was right, as retirement enabled us to downsize into a smaller home and to move to a different locale — one that was closer to my wife's parents, which gave us the opportunity to spend some quality time with them before they passed. This brings me to another fact of retirement to which some rarely give sufficient thought. Where does one retire? Do we move closer to our parents, assuming they are still alive? When the parents are gone, do we move closer to one of our children, and if so, which one? This, too, presents a challenge, especially if your children are, like ours, scattered across the country.

Once decisions such as these have been made and the honey-do and odd

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Retirement and Line Dancing

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job lists have been whittled down, you are back to square one — What do you do with your time? My life has been spent working, raising a family, studying, writing and teaching. So, I never really found time to develop a hobby that I could carry into my retirement years to replace the time devoted to my career.

I must admit, however, that my one son teases me and says: "Dad, remind me not to ask you in my later years what retirement is all about." According to him, I haven't retired yet. He says this because I have been writing and teaching ever since I retired. To him, this is not his view of what retired life should be like. So, I guess one could say that my hobbies are writing and teaching. While both of these give me great enjoyment (not to mention some added compensation, which also is needed during one's retirement years), there is one other hobby with which I recently became involved.

Line Dancing

Eight years into retirement, a couple of health issues (fodder for another article) created some downtime requiring rehabilitative exercise. While walking would have sufficed, walking got boring. Allow me to digress here a minute. For those of you who have never been in a caregiving situation, one of the things you may or may not know is that caregivers require some downtime, too. My wife was my caregiver for a solid year after I needed three operations, which occurred during less than a four-month span. Her downtime, when I was able to be left alone for short periods of time, was spent learning to line dance.

Eventually, in lieu of walking to recuperate from my various surgeries, my wife suggested that I try line dancing. So, instead of going for walks, she would teach me some of the steps she was learning in her line dance class. It was much more interesting than walking around the house for 15-minute stretches and assisted me considerably in my rehabilitation. Line dancing became a hobby for both of us, and we now use our newfound knowledge to both perform and teach line dancing.

What is line dancing? Many people consider line dancing to be a Country Western dance, but such is not the case. I know this from personal experience. On returning from the dance floor after line dancing to the music that was being played during a recent visit to an American Legion Hall in Sheridan, Wyo., I was informed that "true cowboys" do not line dance. I learned later that cowboys do the two-step.

So, back to the question "What is line dancing?" According to Wikipedia¹, "A line dance is a choreographed dance with a repeated sequence of steps in which a group of people dance in one or more lines . . ." In contemporary dances, these lines all face the same direction, and dancers are not in physical contact with each other. Some of the older types of line dances have lines in which the dancers face each other (sometimes referred to as a "contra") or the line is actually a circle. One circle dance that comes to mind is a dance called Cotton-Eyed Joe, although depending on the choreography, Cotton-Eyed Joe can also be performed as a true line dance with several lines versus a circle. Another variation is all dancers in the line following a leader

around the dance floor while holding the hand of the dancers beside them.

Once a person becomes familiar with the various dance steps and the number of beats to the music, line dances can be performed to an assortment of music styles. Line dancing songs that immediately come to mind are "The Electric Slide" and "Boot Scootin' Boogie." But line dancing can also be performed to songs such as "Neon Moon," "Waltz Across Texas," "Elvira," or even the Beach Boys' hit "Still Cruisin'." Certain rock and roll songs from the 1950s and 1960s also provide good music for line dancing. My wife and I even do a line dance called Come Dance with Me to the song "In the Mood," which was made famous back in 1946 by **Glenn Miller**. Every day new line dances are popping up all over the U.S. and abroad.

With a little help from Wikipedia,² below are some generally used terms in line dancing:

- **A basic** — one repetition of the main dance from the first count to the last.
- **A variation** — replacing a section of a dance (say, 8 beats) with a compatible set of steps.
- **Number of counts** — the number of beats of music it would take to complete one sequence of the dance.
- **Restart** — the point at which the basic dance sequence is interrupted and the dance routine is started again from the beginning. Restarts are used to fit the dances to the phrasing of the music.
- **Steps** — the movements that make up a dance. One well-known step in line dancing is the "grapevine,"

where the dancer usually moves three steps to the side with the fourth step being added to complete the measure.

- **Tag or bridge** — the extra set of steps not part of the main dance sequence that are inserted into one or more sequences to ensure the dance fits with the phrasing of the music. Tag usually implies only a few additional counts, e.g., two or four, whereas bridge implies a longer piece, e.g., eight or 16. The terms are, however, considered interchangeable.

Line dancing provides us with many things vital to a retiree. It is an excellent form of exercise. Thirty minutes to an hour of line dancing, five days a week, will keep you both limber and in fairly good shape. Line dancing enables us to have an active social life, as one acquires many friends when line dancing.

In Step with Performing

With regards to our particular line dancing group, we were fortunate to have an instructor who not only taught us line dancing for exercise and fun, but also included us in a troupe of dancers that performs several times a year at nursing homes, assisted living homes and VA hospitals. So, we embraced line dancing as a hobby, and are sharing our newly acquired talent with others who are unable to get out and about on a daily basis during their retirement years.

In addition to line dancing, our troupe also performs various Broadway-type routines, such as "The Big Spender" from *Sweet Charity*, a song from *Cabaret*, and a cute skit entitled, "Be Good to Momma and



"Momma Will Be Good to You," which bring laughter and joy to the audience. In addition, we have performed our line dance routines at places such as the Florida State Fair, Plant City Strawberry Festival, Kathleen Heritage Days, and at Cypress Gardens in Winter Park, Fla.

Members of our group are all either retired or semiretired, and our ages range from the youngest at age 57 to the oldest at age 79. And our instructor is 76 years young. Not only do we have fun performing for the various audiences, but we also enjoy meeting and talking to members of the audience, both before and after our performances. At one performance we met one of the original Radio City Music Hall Rockettes.

We like to tell our audiences that should they see someone in the group doing a different step or possibly turning in another direction from the others, this dancer hasn't made a

mistake — there are no mistakes in line dancing. What probably has happened is that the individual is just providing the audience with a professional solo and acknowledgment by applause is appreciated.

And for all you men out there, as another point of interest, line dancing isn't just for women. There are 13 members of our group — 12 women and one guy — me! How this came to be must be told another time. But tell me guys, where can you land a gig such as this in retirement?

Until next time, remember, life is too short not to dance! ■

References

1. Wikipedia."Line dance." <http://en.wikipedia.org/wiki/Line_dance>
2. Ibid.

Leadership Legacies ... The Give and Take of Generations

by James L. Britt, CPCU



James L. Britt, CPCU, is the managing partner of Britt Leadership Partners LLC. The firm is based in Charlotte, where he resides. Britt serves as a coach, consultant and speaker. He was the 2007–2008 CPCU Society president and chairman and is the author of *Building Leaders One On One*, published by the Society in 2007. Before launching his consulting practice in 2009, Britt had an extended tenure as a managing director in a global brokerage, spent several years in the regional brokerage arena and served his formative professional years with a major underwriter. He may be contacted at jlbt@brittleadership.com.

Setting the Stage ... 'Old' and 'New'

Much has been preached in print and from the podium about the dynamics of generational change we are now experiencing. I must profess that I filter the pundits' and social scientists' opinions and statistics through that of a leading-edge baby boomer. Therefore, I know readers of this epistle will filter my commentary through their own generational (or sub-generational) ones. Have at it! That is the wonderful process of reflection and discussion that makes our professional business enterprises so interesting.

With my bias noted, and inviting yours, let me share portions of a wonderful letter written within the past year by **Julian Emerson**, chairman of The Chi Psi Educational Trust Inc. This institution funds leadership development for undergraduates on college campuses who are members of the Chi Psi Fraternity. I was blessed to have that fraternal experience during my days in residence in at the University of North Carolina–Chapel Hill. Emerson, in writing to the graduate brotherhood, offered some personal perspectives as premise for the need to accelerate leadership training funding for the near horizon.

Two passages from the letter resonated with me:

"Our colleges and universities are now completely enrolled with undergraduates from the millennial generation. These students bring a dramatic new paradigm to our campuses. They are the most academically prepared students

ever. They value ethics, experiential learning, social justice, community service and structure. They are highly motivated, set goals and have a high sense of self-worth."

"Despite the holistic persona of these students, they arrive at the institution's door with challenges. Technology has made communication more frequent, but stymied interpersonal skills. Shifting social mores have weakened adherence to etiquette fundamentals. Over-programmed childhoods have led to insecurities with decision making. Parental oversight now transcends the collegiate experience and the choices made by our student."

I believe Emerson has appropriately summarized the post-adolescent that is migrating through higher education and preparing to enter our workforce. Realize that these students will flow, over time, into our roles. They will form an eventual leadership generation in the property-casualty insurance business. How do we adjust our behavior to assure that these emerging professionals, and the leadership potential within, are appropriately equipped to take the reins beyond our foreseeable horizon?

Transferring Legacies ... Then and Now

We now have a multigenerational hierarchy of experienced professionals active in our industry:传统者, boomers, Gen Xers and Millennials. And we all are composites of legacies imparted by great teachers, coaches, mentors and role models. Accepting their gifts of experience, knowledge and wisdom adds these treasured nuggets to our persona.



Endeavoring to accept their best practices and incorporate these elements into our own personality and behavior, we balanced all with our own intellect and emotional discipline. Some pieces did not fit, but many are permanently embedded in who we are. We are living mosaics of many gifted and generous professionals. Some of us are relatively complete, while others are still a work in progress. All of us need to continue to grow.

Questions remain for those of us who have been fortunate enough to build a warehouse of professional and leadership skills:

- Have we intentionally imparted legacy gifts to those following us?
- Do we know how to reach generational partitions with which we (or they) create social friction rather than harmony?
- Are we positioned with time and space to act now while the young fruit is ready to be ripened?

CPCUs ... Prepared Professionals ... Act Now!

If you have already established a pattern of professional sharing, dig a bit deeper and engage a broader cadre of potential stars. If your organization needs a champion to re-emphasize structured teaching, coaching or mentoring, be that special leader who facilitates opportunity for CPCUs to be the best on a bigger playing field. Look for role models to identify for others as exemplary best-practices leaders.

As we gather from time to time, whether it's locally, nationally or in the global arena, let's celebrate our giving to oncoming leaders and, yes, celebrate their willingness to take our legacies and mold these pieces of our professional personas into theirs. They will be their own people, but let it be said that we positioned them to be more able and more willing to serve because we found the time and means to serve them.

The time is now and the storehouse of legacies abounds in the ranks of CPCUs throughout the U.S., in fact the world. Be bold in your work and confident in successful outcomes. ■



Senior Resource Interest Group

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Adding Value

CPCU Society
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CPCUs Are LinkedIn

***Would you like to stay in closer contact
with fellow CPCUs and at the same time
keep up to date with industry trends and issues?***

Five CPCU Society interest groups are now on LinkedIn, an online networking site that helps professionals interact with one another. LinkedIn also provides valuable connections within affinity groups.

The following interest groups are inviting CPCU Society members to join their LinkedIn groups: International Insurance, Leadership & Managerial Excellence, Personal Lines, Regulatory & Legislative, and Reinsurance.

To join a LinkedIn affinity group, you must first establish a free member account. Log on to **www.linkedin.com** and follow the directions to join. To find specific CPCU Society groups, go to "Search," choose "Search Groups," type in "CPCU Society" and hit the search button. You will see the five interest groups listed as well as a number of local CPCU Society chapters.

The Senior Resource Interest Group newsletter is published by the Senior Resource Interest Group of the CPCU Society.

Senior Resource Interest Group
<http://seniorresource.cpcusociety.org>

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