



**THE TRANSITIONS**

PASSING THE TORCH

# **The Transitions Kickoff** *Igniting The Flame*

January 21, 2021

## Introducing *The Transitions*

- The Mission Statement
  - The Transitions is a movement to help the workers' compensation industry, collectively and individually, think strategically about how to handle the influx and outflux of talent over the coming decade.
- The Goal
  - Encourage the creation of a “transition” plan for every stakeholder in workers' compensation. Whether the transition is out or up / across, creating a plan that includes conscious consideration of overall strategy and specific tactics is a major key to success.
- How to be involved
  - Follow our LinkedIn page (“The Transitions”)
  - Join our LinkedIn group (“The Transitions Forum”)
  - Subscribe to our First To Know database (<http://eepurl.com/hl-EKn>)
  - Subscribe to our YouTube channel (<http://bit.ly/The-Transitions-YouTube>)
  - Attend each webinar
  - Use the handouts to Create A Plan

## Introducing the Founders

### WEBINAR MODERATOR & PANELISTS



MODERATOR

**Mark Pew**

Senior VP, Product Development & Marketing  
Preferred Medical



**Barry Bloom**

Managing Principal  
bdb Group



**Marques Torbert**

Chairman  
Ametros



**Drew Cortese**

Senior Manager, Claims Analytics  
Data Security & Financial Controls  
United Airlines



**Rachel Fikes**

CXO & Director,  
Work Comp Benchmarking Study  
Rising Medical Solutions



**Melissa Wright**

Director of Marketing  
Ametros



**Claire Muselman**

MPA, EdS AIC, AIC-M, AIM, AIS, ACS,  
CLP, SCLA Gold  
Workers' Recovery Unit Dir  
Continental Western Group®,  
a Berkley Company

## Introducing our Focus

- Mark Pew
    - Reimagine mentorship
  - Rachel Fikes
    - Change Your Organization's Talent Crisis Trajectory
  - Marques Torbert
    - Reimagine management style
  - Claire Muselman
    - Reimagine communication models
  - Barry Bloom
    - Reimagine business processes
  - Drew Cortese
    - Reimagine technology strategies
  - Melissa Wright
    - Reimagine marketing methods
- Plus
    - Reimagine influence
    - Reimagine Human Resources
    - And probably more

## Starter Questions as you Create A Plan

- What roles / knowledge is at risk?
- What are you doing to recruit and retain talent?
- How are you inviting new voices to participate?
  
- What part(s) of the culture needs to be reviewed?
- What policies need to be reviewed?
  
- What does your boss need to do better / differently?
- What do you need to do better / differently?
  
- What does your company need to “reimagine”?
- What do you need to “reimagine”?

When can you start?

## Create A Plan

- Each webinar will have a handout for your notes and action items
- Create a plan for your company and for yourself
- Identify and solicit additional support, resources, perspectives
- Identify the stakeholders / decision-makers and sell the plan
- Execute – Evaluate – Edit – Execute – etc. the plan

## Our Next Webinar

WC Benchmarking Study: Change Your Organization's Talent Crisis Trajectory

January 26 @ 2pm ET

<http://bit.ly/The-Transitions-W2>



**WEBINAR MODERATOR & PANELISTS**



**MODERATOR**

**Rachel Fikes**  
CXO & Director, Work Comp Benchmarking Study  
Rising Medical Solutions



**Bill Zachry**  
Board Member  
State Compensation  
Insurance Fund



**Jeanette Ward**  
COO  
Texas Mutual Ins Co



**Thomas Wiese**  
VP of Claims  
MEMIC



**Victoria Kennedy**  
Asst Dir, Ins Svcs  
WA Dept of  
Labor & Industries



**Thank You!**