



Broker Toolkit

Talent Insurance™



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[Online toolkit complete with explainer videos from our team.](#)

[Click here to check it out now!](#)

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Talent Empowerment

The New Era of Work

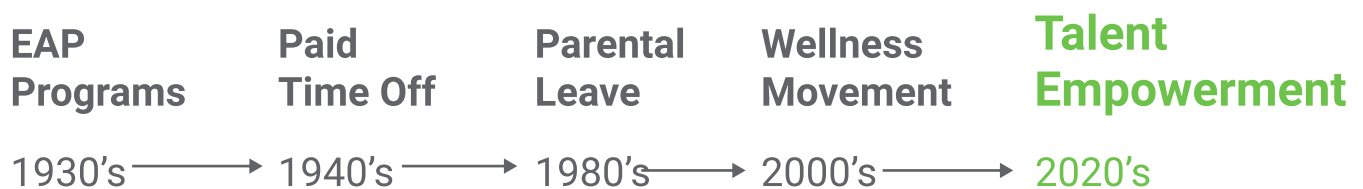
What do brokers consistently winning deals and finding new streams of revenue have in common?

HINT: it has nothing to do with changing a co-pay on your medical renewal.

Accelerated by the pandemic and the resulting employee-driven market, today's workforce expects more than core benefits, work perks, and wellness apps from their employers. They expect:

- **Personalized Professional Growth Opportunities**...Not Learning Management Systems
- **Preventative Mental Health Services**...Not EAPs
- **On-Demand Support**...Not Group Trainings and Snooze-Worthy Seminars
- **Inclusive Work Environments**...Not Executive-Only Privileges and Workplace Hierarchies

Employees are once again creating a tectonic shift in the employee benefits world, moving businesses away from the compliance culture of talent management and into a new era of work, Talent Empowerment.



So, what do brokers consistently winning deals and finding new streams of revenue have in common?

They are shifting the focus of their client-conversations away from EAP and medical benefits to personalized people development solutions.

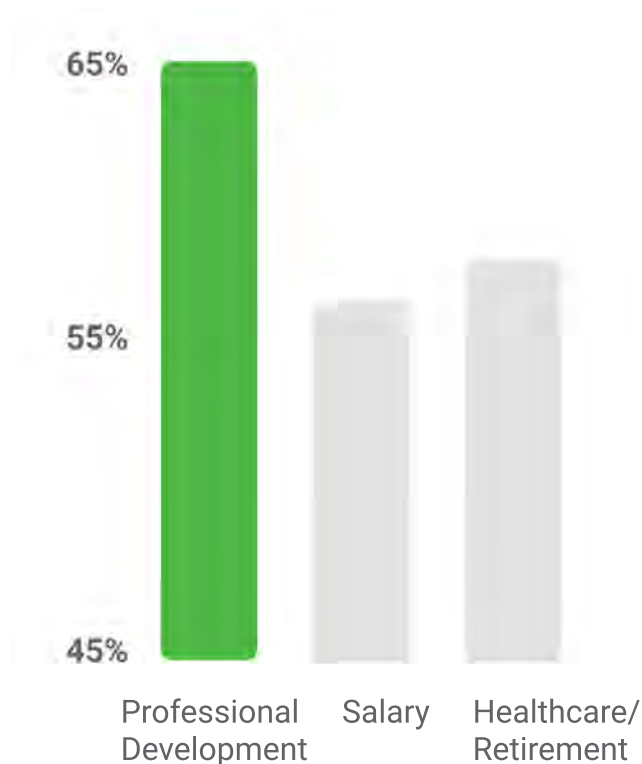
Driving the Change

Talent Empowerment

Employee Demands: Professional Development

Employees, especially talented high-performers, are also demanding personalized professional development and growth opportunities from their organization. **In fact, professional development is now cited as the No.1 consideration of job seekers, beating out compensation and healthcare benefits for the first time.**

Unfortunately, only 1 out of 5 employees would currently recommend their company's current learning and development program.



Employee Needs: Preventative Mental Health

Today, more than half of employees report they are concerned for their wellbeing, with seven in 10 suffering from symptoms of burnout and two in 10 managing depression throughout their workday.

When employees are burned out, they are:

63%

more likely to
take a sick day

23%

more likely to
visit the ER

2.6x

more likely to be
seeking a new job

Employees not only expect, but demand, a wider range of benefits supporting their overall wellbeing. If organizations don't adapt, they'll likely experience higher rates of absenteeism, medical expenses, and turnover.

Talent Insurance™

Empowering Talent Everywhere

Talent Insurance from LeggUP is an integrated preventative mental health and professional development solution offered as an employee benefit. By focusing on issues like leadership development, stress management, and communication skills, Talent Insurance helps people develop skills, habits, and behaviors directly impacting their mental health and performance while catapulting organizational output and culture.

Talent Insurance includes:

- **Professional Coaching & Wellbeing Platform:** All eligible employees receive six professional coaching sessions per plan year, making coaching an inclusive employee experience for the first time.
- **Proprietary Assessments:** LeggUP’s Career Pulse Assessment, taken before and after a professional coaching engagement, measures 12 dimensions of Wellbeing and Productivity. The learning style assessment matches employees to their top three best-suited coaches within our large, diverse network using intelligent coach matching technology.
- **Results & ROI Dashboard:** HR leaders receive access to LeggUP’s leadership dashboard where they can track utilization, employee feedback, and aggregated People Analytics based on 12 dimensions of Wellbeing and Productivity.

Talent Insurance can be added to a company’s benefits package on your effective date (the first of any month) and included at open enrollment. All eligible employees receive instant access to the platform and may start whenever it’s most convenient for them.

Employer Options

Inclusive Development	2-250 eligible employees
Leaders & Managers	250+ eligible employees
Voluntary Benefits	250+ eligible employees

Talent Insurance™

Redefining Employee Benefits

Core Benefits

Health Insurance

Dental & Vision

Life & Disability

Talent Insurance

Professional Development

Preventative Mental Health

Employee Perks

Flexible Work Schedule

Community

Gym Membership

Impact Summary & Results

Measurable Growth

Higher employee wellbeing is associated with higher morale, which in turn, leads to higher productivity. In particular, positive emotions lead to heightened motivation and hence better job performance. Adding Talent Insurance as an employee benefit prioritizes employee wellbeing, creates a strong coaching culture, and breaks down barriers to mental health.

Talent Insurance Results

Transformational conversations lead to measurable growth! Our members see the below results after three to four months of actively utilizing their Talent Insurance.

Productivity Results

63% Improvement in
Setting Goals & Values

54% Improvement in
Leading & Empowering

53% Improvement in
Regulating Emotions

73% Improvement in
Communication

39% Improvement in
Building Trust

63% Improvement in
Self-Reflection

Wellbeing Results

39% Improvement in
Physical Health

73% Improvement in
Emotional Health

66% Improvement in
Avoiding Burnout

32% Improvement in
Engagement

62% Improvement in
Relationships

73% Improvement in
Job Satisfaction

How to Get Started

Partnering with LeggUP

1 Request Your First Quote

Email TalentInsurance@leggup.com to receive your quote. Please include your name and brokerage firm along with the company's name, state location, and employee headcount.

2 LeggUP Contract

When your quote is ready for sign-off, request to be appointed with LeggUP ensuring you receive your commission payments promptly.

3 View Our Broker Toolkit

Reference our self-service toolkit at leggup.com/ga-broker-toolkit. If you would like more information or want to schedule a customized webinar for your entire team, we can do that too! Reach out to LeggUP's VP of Customer Success, Matt Sherrill, at matt.sherrill@leggup.com.

4 Add Talent Insurance to Benefits Packages

Start adding Talent Insurance to all of your clients' benefits packages for a fixed monthly premium. Our commissions are eagerly awaiting your bank account!

Member Experience

5 Eligible Employees Instantly Enrolled

All employees become eligible for 6 virtual coaching sessions per plan year. Each coaching engagement begins with our Career Pulse Assessment, measuring 12 competencies of Productivity and Wellbeing.

6 Live 1:1 Virtual Coaching

Machine technology matches employees to their coach. Employees begin customizing their coaching program from our 40 development topics. Live One-on-One virtual coaching begins.

7 Measure Success for Renewals

HR leaders track progress and measure success from their manager dashboard, making annual renewals an easy decision.

FAQs

Talent Insurance

What do you do for clients?

We've combined professional coaching and employee benefits into a unique program called Talent Insurance, an integrated professional development and mental health solution. Talent Insurance is designed to build adaptable workforces so employees embrace change with elastic-like energy, teams are resilient, and the company's performance skyrockets. We accomplish this in three ways: data-driven science, personalized coaching, and people analytics.

How will you make our clients more efficient and effective?

By offering Talent Insurance as an employee benefit, organizations invest in the wellbeing and development of their people. Research supports that employees who participate in coaching are more engaged at work, more satisfied with their jobs, and better at setting and achieving goals. In turn, this contributes to lower turnover rates, increased productivity, and a more resilient and adaptable workforce. Coaching also contributes to improved mental wellbeing, which is associated with decreased sick days and medical costs for the company.

What is your service model?

Talent Insurance is a 100% digital service connecting members to our global network of certified professional coaches for virtual coaching.

As part of our client-centric delivery model, we assign a Customer Success Manager to partner with every organization. With extensive experience managing Talent Insurance programs, dedicated managers are accountable for:

- Aligning coaching programs with company goals
- Onboarding eligible members
- Customer service and problem-solving
- Member engagement and ongoing communication
- Renewal strategies and execution

Our Customer Success team is located in the United States. Send us a chat by visiting www.leggup.com.

Who is eligible for Talent Insurance?

Full and part-time employees are eligible for Talent Insurance. Spouses and dependents of employees are not currently eligible.

FAQs

Continued

Can I offer Talent Insurance to my entire organization?

Small Group plans include 6 sessions per plan year for all employees. Large Group plans will be billed for each additional coaching programs over the budgeted number.

Can employees have more or less than six sessions?

Small Group (2-250 employees): Talent Insurance includes 6-session packages for all employees. Large Group (250+ employees): Coaching is available in 3, 6, or 12-session session packages.

What qualifies as utilization?

Any single coaching session delivered counts as utilization. Once an employee schedules their first session, all 6 sessions are reserved for that employee.

Can I customize my program as an employer?

Companies and individuals can customize their coaching programs by selecting from LeggUP's library of hyper-relevant and time-tested development topics, curated and created by LeggUP LABS (Learning and Behavioral Science). Choose a new topic for each session or dig deeper with the same topic for multiple sessions.

Who is your network of providers?

All our professional coaches are certified by the world's leading coaching associations. They bring numerous years of professional coaching and industry experience, including former co-founders and C-Suite executives. Our coaches span across more than 20 countries and speak 10 languages.

What is the renewal process?

Sixty days prior to your renewal date, your LeggUP Customer Success Manager will reach out to facilitate your renewal.

How do I get a quote?

Email TalentInsurance@leggup.com to receive your quote. Please include your name and brokerage firm along with the company's name, state location, and employee headcount.

FAQs

Continued

Request Our Program & Service Overview

Our Program & Service Overview covers everything you need to know about Talent Insurance including a breakdown of our science, our coaching methodology, member experience, and customer success.

Email Shannon Santore:
shannon.santore@leggup.com