

# INTRO KIT



## TOM FINN

**Talent Insurance<sup>®</sup>. Talent Empowerment. Talent Innovation.**

@tomfinnovation

# ABOUT TOM

AWARD-WINNING **INSURETECH ENTREPRENEUR** AND PURPOSE DRIVEN **TALENT INNOVATOR**

Tom Finn is a purpose driven InsurTech entrepreneur, Talent Innovator, Advisor, and CEO of LeggUP®, a talent platform. Tom is the thought leader behind LeggUP's **Talent Insurance®**, the first product to ensure employee performance and voluntary turnover. Talent Insurance insures voluntary turnover up to 10% of an employees salary.

Spending his entire career focused on **Talent Innovation**, Tom possesses a wealth of experience in new employee benefits, InsurTech, strategic partnerships and underwriting strategies—all central to the company's unique offering, Talent Insurance®. Talent Insurance® provides a single platform for personalized professional development, talent policies, and voluntary turnover reimbursements. Tom held previous insurance roles at Unum, The Hartford, Elevance Health, and CVS/Aetna.

After spending two decades studying the connection between human behavior, high performers and retention, Tom defined the category of **Talent Empowerment** to share his mission of helping people find purpose in their work. Once an overworked insurance executive tom works tirelessly to help people Love Your Job! He has organized and redefined the human capital markets by focusing on talent innovation for organizations.

*Tom Finn*  
@tomfinnovation

## SOCIAL MEDIA



# TOM HAS BEEN FEATURED IN...

# Forbes

# yahoo! finance



Apple  
Podcasts

LEADER'S  
**edge**

# Market**Watch**

# TechCrunch



**HR.com**  
Making **HR Professionals** Smarter



 **Nasdaq**

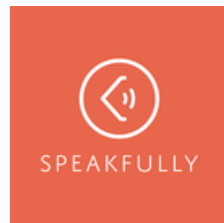


# TOM PERSONALLY WORKS WITH...



**SIEMENS**

**CAROO**





# TALENT INSURANCE<sup>®</sup>

***LeggUP's Talent Insurance<sup>®</sup> reimburses up to 10% of employees salary for voluntary turnover.***

Career Wellbeing refers to the satisfaction and fulfillment that individuals experience in their work lives. It encompasses various aspects of an individual's work, including engagement, job satisfaction, a sense of purpose and meaning, work-life balance, and overall **talent innovation**.

The program offers personalized training, career coaching, group coaching, and self-directed learning experiences to **upskill and re-skill** your teams effectively. These aspects not only improve overall health and wellness but also result in lower medical costs, decreased absenteeism, and turnover rates.

**"TALENT INSURANCE IS THE MISSING PRODUCT FOR BUSINESSES TO INSURE THEIR WORKFORCE, ENGAGEMENT AND RETENTION"**

- MIKE BARONE, PRESIDENT EMPLOYEE BENEFITS, HUB INTERNATIONAL

**Talent Insurance** addresses a significant gap in the insurance and employee benefits industry by providing employer coverage for Career Wellbeing including turnover insurance.

**INSURE EMPLOYEE RETENTION!**

LEGGUP

IS AN AWARD-WINNING TALENT ORGANIZATION





# PREMIER **NFL** LEADERSHIP DEVELOPMENT

DESIGNED BY TOM

The Tennessee Titans organization faced various challenges, including lack of trust and communication, burnout, a divide between football and non-football departments including high turnover in coaching positions. Tom was called on to build a cohesive leadership development program worthy of the NFL standards.

## DELIGHTED CUSTOMER REVIEWS



*As a leader, I'm constantly seeking out new knowledge and resources to help me grow my business. Tom Finn has become a go-to source of inspiration and guidance for me. Tom's expertise and wisdom are invaluable, and I'm grateful for all he does for the business community.*



*Tom Finn is a true mentor and guide for CEOs, entrepreneurs, founders, and leaders. His podcast, Talent Empowerment, is an incredible resource for anyone looking to learn from the best in the business.*



*Talent Insurance has been an invaluable tool for us. Our employees are so appreciative of this company benefit.*

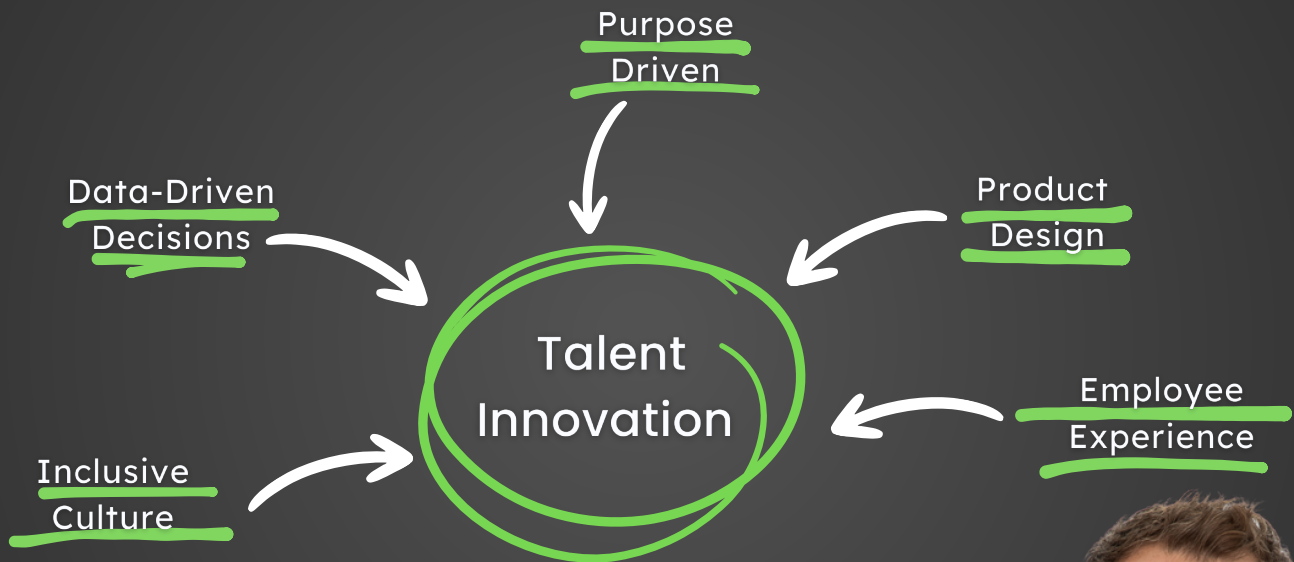


# Talent Empowerment

## WHERE PURPOSE DRIVEN LEADERS BUILD TALENT INNOVATION

Talent Innovation enables business leaders to establish and accelerate the growth of their talent. Our teams have helped some of the world's top executives leverage a full range of expertise to increase revenue and scale with talent innovation.

With a passionate team dedicated to unlocking the true potential of talent, we're not just redefining employer talent solutions; we're revolutionizing the way the world works.

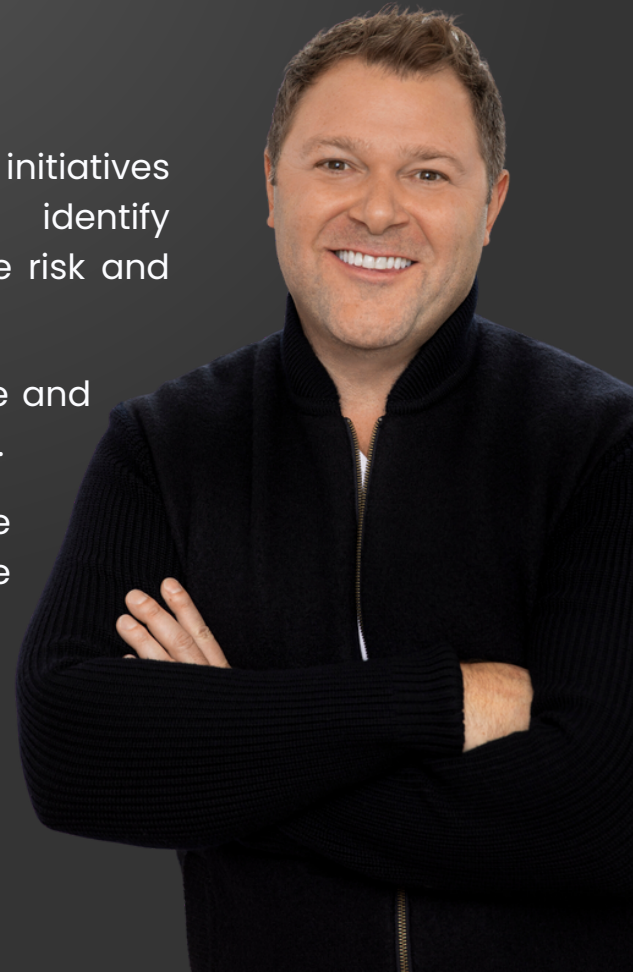


We build organizational strategy and resolve initiatives that increase revenue, maximize profits, identify inefficiencies, create scalable systems, mitigate risk and lower fixed overhead.

Combine talent design, resources, infrastructure and expertise to create the company of your dreams.

Our vision is to spark a global movement where every organization, big or small, embraces the power of its talent to drive positive change.

**YOUR MODERN WORKFORCE  
NEEDS TALENT INNOVATION!**





# TE GLOBAL PODCAST

**The Talent Empowerment Podcast** delivers cutting-edge stories for business leaders! Each week Tom sits down with capable bold leaders, talent development savants, founders, and executives from every industry to learn how they're driving people's innovation, discovering their own purpose, and building performance in their own world.

From Life Science entrepreneurs to Athletes, Activists to Business Leaders, our dynamic guests have all achieved greatness in their industries and have made an impact on the lives of others across the globe.

**THE MOST POWERFUL  
MOMENT IN OUR LIVES IS  
WHEN WE DISCOVER THE  
PURPOSE FOR WHICH WE  
WERE DESIGNED!**



## THE STATS

The Talent Empowerment podcast has gained worldwide recognition with listeners in 16 countries tuning in to hear from Tom.

Top 1% of  
Podcasts  
Worldwide

100K  
Monthly  
Listeners

Listeners in  
16 Countries

Over 130+  
5-star ratings on  
Apple Podcasts

## THE SOCIAL ISSUES TOM STANDS UP FOR...

Mental Health

It is the responsibility of all CEOs, people leaders, communities, and educators to promote mental health awareness, provide access to affordable and evidence-based treatment, and reduce the stigma and discrimination associated with mental health conditions. **Talent Insurance** works to prevent Mental Health issues from arising, through talent training, coaching and mentoring.

Education is a fundamental human right and a critical component of social and economic development. Providing access to quality learning and education is essential for promoting social and economic development, reducing poverty, and promoting social mobility. The **Talent Empowerment Podcast** is leading the way in scalable Talent education.

Education

Community

Building a modern community requires a multi-faceted approach, including policies that promote social mobility, economic growth, education and training opportunities, and access to healthcare. By focusing on **Talent Innovation** in business, we can create more equitable and just societies where everyone has a fair shot at success, regardless of their background or socio-economic status.

# QUESTIONS TO ASK TOM

- What problem does Talent Insurance solve?
- How are you adding value to the insurance industry?
- How did you build a global Talent development product?
- What made you reignite your passion for Talent?
- What are the steps to build a global company?
- Why create an action plan for Talent Innovation?
- How does Talent Empowerment translate into increased revenue and decreased costs and risk?
- Who can learn to set healthy boundaries and give and receive with gratitude?
- What's the best way to get structured support for personal and business growth?
- Where do we gain the courage to overcome obstacles and "Love Your Job"?
- How do leaders connect to their personal purpose, clarify their organizational goals and define a vision for success?





**"The path to empowerment  
begins with the discovery of  
your own talent. Only then can  
you truly tap into your full  
potential."**

*—TOM FINN*



## CONTACT TOM

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