



## **ARAG Group Earns the InnoWard Education Award:**

3rd place for the ARAG INTandem Personnel Development Program

**The Bildungsnetzwerk Versicherungswirtschaft (Insurance Industry Education Network, BWV) has honored the ARAG INTandem Program with the InnoWard for 2015. The International Personnel Development Program instituted by the ARAG Group placed 3rd in the Personnel Development/Qualification category. "We are very proud to have received this award. As a family enterprise, ARAG consistently promotes the internationalization of its staff through a wide range of measures. The InnoWard represents yet another affirmation of the effectiveness of these efforts," emphasizes Dr. Werenfried Wendler, Senior Vice President, Human Resources of the ARAG Group.**

Today, more than 3,700 employees are working successfully for ARAG in 16 countries. The Group's systematic internationalization policy has been a key factor in ARAG's success, and the progressive development of a transnational network of corporate business units plays an important role in this context. The ARAG INTandem International Personnel Development Program was launched as a means of supporting the systematic expansion of that network.

The InnoWard jury composed of members of the Bildungsnetzwerk as well as representatives from academia and practitioners was impressed with the program concept. The jury explained its decision as follows: "INTandem is a soundly conceived project that effectively supports and promotes cultural change. It is also an unmistakable expression of appreciation to employees and a sign of willingness to invest in them," as the jurors emphasized in justifying their decision. "The jury is particularly impressed with the mix of methods employed and the individualized approach to the personal goals of each participant."

Up to 13 ARAG employees can take part in ARAG INTandem each year. The core of the program is a three-month assignment to corporate headquarters, an international ARAG branch, or a subsidiary. In addition to pursuing their own specific goals, participants develop a "scouting landscape." In the process, they consider the perspectives of various stakeholders – from customers to colleagues to the ARAG Board of Management – and add newly gained insights to the map as they proceed through the program. In this way, individual learning and the acquisition of international skills and expertise are complemented by impulses for international development and the long-term internationalization of the ARAG Group. Each participant is supported by a mentor from his or her home country and a Tandem partner in the host country.

"The InnoWard fits perfectly with the other seals and awards we have received for our activities in the field of personnel development, such as the Seal of Excellence linked to the Corporate Health Award and the seal awarded for the Work and Family Audit," explains Dr. Werenfried Wendler. "All of these honors make ARAG an extremely attractive employer."



The InnoWard for 2015 in the two categories of Initial Occupational Training and Personnel Development/Qualification was presented at the BWV Education Conference in Berlin on 24 September 2015.

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The **ARAG Group** is the largest family enterprise in the German insurance industry. ARAG has positioned itself as a versatile quality insurer. In addition to specializing in legal insurance, ARAG also offers its customers needs-based products and services from a single source through its strong subsidiaries in the German composite, health and life insurance segments as well as international branches, subsidiaries and affiliates in 14 other European countries and the U.S. – many of which hold leading positions in their respective legal insurance markets. With 3,700 employees, the Group generates revenue and premium income amounting to over 1.6 billion EUR.

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