



2025 Year-End Highlight Reel: Leadership, Integrity & A Year of Growth

[Episode 57 Show Notes](#)

Welcome to the final episode of 2025 on the Insurance Leadership Podcast!

This year has been full of powerful conversations, practical lessons, and leaders who brought honesty, innovation, and experience to the table. Today, we're looking back at the standout moments that shaped this season and the leadership themes that carried through every episode.

[2025 Episodes at a Glance](#)

February: Simplifying Benefits, Luke Aslesen, Founder of INFRMD, Episode 47

March: Leadership and Longevity, Warren Laird, Senior Business Development Manager, Individual Plans, Episode 48

April: Reinventing Leadership After the Uniform, Adam Peters, Founder of The Strategic Veteran Podcast, Episode 49

May: From News Desk to Distribution, Alisha Pequeno, National Distribution Manager, Zurich North America, Episode 50

June: From MIT to ICHRA, Chris Ellis, CEO & Founder of Thatch, Episode 51

July: From ER to Advocacy, Tiffany Ryder, Founder & CEO of Red Flag Hero, Episode 52

August: From Entrepreneur to Insurance Leader, Dustin Moseley, Head of Distribution & Partnerships, Guardian Life, Episode 53

September: Vision Benefits in the Digital Age, Terry Ward, VP of Sales, United Vision Plan — Episode 54

October: Millionaire Milestones, Sam Dogen, Founder of Financial Samurai, Episode 55

November: A Year of Change, Casey Combest, Ben Markland & Ryan Eaton, Episode 56

[What Made This Year Special](#)

2025 was filled with leaders who brought a refreshing honesty to the table, tackling topics like innovation, mental clarity, financial stewardship, career transitions, vision care trends, entrepreneurship, and what it really means to influence people the right way.

Several themes stood out across the season:

Leadership Isn't a Position. It's Integrity in Action.

Every guest reinforced that leadership shows up in everyday decisions: being transparent, serving people well, telling the truth, and bringing authenticity into the workplace.

Innovation is Here, and It's Not Optional

From ICHRAs to digital vision benefits to new distribution strategies, this season proved the industry is changing fast. The leaders who thrive are the ones willing to adapt, learn, and rethink the way things have always been done.

Building the Bench: Mentorship and Human Skills

While younger professionals enter the industry fluent in technology, Ryan and Ben stressed that human skills still win the room. Being able to hold eye contact, make a cold call, or present confidently is what separates top producers from good ones.

Ryan admitted he wishes he'd invested more time in developing younger talent earlier, and now his focus is on pairing veteran leaders with new hires—a model that lets experience and energy sharpen each other. Ben echoed the need for intentional mentorship, pointing out that while younger generations know how to use tools, they need guidance on how to connect, lead, and close.

People are the Real Priority

Whether it was Luke talking about understanding people, Tiffany advocating for patient-first systems, or Dustin emphasizing trust in partnerships. 2025 made one thing clear: insurance is a people business long before it's a product business.

Growth Comes From the Journey, Not Just the Wins

Our guests didn't shy away from sharing honest parts of their stories, the setbacks, transitions, and defining moments. Those conversations showed that true leadership is built through growth, humility, and the courage to keep learning.

A Look Ahead

This year reminded us why we do this podcast, to spotlight leaders who bring integrity, clarity, and purpose into their work.

The conversations this year weren't just about insurance. They were about leadership in every business, in every season of life.

And we're just getting started.

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