



INSURANCE LEADERSHIP PODCAST

Tools for success in the industry

Finding Greatness: Building a Team That Can Grow

Episode 66 Show Notes

In Episode 66, Ben Markland sits down with Dylan DiMarchi, Co-Founder and CEO of Eventual, to talk about his move from Blackstone to entrepreneurship and what he has learned about building a company, leading a lean team, and finding the right people.

Dylan also shares why relationships and differentiation continue to matter in insurance and why creating something valuable does not always mean reinventing the industry.

Finding Greatness in the People You Hire

As a founder, Dylan has learned that one of the most important decisions he makes is who he brings onto the team.

He looks for people who are talented, curious, willing to take ownership, and capable of growing as the company grows. In a lean organization, every person matters, and the right hire can have an outsized impact.

Great leaders do not simply hire for the job that needs to be done today. They look for people who can grow into what the organization will need tomorrow.

Building Lean Without Limiting Growth

Growing a company does not automatically mean growing headcount. Dylan shares why Eventual has intentionally remained lean and why smaller teams can often move faster, communicate more clearly, and give employees greater responsibility.

When people understand how their work connects to the larger mission, they are more likely to think like owners instead of simply completing assignments.

A lean team works when people have clarity, trust, and ownership. Growth is not about adding the most people, it is about getting the most from the right people.

Giving People Room to Grow

Great employees want more than a list of tasks. They want opportunities to learn, contribute, and take on greater responsibility.

Dylan discusses the importance of creating an environment where people can stretch beyond their original roles as the company evolves. That kind of growth benefits both the employee and the organization.

When leaders give talented people room to grow, they build more than stronger employees, they build future leaders.

Differentiation Does Not Mean Reinventing Everything

There can be pressure on entrepreneurs to create something completely new. Dylan offers a different perspective.

Sometimes the opportunity is not to reinvent an entire industry. It is to recognize a problem, understand what customers value, and build a better way to address it.

Differentiation does not require changing everything. Sometimes the strongest opportunity comes from solving one meaningful problem exceptionally well.

Closing Thoughts

Dylan's journey from Blackstone to building Eventual is a reminder that leadership changes when you become responsible for creating the organization yourself.

You have to decide who joins the team, where to invest resources, what deserves your attention, and what kind of culture you want to build.

Because ultimately, building a successful business is not just about having the right idea. It is about building the right team to carry that idea forward.

What's Next on the Insurance Leadership Podcast

Next month, Lisa Collier, CEO of PRAM Insurance Services, joins the Insurance Leadership Podcast for a conversation about legacy, leadership, and carrying a family business forward.

Lisa shares what it means to lead a company built on the foundation her father established, the leadership qualities she learned from watching him, and which of those lessons she continues to carry forward today.

It's a conversation about honoring where a company came from while still having the courage to lead it into what's next.

Let's Keep the Conversation Going

Have an idea for a future guest or a leadership topic? We'd love to hear from you.

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