

# peer to peer



BEST ADVICE

## WHAT WILL SET YOU APART

Richard Grant was among the “first wave” of employees hired when Trisura Guarantee Insurance Company began in 2006. Starting from scratch was hard, Grant said, but his background in several areas of insurance helped to establish a framework for the company's future success.

— As told to Jason Contant

**Mike George, Bob Taylor and John Garner** were the three founders of Trisura, followed by an initial group of about a dozen employees. “When I started, I was employee number seven,” says Grant, senior vice president of specialty insurance solutions. “Now, with retirement and people leaving, I am the second-longest serving Trisura employee.”

(Chris Sekine, recently appointed president and CEO, is the longest-serving. He succeeds George, who will continue working with Trisura on a consulting basis as of Apr. 15).

“When we started, we had nothing,” Grant recalls. “It was borrowed furniture from Brookfield and we started from scratch – no wordings, no underwriting manuals, no systems, no processes. It was a lot of late nights drafting and establishing all of the systems and processes needed to run a company.”

Grant credits his background in underwriting, reinsurance, new product development and program business as invaluable. After 23 years in the industry, he is still learning.

“Be a student and learn everything

you can about insurance,” Grant says of the best advice that he’s ever received. “Risks are constantly evolving. You can grow as an underwriter and as a valued member of your team with the power of knowledge. If you think you ‘already know it all,’ you will be passed by those who continue to learn.”

Another tidbit of advice Grant received: Love what you do. And if you don’t, find what you do love. “There’s a job for anyone and everyone in the insurance industry. You just have to find what makes you tick and go after it.” CU