

2025 Pioneer Capstone Project

INTERN GUIDE

PROJECT OVERVIEW

This summer, our interns will work in four teams to address key opportunity areas identified in our 2024 Engagement Survey and one topical area. Through this capstone project, they'll gain hands-on experience, strengthen their research, presentation, and collaboration skills, and make a lasting impact on the future of SageSure.

TIMELINE and TIMING

- **Week 1 (June 2):** Interns begin their capstone projects
- **Weeks 1-8:** Research, collaboration, and presentation development
- **Week 9 (July 28):** Final presentations and selection of the winning team

Total time commitment should be no more than 1 hour per week.

PROJECT TOPICS

Interns will be divided into three groups, each focusing on one of these topics:

1. **What Decision Making Autonomy Should Frontline Employees Have?**
2. **How Should Great Companies Create Career Pathways that Actually Keep People?**
3. **What Kind of Communication Prevents Burnout Without Creating More Work?**
4. **How Should Insurance Companies Integrate AI Without Losing the Human Element?**

Interns will rank their preferences during week 1, and the Senior Manager of Learning and Culture will assign them to groups accordingly.

YOUR MANGER's ROLE

- **Connect with resources:** Help interns identify and engage with the right people for information and insights
- **Provide presentation guidance:**
Provide constructive feedback on structure, delivery, and ways to create an engaging presentation.
- **Remove obstacles:** Help interns navigate any challenges they encounter during the project
- **Encourage collaboration:** Support participation in their capstone team



- **Reinforce SageSure values:** Reinforce how our values—We Are Fountains, We Run Down the Hall, and We Don't Try—can shape their mindset and guide their approach to the work

FINAL SHOWCASE DETAILS

- Each team will have 30 minutes to present their findings and recommendations
- All interns will participate in the presentation
- Teams have a \$500 budget to enhance their presentation and engagement
- Audience will include interns, leadership, mentors, managers, and People Business Partners and interns will be invited to include up to 5 additional SageSure team members of their choosing
- Attendees will vote on the winning presentation
- The winning team will receive credit in the Brand Store

TIPS FOR SUCCESS

- Schedule regular check-ins with your manager – capstone check-ins can be a part of this discussion
- Practice your presentation
- Use the Workshops for inspiration and guidance (and the Workshop leaders as touchstones!)
- Leverage your \$500 budget creatively to stand out
- Ensure you are balancing regular internship responsibilities with capstone work

