



## FOR IMMEDIATE RELEASE

Balanced Scorecard Institute  
2000 Regency Parkway  
Suite 420  
Cary, NC 27518  
[www.balancedscorecard.org](http://www.balancedscorecard.org)

## CONTACT

Kirsten Dubuc  
Balanced Scorecard Institute  
[kd@strategymanage.com](mailto:kd@strategymanage.com)  
919-460-8180

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### ***Grange Insurance Association Receives Prestigious Award of Excellence from the Balanced Scorecard Institute***

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The Balanced Scorecard Institute (BSI) has announced Grange Insurance Association (GIA) as the recipient of its 2024 Award for Excellence. This prestigious award recognizes organizations for outstanding achievements in strategic performance management. GIA was honored for its exemplary executive leadership, strategy development, communication, organizational alignment, sustainability, and impressive results. The award was presented at a ceremony at GIA's headquarters in Seattle, WA and was attended by senior management and staff.

GIA embarked on a journey to define a long-term strategy that would position the company to sustain success in a dynamic market while staying true to its 130-year legacy. This initiative aimed to create a flexible and forward-looking plan that embraced employee input alongside executive insights. Leveraging tools and frameworks from the Balanced Scorecard Institute, GIA focused on fostering transparency, alignment, and empowerment across all levels of the organization.

A central goal of the strategy was to break down silos, enabling employees to recognize how their individual roles contribute to the company's long-term objectives. By doing so, GIA sought to increase engagement, empowerment, and accountability throughout the organization.

Starting in 2022, employees from all levels actively collaborated to redefine the company's vision, mission, and core values while establishing key objectives critical to success. Cross-functional frontline teams, composed of managers and employees, took ownership of these objectives, breaking them down into smaller, actionable projects. Progress was measured using company-wide metrics designed by these teams, ensuring alignment and accountability across the organization.

"These frameworks have enhanced focus, alignment, and execution, streamlining our business and empowering every team member to make a meaningful impact on our long-term objectives," said April Uskoski, Chief People and Strategy Officer.

"Our strategic plan and balanced scorecard have driven innovation, financial growth, and mission-centered achievements, enabling us to deliver peace of mind to our policyholders while thriving in a competitive market," added Steve Stogner, CEO.

"We at the *Balanced Scorecard Institute* are honored to have worked with GIA and all the employees who made this accomplishment a reality. The Institute is very proud of the increased employee engagement and collaboration, shared vision and mission, and strong sense of ownership that have been accomplished with **Project Impact**, and what you will, no doubt, continue to accomplish in the future." - Howard Rohm, President and Co-Founder, the *Balanced Scorecard Institute*.

The Award for Excellence celebrates GIA's commitment to strategic performance management and its adoption of best practices. The recognition serves as both a testament to GIA's success and an inspiration for other organizations to embrace holistic performance management frameworks that drive sustainable, meaningful results.

#### **About the Grange Insurance Association (GIA)**

For over 130 years, Grange Insurance Association has been on a remarkable journey from modest beginnings to becoming a cornerstone in the insurance landscape. Located in Seattle, Washington, GIA stands as a regional mutual insurance leader, dedicated to meeting the evolving needs of farming families, vibrant "Main Street" communities, and bustling urban and suburban markets. With a strong presence in California, Colorado, Idaho, Oregon, Washington, and Wyoming, their network of agents is deeply ingrained in the fabric of these regions. Rooted in over a century of experience and commitment, their service remains unwavering, delivered by caring individuals who prioritize their peace of mind.

#### **About the Balanced Scorecard Institute (BSI)**

Balanced Scorecard Institute, a Strategy Management Group Company, provides strategic planning, balanced scorecard and performance measurement and management training, certification, and consulting services to government, nonprofit, and commercial organizations. Services include training and certification programs, facilitation and consulting services, and information and tools used by executives, managers, and analysts to transform their organizations into "performance excellence" organizations. The Institute's website, [www.balancedscorecard.org](http://www.balancedscorecard.org), is a leading resource for information, ideas and best practices on strategic planning and management, performance measurement, and balanced scorecard systems. BSI's *Nine Steps to Success*<sup>™</sup> balanced scorecard framework integrates strategic planning, budgeting, operational planning, performance measurement and strategy execution into a disciplined framework for helping organizations achieve higher levels of performance.

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