

# Establishing Core Legal & Compliance Foundations

**Industry:** Insurance  
**Revenue:** US\$30.8M  
**Employees:** 51-200 employees



## Mission-critical priority

The General Counsel at ELCO Mutual Life and Annuity was tasked to build the legal and compliance function from scratch, establish structure and best practices and design scalable, future-ready governance to support rapid organizational growth.



## How Gartner helped

The client used:

- **General Counsel Effectiveness Diagnostic** to measure his performance, compare against industry peers and shift from purely legal work to a more strategic advisory role supporting business and corporate strategy.
- **Compliance Maturity Assessment** to measure the evolving maturity of the compliance function, understand business awareness and identify priority areas for improvement.
- **Gartner advisors, surveys and webinars** to gain actionable insights and industry best practices for enhancing board effectiveness and strengthening corporate governance.



## Outcome

With support from Gartner for Legal & Compliance, the client:

- **Built Three New Functions:** Established legal and compliance programs from scratch using Gartner insights, templates and diagnostics.
- **Strengthened Board Effectiveness:** Revised board committee charters resulting in a more confident, informed, and effective board.
- **Increased Efficiency:** Used diagnostics, benchmarking, and policy templates (including for GenAI) to speed up work and introduce more strategic decision-making.

“My CEO says Gartner is the best investment we’ve made in the last five years. I could not have done this without Gartner. The resources, advisors, and diagnostics have been invaluable.” - Eric Myers, General Counsel, ELCO Mutual Life and Annuity