

NEGOTIATING MEDICAL INSURANCE RENEWALS

Start Date:	26/10/2026	End Date:	30/10/2026
Categories:	Human Resources	Venues:	Hamburg
Formats:	In Person	Instructors:	

OVERVIEW

The annual medical renewal is a direct budget decision. This program gives participants the cost drivers, data skills, and negotiation approach needed to manage renewals with carriers rather than accept the first quote. The focus is on understanding what drives the premium, reading the data behind a renewal, and negotiating terms that control cost without reducing the value of cover.

OBJECTIVES

By the end of this course, participants will be able to: - Identify the main drivers of medical premium cost - Interpret claims, utilization, and loss ratio data - Benchmark a scheme against the market - Prepare a fact-based renewal position - Apply negotiation techniques with carriers and brokers - Compare renewal terms and alternatives - Protect coverage value while controlling cost

COURSE OUTLINE

1- How Premiums Are Set 2- Cost Drivers and Loss Ratios 3- The Renewal Cycle and Timeline 4- Market Benchmarking 5- Reading the Renewal Data 6- Claims and Utilization Analysis 7- Building a Negotiation Position 8- Plan Design and Cost Containment 9- Market Testing and Alternative Quotes 10- Negotiation Techniques with Carriers 11- Managing Brokers and Intermediaries 12- Protecting Coverage Value

TARGET AUDIENCE

HR and benefits professionals responsible for managing the annual medical insurance renewal.

METHODOLOGY

The program is built around a renewal data set and a negotiation simulation. Participants analyze cost drivers and practice negotiating terms with a carrier role across the week.

CONCLUSION

Participants leave able to approach a renewal from a position of data and strategy, controlling cost while protecting the value of employee cover.

DAILY AGENDA

Day 1: How Premiums Are Set and Cost Drivers

Covers how medical insurance premiums are calculated, the key cost drivers and loss ratio concepts, and the renewal cycle and timeline that shapes each year's process.

Day 2: Market Benchmarking and Reading Renewal Data

Develops skills in benchmarking a scheme against the market, reading and interpreting the renewal data pack, and analyzing claims and utilization figures.

Day 3: Building a Negotiation Position

Covers how to build a data-supported negotiation position, plan design options for cost containment, and how to use market testing and alternative quotes as leverage.

Day 4: Negotiation Techniques with Carriers and Brokers

Develops practical negotiation techniques for use with carriers and brokers, and how to manage intermediaries to maximize outcome.

Day 5: Protecting Coverage Value — Renewal Simulation

Focuses on protecting coverage quality within budget constraints, finishing with a full renewal negotiation simulation against a carrier role.

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