

## John Ashton, Mike Tiffany honored with the AGRiP Award for Excellence in Leadership



**John Ashton**



**Mike Tiffany**

[Ashton Tiffany](#) founders and principals John Ashton and Mike Tiffany have been chosen as recipients of AGRiP's 2019 Award for Excellence in Leadership, in recognition of their dedication to cultivating new talent and building the skills of future pooling leaders.

The Award for Excellence in Leadership is given to individuals who have made significant contributions to public entity pooling through transformative leadership, exceptional professional development, and mentorship.

After 20 years in pooling, Ashton and Tiffany recognized a need to start planning for the future. In 2015, they created a comprehensive, innovative leadership development program called [HiPo](#) (short for "high potential") to help public entity pooling staff develop the skills necessary to advance in the field and take on future executive roles.

Ashton and Tiffany regularly meet with and mentor these up-and-coming professionals, arrange for departmental cross-training, and facilitate interaction with other senior level management. As a result, several new advancement opportunities have come to fruition for HiPo participants.

"John and Mike have guided and mentored many

employees throughout their professional development and their careers," Arizona School Risk Retention Trust, Inc., Pool Practice Leader Jennifer Darnall said. "The technical knowledge and confidence participants have gained gives them the ability to grow."

Ashton and Tiffany have also shared data, program materials and mentoring with clients and other pool administrators, to help them evaluate possible creation of programs similar to HiPo.

"Succession planning and cultivating future leaders are important to public entity pools everywhere," AGRiP Board President Brett Davis said. "Mike and John have not only developed an outstanding program for their own staff, but have actively provided advice, data and materials to other pools."

Based in Phoenix, Ariz., Ashton Tiffany was founded in 1995 as an independent risk management consulting firm. Today, Ashton Tiffany is administrator of [Arizona School Risk Retention Trust, Inc. \(the Trust\)](#), [Arizona School Alliance for Workers' Compensation, Inc. \(the Alliance\)](#) and [Kairos Health Arizona, Inc. \(Kairos\)](#), all public entity pools.

Both Ashton and Tiffany are graduates of Arizona State University. Ashton earned a bachelor of science degree in general business. Tiffany's bachelor of science degree is in engineering. Both hold the associate in risk management (ARM) and chartered property casualty underwriter (CPCU) designations. Ashton also serves on the [AGRiP Health Pool Resources Group](#).

Over the past decade, Ashton Tiffany has received multiple Best Places to Work and Top Companies acknowledgements. In 2013, The Trust earned AGRiP's first Award for Excellence in Performance.