

RE-CAP OF THE 'EMPOWERING TOMORROW: YOUNG ACTUARIES LEADERSHIP AND CAREER DEVELOPMENT SEMINAR' BY THE YOUNG ACTUARIES INITIATIVE

BY **SAMUEL CYWIE AND DANIEL JUNG**

The *'Empowering Tomorrow: Young Actuaries Leadership and Career Development Seminar'*, held from 28-29 November 2024 at the Le Bischenberg Conference Center in Strasbourg, marked the first in-person project of the Young Actuaries Initiative (YAI). This European initiative was jointly launched by the German Association of Actuaries (DAV) and the French Institut des actuaires (IA).

The YAI focuses on fostering the next generation of actuarial professionals through career development, mentoring, and networking opportunities. By equipping young professionals with the skills to meet the evolving demands of the European insurance and financial

sectors, it aims to ensure the future resilience and relevance of the actuarial profession.

This event offered participants a unique professional opportunity as well as an exceptional personal and cultural experience. The program was >





'Leadership experiences' roundtable with Inga Helmane (AAE President), Matthias Pillaudin (AAE Vice President), Susanna Adelhardt (DAV President-elect) and Frédérique Henge (Credit Mutuelle)

specifically designed to address the diverse needs and interests of young actuaries across Europe.

During the two-day seminar, 30 young actuaries who are actively engaged in youth and technical work within their respective associations gathered from all corners of Europe — representing 12 actuarial associations from 11 countries!

This multinational gathering was more than just a traditional seminar — it provided a unique chance for young actuaries to exchange ideas, network, enhance their skills, and actively shape the future and evolution of the actuarial profession.

The program began with insightful presentations on current topics. Johanna Borsch-Schämann from DAV presented on *'Impact Underwriting and Sustainable Insurance Products'*, while Antoine Heranval from IA shared insights into the use of artificial intelligence in predicting natural disasters. These inspiring talks highlighted the pivotal role actuaries can play in addressing global challenges that transcend borders.

The seminar continued with interactive workshops titled *'Connected Minds. Stronger Impact'*, led by communication experts Caroline Grégoire and Stéphane Deslauriers. Through dynamic breakout sessions, participants developed practical communication strategies to enhance their professional impact.

The second day focused on career success and leadership skills. AAE President Inga Helmane, DAV

Vice Chair Susanna Adelhardt, AAE Vice President Matthias Pillaudin, and Frédérique Henge who is holding the Actuarial Function at Crédit Mutuel Assurances shared valuable insights on leadership and career development, drawing from their personal journeys and lessons learned. These practical sessions encouraged participants to reflect on their own career ambitions and goals.

Overall, the seminar stood out not only for its content depth but also for the lived intercultural exchange. Reflecting on the event, it was impressive to see how this inaugural gathering became a melting pot of ideas, cultures, and ambitions from the outset. The diversity of participants created fertile ground for mutual understanding — an increasingly vital skill in a globalized world. The personal stories, experiences, and goals shared over the two days underscored each individual's unique contribution to the emerging community of young actuaries.

Looking back at this milestone event, the sense of momentum and anticipation for what lies ahead is palpable. Building on the foundation laid during these two extraordinary days is now crucial. It is essential for young professionals to bring the insights, expertise, and determination gained in Strasbourg back to their respective associations and contribute to the establishment of local YAI communities or chapters. While some actuarial associations are already further along in this journey than others, sharing best practices and learning from one another will be key. >

In conclusion, a heartfelt thank you to all participants, coaches, and speakers who made this event possible. But this is just the beginning:

Join us on 25 March 2025 for the YAI Young Actuaries Career Day!

This upcoming online-event is dedicated to personal and professional growth of young

actuarial professionals – and it is free of charge. Discover topics like ownership mentality, problem-solving or international career opportunities, and connect with peers and experts to elevate your actuarial journey. The complete program will be released soon and a registration can be proceeded under www.young-actuaries.eu.



VISION AND MISSION OF THE YAI:

Almost all actuarial associations share a common objective: the need to involve young actuaries in their associations and to identify and motivate aspiring candidates to choose an actuarial career path.

Consequently, most associations provide national activities and programs to engage with those communities and target groups. Additionally, there is a need to share individual expertise and best practices within the international partner network and join forces on a transnational scale where valuable.

To serve this goal, the Young Actuaries Initiative (YAI) has been started by France and Germany.

As an access platform to facilitate exchange with peers from different countries, it aims at fostering a broad exchange of actuarial associations committed to intensifying their interaction with young professionals and creating offerings together that go beyond the national horizon. It is designed along three dimensions:

1. Personal level

Comprehensive individual career development and cross-border networking opportunities.

2. Professional level

Contribute constructively to the shaping and development of tomorrow's actuarial profession by attending or organising both physical and virtual events.

3. Intercultural level

Enabling transnational community-building among young actuaries and embracing diversity through various unifying social activities.



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Event impressions >

EVENT IMPRESSIONS



Agata from Poland:

'In November, I had the pleasure to participate in the first YAI seminar as one of the representatives of the Polish Actuarial Society. Networking, in particular, stood out as a key takeaway from the event. During the seminar, I had a chance to connect with fellow young actuaries from various backgrounds and regions, which definitely broadened my perspective on the global actuarial landscape.'

Melissa from the Netherlands:

'The Young Actuaries Seminar was truly inspiring, connecting with peers from across Europe to share ideas and grow together. What resonated with me the most was meeting so many driven bright minds discovering who they aspire to be and creating initiatives to support each other along that way. I am grateful for this inspiration and excited to keep empowering each other.'



Lilian from Germany:

'Our actuarial profession thrives from sharing ideas and experiences with one another, looking at the past and making the future brighter. It needs highly motivated individuals who are proud to share what they do and who inspire others to do the same. Why start before retirement, when you can start earlier in your career, making a longer lasting impact?'

Alexandra from France:

'Above all, the seminar facilitated networking opportunities! We had the chance to exchange with colleagues from different countries, backgrounds and cultures. As young actuaries we tend to underestimate the importance of networking and soft skills development. If at the beginning these are 'nice-to-have', as we progress in our careers these become crucial, especially in a fast-changing world.'

