

View web version





Creetings

In today's newsletter we focus on diversity in companies and work-life surroundings from a practical perspective. In addition, we have some exciting news on young talent in the actuarial profession.

Supported by **ERGO**

Focus topic



Working Life


Diversity: A Catalyst for Productivity and Work Satisfaction

Even though there had been a growing emphasis on diversity, equity and inclusion (DEI) within companies throughout the last decade, since the disruptions of the global pandemic, DEI has been given even higher priority by employees and, in effect, by employers too.

Further, now there is greater historic available, enabling analysts to make more precise statements on the development of diversity and its effects on companies and strategies. According to the study "Diversity Matters Even More" by McKinsey for example, a striking new finding is that leadership diversity is also connected to holistic growth ambitions, greater social impact, and more satisfied workforces.

In this newsletter edition we will take a closer look at best practice in DEI strategies, implementation for customer as well as employee benefit and deliver a brief summary of findings from the McKinsey analysis for Central Europe. Also, don't miss out on the latest news from the Young Actuaries Initiative, a newly-created network of the international actuarial community for young talent!

Career Blog




Bianca Boudein
Diversity: Bringing Corporate Values to Life
ERGO

The Companies

Diversity: Bringing Corporate Values to Life

Bianca Boudein, Manager Diversity, Equity & Inclusion at ERGO, elaborates on the various elements of the company's diversity program and on which activities and projects were generated by promoting a diverse international workforce.

[Read more](#)



Benedikt Balthasar
Solyman Sahar
Diversity in Teams
cominia

Actuarial Fields

Diversity in Teams: Leveraging Success for Customers and Employees

In this interview, Benedikt Balthasar and Solyman Sahar, Consultants at Cominia Aktuarielle Services, provide insights into how they define diversity and make use of it to leverage synergies and generate added value for customers.

[Read more](#)

Analysis

Increasing Importance of Diversity for Business Success



Working Life

McKinsey Analysis: The Importance of Diversity for Business Success is Increasing

Since 2015, McKinsey has regularly conducted an international study on the development of diversity in companies. In November 2023, the fourth edition in this series was published, from which selected results for Europe have now been published. They are worth a closer look!

[Read more](#)

The Actuaries


Young Actuaries Initiative launched


The French Institut des actuaires (IA) and the Deutsche Aktuarvereinigung (DAV) have jointly founded the Young Actuaries Initiative in 2024 with the overall objective to create a broad network of actuarial associations that wish to intensify their interaction with young professionals.





[Read more](#)


Top Jobs


- 


Analyst in Personen-Rückversicherung
22.04.2024 | Hannover, Germany
- 


Business Developer (Transaction Focused)
18.04.2024 | London, UK
- 


Senior Valuation Analyst
18.04.2024 | Seoul, South Korea
- 


Consultant (Versicherungs-)Mathematik / Aktuar (m/w/d)
18.04.2024 | Germany, Austria
- 


(Senior) Manager (Versicherungs-)Mathematik / Actuarial Insurance Services (m/w/d)
18.04.2024 | Germany, Austria
- 


Senior Mathematiker in Solvency II / aktuarielle Steuerung (w/m/d)
16.04.2024 | Germany
- 


Senior Aktuar-in (Produktmathematik)
16.04.2024 | Hamburg, Germany
- 


Aktuar Pricing / Actuarial Data Analyst (m/w/d)
16.04.2024 | Frankfurt, Germany
- 

Leiter Risikomanagement Leben (m/w/d)
14.04.2024 | Germany
- 

Gruppenleiter in Aktuarielle Leben-Technik
12.04.2024 | Mannheim, Germany
- 

(Senior) Consultant Aktuar Migration Leben
10.04.2024 | Germany
- 

Mathematiker in / Aktuar in Modellierung Personen-Rückversicherung
10.04.2024 | Hannover, Germany
- 

Mathematiker / Aktuar (m/w/d) Non-Life
05.04.2024 | Hannover, Germany
- 


(Junior) Underwriter (Mensch) im Marktbereich Lateinamerika
02.04.2024 | Düsseldorf, Germany

Number of the month

60%

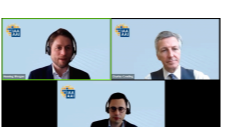
European companies with mixed management teams are over 60% more likely to be more profitable than average. Says McKinsey study "Diversity Matters even more". Companies with more women in management positions worldwide are 39% more likely to be more profitable than companies with the least diversity. Looking at the factor of international ethnic diversity (internationality of management teams), the value is correspondingly 39%. On the other hand, companies in the lowest quartile for both gender and ethnic diversity are 65% less likely to perform better financially than the average. [Read more.](#)

Video recommendations on actview




Socioeconomic Diversity - Pathways To the Profession
Selina McCoy, Dr. Lisa Padden, Kathie Orr

[Watch video](#)



What should an Actuary know about Artificial Intelligence
Charles Cowling, Bogdan Tautan, Henning Wergen

[Watch video](#)



COP 28 - Key Takeaways for the Global Actuarial Profession
Rabior Hasanak, Rade Musulin, Simon Curtis

[Watch video](#)

For Recruiters

Publish your job advert on actupool

Are you looking for new employees? Post your vacancies on actupool and find the perfect candidate. We offer everything from mini packages with good visibility to premium packages with a wide range of benefits for optimum visibility within your target group.

[Read more](#)

CONTACT

AHC - Actuarial Media Center GmbH
Hilfenstraße 47-50
10671, Cologne, Germany
Phone: +49 221 92554-0
Email: contact@actupool.com

IMPRESS

County Court Cologne (HRB 87233)
VAT ID No. DE322963530
General Manager
Michael Steinmetz
Party responsible for the content pursuant to § 15 Para. 2 RStV
Michael Steinmetz (Address see above)

LINKS

[Webchat](#)
[Facebook](#)
[www.actupool.com](#)

SOCIAL MEDIA

