

ASSA PERSONAL DEVELOPMENT STRATEGY

Induction of
New
Members

APD
Leadership

Wellbeing &
Self Mastery

Mentorship &
Student
Support

Socially
Conscious
Members



WIM ELS DIVERSITY FUND



Wim Els served the Actuarial Society of South Africa (ASSA) with distinction from 1 June 1996 until his untimely death on 24 May 2021. Through this time, he showed an unyielding passion to serving the Society and the profession. He served all members of the Society – from the most venerated Fellow to the most junior struggling student – with equal respect. In addition, he actively worked to position ASSA on the global actuarial stage.

Through his work with the Actuarial Society Academy (ASA) and the Actuarial Society Education Trust (ASET), Wim Els laid the foundation for a legacy of innovation and transformation that continues today through ASSA's Personal Development strategy—supporting members and students in developing the skills, resilience, and leadership needed to succeed.

As a living tribute to Wim, we appeal to all members of ASSA, their employers, the broader international actuarial community, and everyone else to contribute to the Wim Els Diversity Fund. The funds raised will be used to grow Wim's legacy on a sustainable basis.



ACTUARIAL SOCIETY
OF SOUTH AFRICA



ASSA PERSONAL DEVELOPMENT (APD)

ASSA is committed to supporting the development of well-rounded actuarial professionals who are equipped to succeed in an increasingly complex and evolving world. Building on the Society's strong legacy of member support, and inspired by leaders such as Wim Els - the ASSA Personal Development (APD) Strategy provides a dynamic framework to help members grow, lead, and thrive at every stage of their careers. Wim's enduring impact is reflected in an ethos of continuous learning and adaptability, grounded in the principle to "fail fast, fail often." This mindset encourages innovation, reflection, and refinement—enabling the Society to continually test, evolve, and strengthen its initiatives to deliver meaningful, effective support to members and students alike. At the core of this strategy is the five-leaf clover model, which recognises that professional excellence extends beyond technical capability to include leadership, resilience, and social impact. The APD pillars focus on:

- Induction of New Members, ensuring a smooth and supported transition into the profession
- APD Leadership, developing ethical, capable leaders who shape the future of the industry
- Mentorship and Student Support, fostering connection, guidance, and shared success
- Wellbeing and Self-Mastery, promoting resilience, balance, and sustained performance
- Actuaries Without Frontiers (AWF) building a Socially Conscious Membership, encouraging meaningful contribution to society and the transformation of the profession

Through this integrated and evolving approach, ASSA continues to invest in its members, honouring Wim's legacy while equipping the profession for the future.

ASA aspires not only to continue this work but also to intensify efforts and look for opportunities to provide wider support for students facing significant financial and other challenges by raising additional funding through the Wim Els Memorial Fund.



ACTUARIAL SOCIETY EDUCATION TRUST (ASET)

ASET was established after the 2012 ASSA convention where Professor Brian O'Connor, then rector of UWC, showed that more than 80% of students studying mathematics at all South African universities were not university ready for mathematics. This led to high drop out rates and stunted career aspirations.

Wim played a leading role in the establishment of ASET through which ASSA member could contribute to helping the country solve this difficult challenge. However, Wim's involvement significantly predates the ASET as he played a leading role in the Actuaries on the Move programme that commenced in 2001 (sponsored by Metropolitan) and in other ASSA initiatives aimed at supporting the development of mathematics skills amongst school pupils. A schoolteacher by training, Wim showed a willingness and enthusiasm to engage directly with the children and provide whatever support he could to assist them.

ASET has focused on raising funds to supply high quality resources sourced to underprivileged schools. Donations have come from corporations as well as individual ASSA members. Additional funding will allow ASET to expand and diversify its programmes to make a greater impact in the poorest communities.

HOW CAN I HELP?

As a living tribute to Wim, ASSA invites you to donate to one or both causes.

All donations will qualify for Section 18A tax certificates.

You can contribute to this fund by paying into the account of the Actuarial Society Education Trust:

Standard bank

Account number 070758549

Branch code. 051001

Reference Wim - Donor name or ASSA member number.

Please send an email to the Finance office (finance@actuarialsociety.org.za) with instruction on how you would like your donation allocated between the two causes. Where the allocation is not specified, the donation will be spread equally between the two causes.

Address queries to Michelle Abrahams (mabrahams@actuarialsociety.org.za)