

## **LEADERSHIP & DEVELOPMENT**

*(Vote for up to three candidates)*

Tammy Kapeller

Wendy Liang

Fahim Islam

Andreea Savu

C. Ian Genno

Xuan Deng

**Tammy Kapeller, FSA, MAAA**  
Owner  
Candid Consulting LLC  
Overland Park, KS

### **Professional Background**

Tammy Kapeller, FSA, MAAA, MBA, ACC, CSPO is currently working with executives and senior leaders to facilitate positive, authentic behavioral changes that result in enhanced roles and relationships throughout business and personal situations. Tammy recently retired from the insurance and reinsurance industry as a leader with experience in product development, experience reporting, sales, marketing, process improvement, IT and operations. Tammy has an Executive MBA, is a Fellow of the Society of Actuaries, a certified Agile Product Owner and holds an Associate Certified Coach designation with the International Coaching Federation.



### **Society of Actuaries Experience (Section and committee memberships and participation)**

- Exam Committee Member
- Smaller Insurance Company Section Council Member
- Nominations Committee Member

### **Other Relevant Volunteer Experience**

- Church - Volunteer and Stewardship Chair
- Junior Achievement of Greater Kansas City – Retired board member; current volunteer and JA Champion

### **Why are you interested in leading this section?**

Leadership has been something I have studied for many years. In addition to leadership training opportunities with my former employer, I recently trained to be certified in leadership coaching. I have a passion for working with people interested in becoming better employees, team leaders and individuals. It is very rewarding to see people look within and challenge themselves to continuously improve as a leader. I would enjoy the opportunity to work with the Leadership & Development Council to create interesting opportunities for our members to explore and enhance their leadership potential.

♦ ♦ ♦ ♦

**Wendy Liang, FSA, CERA**  
**Director (SVP), Head Accounting and Closing L&H**  
**Swiss Re**  
**Zurich, Switzerland**

**Professional Background**

Wendy is a life actuary working for Swiss Re first in the US and most recently in Switzerland. As the global Head of Accounting and Closing L&H, she leads an international team of actuaries and accountants across the US, Switzerland, Slovakia and India. Wendy and her teams are responsible for the quarterly closing activities covering multiple valuation and accounting bases from US GAAP, Statutory to Swiss Re's international EVM framework as well as the implementation of IFRS 17.

In addition to her various actuarial roles in valuation and risk management, Wendy has also held a few non-traditional roles, including being the Divisional Operating Officer (Chief of Staff) responsible for the operation of the L&H Business Management Division with its 600 employees as well as working as the Senior Operations Actuary in Technical Accounting.

Wendy holds a Bachelor of Science degree in Mathematics from the University of Michigan and an MBA degree with Distinction from the Warwick Business School. With her diverse professional experience and educational background, Wendy would love to volunteer for the Leadership & Development Section Council, helping others with their personal and career development as well as sharing her two cents to the wider actuarial community.



**Society of Actuaries Experience (Section and committee memberships and participation)**

- SOA Board of Directors 2017-2020
- Board liaison to the Young Professional Advisory Council 2019-2020
- SOA International Committee, 2015-2016 & 2017-2020
- SOA Professional Development Committee 2018-2020
- SOA Greater Asia Committee, 2016-2018
- SOA InsurTech Task Force 2017-2018
- Member, Technology Section Council 2016-2017
- Chair / Vice Chair / Treasurer, International Section Council 2013-2016
- Former SOA grader, speaker, moderator

**Other Relevant Volunteer Experience**

- Captain of Swiss Re Women's tennis team

**Why are you interested in leading this section?**

I've been volunteering with the SOA since I qualified in 2008. Most recently, I was on the SOA Board from 2017 to 2020. Serving on the Board has been a great experience both for my personal development as well as contributing to and understanding of all what happens behind the scene at the SOA. Whilst I really appreciate being on the Board, I took a one-year break at the end of my Board assignment to finish up my MBA studies. I'm now coming back refreshed and would love to join the L&D Section Council. I believe that my work experience combined with my personal interests and my MBA studies would allow me to add value to the L&D Section Council. If elected, I hope to bring my energy and experience to the section and contribute to the topic of leadership and development.

◆ ◆ ◆ ◆

**Fahim Islam, FSA**  
**Director, Product & Solutions**  
**MetLife**  
**Dhaka, Bangladesh**

**Professional Background**

Fahim is the Director, Head of Product & Solutions of MetLife Bangladesh. He has 10+ years of experience where in addition to functional responsibilities, he is closely engaged in various strategic and transformational initiatives. This positions him well as a resourceful business actuary with extensive knowledge in life insurance sector of Southeast Asia. He has the unique experience to introduce 1st Takaful business among 40+ MetLife countries.

In MetLife Bangladesh, Fahim is the 1st homegrown Fellow Actuary who built the local actuarial team from scratch. He holds BS and MS in Physics and MBA in Finance from the University of Dhaka.

**Society of Actuaries Experience (Section and committee memberships and participation)**

Actively follow activities of Society of Actuaries with special interest on Leadership & Development and Product Development Sections.

**Other Relevant Volunteer Experience**

- Closely working with International Actuarial Association (IAA) to introduce an actuarial association in Bangladesh. The country has huge scarcity of actuaries where only 5 qualified local actuaries are working in the industry with 35 life insurers! An actuarial association can greatly help to promote and develop actuarial profession in Bangladesh.
- Volunteered as the trainer to train officials of insurance regulators on life insurance valuation, product pricing and solvency.
- Participate in community's Green initiatives.

**Why are you interested in leading this section?**

Leadership & Development (L&D) is a continuous journey and what I have experienced is that in addition to technical expertise, this is the most critical skill to achieve accelerated growth and desired success in career. As a council member of L&D section, I will get invaluable opportunity to learn diverse perspectives and thought process from different business leaders in different markets. The council works to transfer such knowledge to actuarial communities which is a great way to uphold our actuarial profession. All these things motivate me to be a part of this esteemed council.



♦ ♦ ♦ ♦

**Andreea Savu, FSA, MAAA**  
**Consulting Actuary**  
**Sydney Consulting Group**  
**Lexington, SC**

**Professional Background**

I have broad leadership experience as both an Actuarial and a FP&A leader within the voluntary benefits space. I started my career as an actuarial student in a small insurance company, which eventually led to an opportunity as Appointed Actuary. I then stepped into a non-traditional actuarial role creating a FP&A Division and Center of Analytics Excellence, which led to a role as Principal Financial Officer for Aflac US. I recently moved into consulting and am currently a Consulting Actuary with Sydney Consulting Group. Throughout my career I had the opportunity to work across all leadership levels and get a good understanding of the needs and opportunities actuaries can fill.



**Society of Actuaries Experience (Section and committee memberships and participation)**

I was previously an active volunteer in exam writing (GH – DP) as well as the Small Insurance Company section. As my career progressed towards less actuarial roles, my involvement with the SOA decreased over the years. However, I enjoyed my volunteer roles and now desire to get back to volunteering with the SOA and share my experience in both actuarial and non-actuarial positions with actuaries interested in either 1) exploring non-traditional employment opportunities or 2) communicating with those outside the actuarial profession.

**Other Relevant Volunteer Experience**

- Treasurer, Holy Trinity Orthodox Church
- Volunteer, Actuarial Foundation
- Mentor, Queen City Fintech Charlotte

**Why are you interested in leading this section?**

My FP&A/Principal Financial Officer roles gave me the opportunity to see how many actuaries still function within their own silo of responsibility and are not aware of/integrated in the higher strategic and decision-making discussions, so I became passionate about the value actuaries can bring to the strategic/executive table, and enabling their voice to be heard outside the actuarial department. I believe the Leadership & Development Section is a great platform to spread this message.

◆ ◆ ◆ ◆

**C. Ian Genno, FSA, FCIA, CERA**  
**Director and Head, Mortgage Insurance Group**  
**Office of the Superintendent of Financial Institutions**  
**Toronto, ON**

**Professional Background**

As a member of the leadership team at the Office of the Superintendent of Financial Institutions (the federal banking and insurance regulator in Canada), I lead OSFI's prudential supervision work relating to the mortgage insurance industry and a segment of P&C insurers.

Working in the intersection space between banking and insurance, I've contributed to initiatives in financial sector-wide stress testing; identifying and assessing emerging risks; developing and implementing capital standards and regulatory rules and guidelines; providing expert advice to the Department of Finance and Bank of Canada; and the IMF's financial sector assessment program. As a people leader, I'm a change agent, and embrace employee engagement and talent development initiatives.

Prior to joining OSFI, I was a partner in a leading global professional services firm, with nearly three decades of experience advising public and private sector clients in Canada and abroad on a range of actuarial, risk management, financial and human resource issues.



**Society of Actuaries Experience (Section and committee memberships and participation)**

I've served in a wide variety of leadership roles in the Society of Actuaries, and have been recognized by both the Society's Presidential Award and an Outstanding Volunteer Award.

I'm grateful to have had the opportunity to volunteer on a broad range of SOA teams, starting right after I earned my FSA. I've served two terms on the SOA Board of Directors, have been elected to three section councils, and have been an active contributor on various SOA committees, councils and working groups ... gaining direct hands-on experience with strategy, research, member engagement, governance, university programs, professional standards, basic and continuing education, marketing, and cooperation and collaboration between the various actuarial organizations that serve our profession.

I enjoy working with other volunteer colleagues across our profession and know how to work together as a team to get new initiatives successfully off the ground. Building on that experience, I would welcome an opportunity to continue contributing to our profession, as a member of the Leadership and Development Section Council.

**Other Relevant Volunteer Experience**

I'm an active volunteer with the Jean Tweed Centre – a safe and supportive environment that offers a range of services for women experiencing substance use, mental health or gambling concerns. My volunteer work with the Centre has spanned the range of strategy, governance, finance, risk management and human resources. One of my corporate clients originally recruited me as a volunteer ... and I'm glad to have had the opportunity to help, in a "behind the scenes" role, contribute to the positive work that the Centre's staff does within our community.

I'm also a lecturer at the University of Toronto, teaching fourth year and graduate courses in actuarial science and risk management. My lectures have a dual focus: the practical application of theory, in the life insurance, P&C insurance and housing finance sectors; and development of business communication and presentation skills that are vital for career development. I also serve as a member of the university's Actuarial Science Program Advisory Board.

**Why are you interested in leading this section?**

As a past member of the SOA Board of Directors ... as a leader on a senior management team ... as a university lecturer teaching the next generation of actuaries and risk professionals ... and through my day-to-day work as a practicing actuary ... I recognize how important it is for each of us to develop and enhance our leadership skills, and to embrace career development opportunities for our colleagues.

With your feedback, support and vote, contributing as a member of the Leadership and Development Section Council team would be an excellent opportunity to help advance this further in our profession.

**Xuan Deng, FSA, MAAA**  
**Vice President**  
**SCOR Global Life Americas**  
**Charlotte, NC**

**Professional Background**

Xuan has 10 years combined experiences working in the (re)insurance industry and in consulting, assuming various leadership roles. In her current role, Xuan is responsible for model development activities and special modeling projects at SCOR Americas. In her prior roles, she worked as a consulting actuary, specializing in actuarial modeling and financial transformation.



**Society of Actuaries Experience (Section and committee memberships and participation)**

- Active volunteer, SOA POGs
- Active volunteer, SOA Exam Committee
- Member, SOA Leadership and Development Section
- Member, SOA Modeling Section
- Member, SOA Financial Reporting Section

**Other Relevant Volunteer Experience**

Volunteer, Chicago Actuarial Association (2012-2019)

**Why are you interested in leading this section?**

I enjoy helping other actuaries develop their interpersonal skills and continue to challenge themselves to become effective leaders within their organizations. Throughout my career, I have been fortunate to have several mentors who kindly helped me grow professionally and personally. I believe there are still many lessons and advice yet to be shared.

If I am elected on the Leadership & Development section council, I would like to lead an effort that will give voice to other mentors out there. Many senior actuaries have amazing career lessons that they can share with others who would potentially follow their tracks. My goal is to help spread these messages, so that aspiring actuaries will be empowered in their decision-making process and feel more confident about themselves. Although I've been fortunate enough to receive guidance first-hand, as a profession, we should work to ensure that all actuaries have an opportunity to receive valuable advice which can help them to be better teammates and leaders. Being a section leader can provide me with the platform to achieve these goals.

◆ ◆ ◆ ◆