



FOR PROFESSIONALS

SINCE 1941

Building a people-first organisation

MASENYANE MOLEFE | Group Executive HR: PPS

icmif

PPS MISSION STATEMENT

Our purpose is to help our professional members (and their families) **live the lives that they want to live, in a world worth living in.**

Life Insurance | Investments | Financial Planning | Short-Term Insurance | Medical Aid

1600 headcount, 130000 members

Operating in South Africa, Namibia, Australia and soon New Zealand

Our values

WE TAKE EXTREME OWNERSHIP

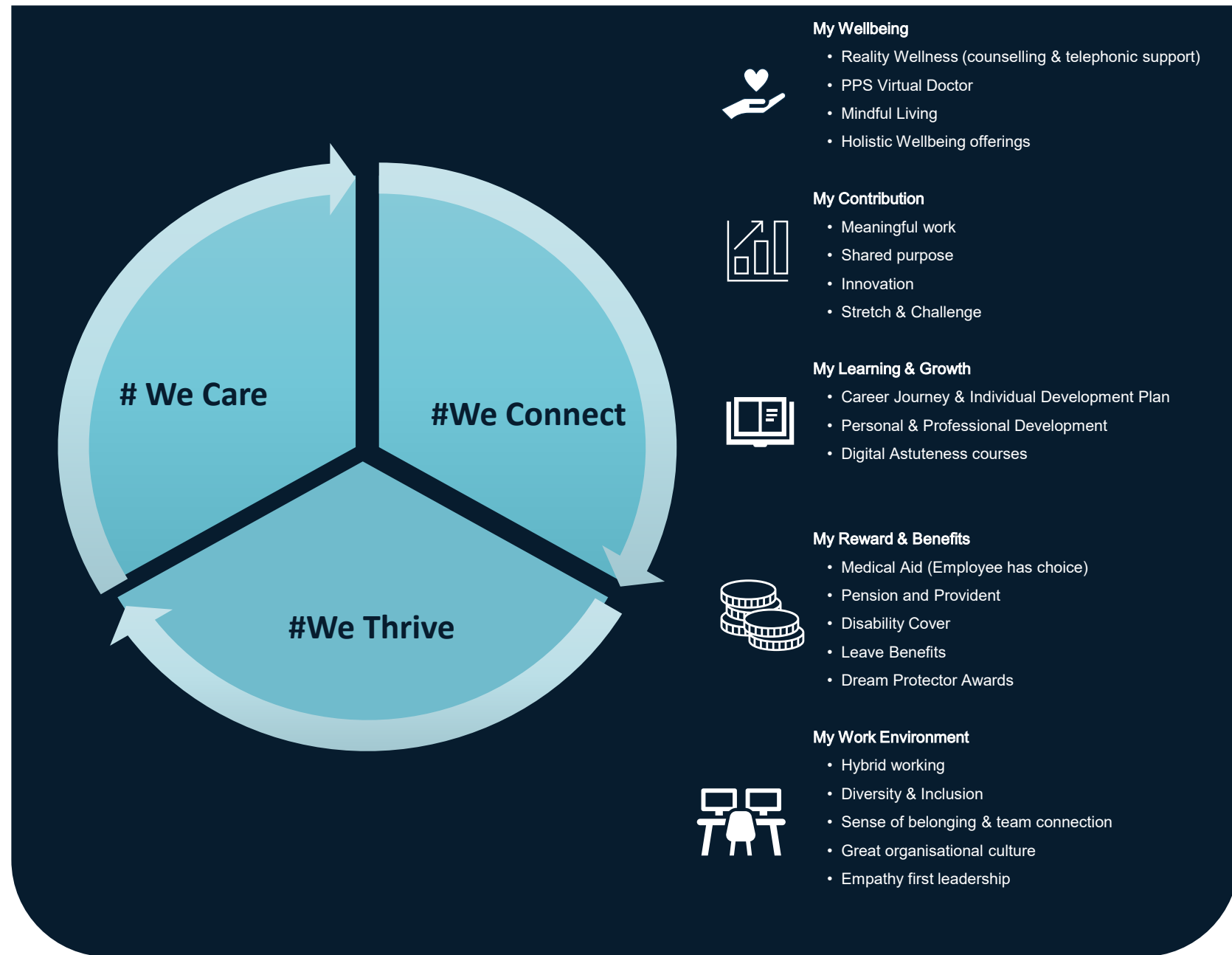
We own it all—no excuses, no blame, just pure accountability.

WE ARE ETERNALLY CURIOUS

We question everything, explore boldly, and live for continuous learning.

WE DO THE RIGHT THING

We conduct business with the highest standards of ethics and governance.



KEY PRACTICES THAT WE ARE PROUD OF:

1



**PURPOSE DRIVEN
LEADERSHIP**

2



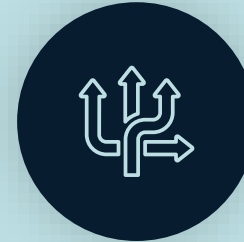
**EMPLOYEE
EXPERIENCE**

3



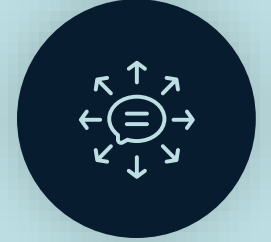
**A CULTURE
OF LEARNING**

4



**EMPLOYEE
WELL-BEING**

5



**EMPLOYEE
RECOGNITION**



1

PURPOSE-DRIVEN LEADERSHIP

LEADERS AT ALL LEVELS

01 Decentralised decision

02 Arena Sessions & Townhalls

03 CEO Coffee Chats

04 Young Leadership Forum

05 Flat hierarchy, Low ego environment





GIVING BACK AND DOING GOOD – living our purpose



Employee Volunteerism



Educational Assistance



Cultivating Tomorrow's Professionals



Bursaries and University support programmes



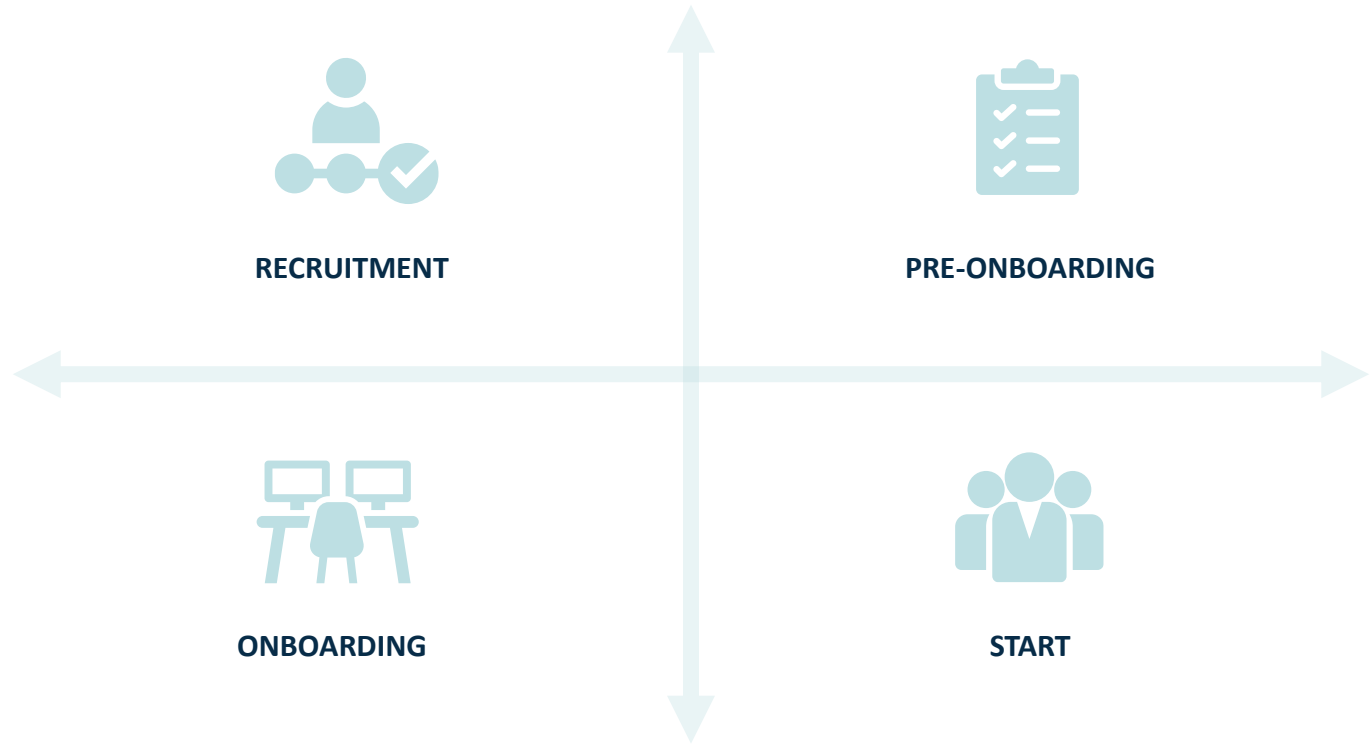
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EMPLOYEE EXPERIENCE



ONBOARDING

We are deliberate about creating magical moments throughout employee lifecycle.



THE FIVE PHASES OF SUCCESSFUL PRE-ONBOARDING AND ONBOARDING AT PPS

01

PRE-ONBOARDING

Beginning 15 days before a new employee starts. Here is what to do to prepare for their arrival.

02

FIRST DAY TO FIRST WEEK

Ensure new employee feels welcomed comfortable, and in-the-know with this checklist.

03

FIRST MONTH

The goal in the first month is to get new employee up to speed and empowered to succeed in the role.

04

THIRD MONTH

By the end of the third month, assess the integration of the new employee into team and company.

05

SIXTH MONTH

Foster growth, encourage success, and assess the working relationship.

FRIENDS OF PPS

STAYING CONNECTED



OPPORTUNITIES



PART OF SOMETHING SPECIAL





3

CULTURE OF LEARNING

THE PPS ACADEMY – our secret sauce

01. EMPOWER HOUR



02. PSYCHOLOGICAL SAFETY



03. INNOVATING THE PPS WAY



04. POWER SKILLS FOR PROFESSIONALS



05. FUTUREPROOFING OUR STAFF





4

EMPLOYEE
WELLBEING



PROACTIVE MANAGEMENT OF WELLBEING

We encourage leave (employee time off) where staff can be totally off the grid.



ENCOURAGE
TIME OFF

We offer flexible ways of work, focus days.



FLEXIBLE WAYS
OF WORK

We offer staff flexibility to work from anywhere in South Africa for 2 weeks.



2-WEEK PREFERRED
WORK LOCATION

Proactive onsite wellness initiatives (Yoga, Walking Clubs, Gym, Fitness sessions and the Healthy Weigh Challenge)



EMPLOYEE WELLNESS



5

EMPLOYEE RECOGNITION

DREAM PROTECTOR AWARDS

RECOGNITION CULTURE

We have formal recognition commonly known as the Dream Protector Awards where individuals are recognised company-wide.

INFORMAL RECOGNITION

In addition to Formal Recognition Awards, we have a culture of ongoing informal recognition.

SALES PERFORMANCE INCENTIVE

This is an annual overseas trip exclusively for our top-performing salespeople and their partners.









THANK YOU!

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