

Raising productivity and accelerating innovation with Talent Marketplace



standard
chartered

16/02/2022

Standard Chartered Bank Plc - Who are we?

85,000

We employ 85,000 people around the world



131

Our colleagues come from 131 different countries

160

More than 160 years in business

776

776 branches worldwide

59

We are present in 59 markets

Best Consumer Digital Bank

Global Finance 2017



100

Among the top 100 largest companies listed on the London Stock Exchange



2

We're listed on two of Asia's largest stock exchanges

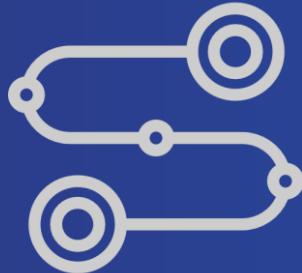


Talent Marketplace

Democratising access to career growth and development opportunities that empowers colleagues to own their own careers

Delivered through anytime, anywhere, on demand platforms and capabilities

Raising productivity and pace of innovation with AI matched opportunities that enable internal talent to connect their skills, experiences and aspirations to meaningful opportunities across our network



Talent Attraction & Retention

Create versatile and diverse career opportunities for talent engagement



Unlocking Hidden Capacity

Rapidly locate, connect and deploy people who have the skills needed in areas of biggest opportunity – increasing the pace of innovation



Building a Future Ready Workforce

Connecting talent virtually in our hybrid world.



Supporting our reskilling and upskilling agenda through building practical experiences.

Our journey so far

Over USD1 Million of Unlocked Productivity

2019 -
2020



PILOT PHASE

- Piloted in India
- 6,200 users (12,000 user base)
- 280 opportunities
- 14,000 unlocked productivity hours (USD584,000)

2021



Business Led Launch

AI-Enabled Mentoring

- More than 100 self-directed assignments in 6 months



Discover Integration

- Integration with learning platform

diSCover

GLOBAL LEARNING WEEK (September)

- Global soft launch
- 10,000 users
- 24,508 unlocked productivity hours (USD 1,004,828)

Multiple Language Capability

- English
- Simplified Chinese
- Traditional Chinese



Key Outcomes



Adoption Data

- 36,474 unlocked productivity hours worth USD1.495 million
- Over 11,095 active users
- 521 project assignments completed
- Enabled over 330 self initiated mentoring relationships.
- 70% of projects provided cross functional experiences

Cultural Shift

- Employee owned & driven career development
- Talent Sharing Mindset
- Fundamentally rethink how work gets done

Challenges & Lessons Learnt

- Complexities in Local regulatory and compliance requirements across multiples markets.
- Cultural shift needed to embrace an AI enabled approach to talent management.
- Aligning the value proposition of the marketplace to strategic business objectives is critical to maintaining a steady supply of opportunities.
- Business sponsorship translates to deeper and more sustainable adoption.

Colleagues Feedback

Untapped High Quality Talents

"I was pleasantly surprised to receive interested applicants within a few hours of my project posting. The quality of people and skills is largely unknown, unless they start using the platform."

Collaborate and Break silos.

"Talent Marketplace enabled my team to deliver our Retail project faster, building on diverse skills and perspectives of colleagues from other functions/ businesses. The experience left all parties more knowledgeable and with improved skills."

Get Stuff Done Faster

"I've had a great experience sourcing capacity from Talent Marketplace. I get work done much faster whilst keeping my cost flat! I ask why didn't we start Talent Marketplace earlier"

Looking Forward 2022

