

Reskilling your talented people



TRANSFORMATION CONSULTING
 in Risk, Finance, Governance & Compliance

How to create the best Risk and Compliance teams by reskilling your talented people

The world of finance faces substantial shortages of motivated and talented people in Risk and Compliance (e.g. KYC), Data, Modelling etc. Recruitment efforts are rarely successful since everyone is targeting the same talent pool. There is a pressing need for Risk and Compliance teams to safeguard the future of organisations. Meanwhile, the sector has a growing surplus in administrative roles, middle management, office and call-centre staff.

- Personal **coaching**;
- **CPI Academy** for 'hard' skills *and* Hearts & Minds™ approach (hard and soft);
- This results in the best, as well as intrinsically motivated, Risk and Compliance teams who take Risk and Compliance to a higher level. Based on intrinsic motivation, the right skills *and* Hearts & Minds™!

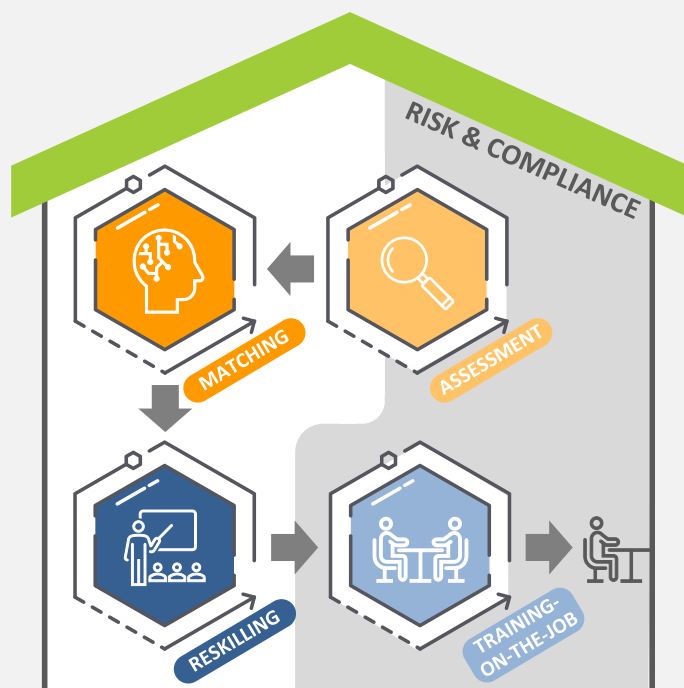
Without realising it, many co-workers could be excellent candidates to fill these Risk and Compliance jobs, being motivated and possessing underlying competencies. There is a real chance for a suitable allocation within the organisation, when dealing with colleagues who have a high intrinsic motivation. Win-win, internal talent for critical vacancies in Risk and Compliance, greater opportunity for sustainable employee value and no redundancy related costs.

How can CPI help?

Successful matching and reskilling of internal (or external) candidates to Risk and Compliance via:

- **(AI) technology** (e.g. games) applied to assessments and a "best" match for top employers based on their competencies, personality and motivations;
- A **short education** of two to three weeks, combined with *Learning on the job*;

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CURRENT STATE

Vacancies in critical Risk and Compliance positions

Large number of redundant employees, long period of non-productivity

New employees often selected based on resumes, not on underlying competencies, talents and motivations

Internal reskilling often inefficient and ineffective

High costs of managing outflow and recruitment

- Gain insight into expected shortages in Risk and Compliance positions
- Gain insight into expected redundancies
- Determine fit profile through Artificial Intelligence
- Assessment of candidates based on questionnaires and games
- Matching candidates with fit profile through clever algorithms
- Pre-selection of best candidates through in-depth interviews
- Reskilling, training and coaching of selected professionals supported by de CPI Academy (experienced coaches/practitioners)
- Reskilling using the Hearts & Minds™ approach for optimal intrinsic motivation
- Personal guidance and on-the-job training



RESULT

The best Risk and Compliance teams fully functional within 4 weeks

Retaining talented and loyal staff who are familiar with the organisation and/or fit in well

Rise in productivity

Continuity of organisational knowledge and expertise

Part of 'lifelong learning'

Positive employer reputation; safe environment

Cost reduction in search and exit compensation

Why CPI

- 15 years of experience in transforming organisations
- Focus on both hard aspects (governance and procedures) and soft aspects (culture/behaviour)
- Experts in Risk, Compliance & Governance
- 15 years of experience in educating and coaching professionals in these fields of expertise, by the CPI Academy
- Flexible and consistent, on-the-spot support. Over 400 highly experienced professionals, each with over 10 years of hands-on experience
- Independent "thought leader", applying the Hearts & Minds™ methodology

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