



**LEADING ASIAN BANK
RELIES ON ACCENDO FOR
BUILDING AN AGILE
TALENT POOL**

BUSINESS CHALLENGE

- 01 ///** The banking industry operates in a rapidly changing environment, which necessitated a need for greater agility and innovation across the entire bank.
- 02 ///** With changing workforce demographics and an increase in the percentage of millennial workers, the bank needed a more modern approach to recruiting top talent.
- 03 ///** To align with all the changes, the bank needed to update its definition of critical roles and skills, and hire people in line with the new requirements.

SOLUTION



New competency models

Accendo customized competency models for the bank in line with current needs. These included an updated sales model and an agile workforce model. The models allowed the bank to benchmark candidates to determine quality of hires.



Role specific assessments

Psychometrics were used for recruitment across all levels, from graduate upwards. The tools were selected based on the requirements at each level.



Applicant tracking system

Accendo's Applicant Tracking System was used for the end to end recruitment process for the bank's graduate program.



Upskilling

The bank's recruitment team was trained and certified on how to conduct competency based interviews. This enabled the team to analyze assessment data and conduct a structured interview process.

IMPACT

Standardized, bias-free selection

The bank's recruitment became standardized and bias-free, thereby ensuring consistent hiring of the targeted talent profile. In addition to this, cognitive tools were used to test agility, thereby ensuring that the graduates brought in were of the desired high calibre.

Data driven HR processes

Recruitment for the bank became more data-driven and scientific, thereby aligning with the overall aim of being a data driven organization.

Increase in quality of hiring

Due to the high volume of testing and availability of data, the bank has been able to benchmark and improve the profile of hires, helping them build a workforce with higher agility.

Improved process efficiencies

22,600 people were assessed without the need for additional resources. The bank achieved its aim of increasing and improving its graduate talent pool.