

The Future of Banking Talent



1 Understand future talent requirements

Identify the future talent requirements of the business and the industry. This involves understanding the skills and capabilities needed to drive the business forward in the future.

- Customer Experience
- Digital Marketing
- Cloud Computing
- Cybersecurity
- AI/ML
- Data Science

2 Identify cultural values and manage talent accordingly

Identify the cultural values that drive the business and the industry. This involves understanding the beliefs, attitudes, and behaviors that shape the organization's identity and its relationship with its stakeholders.

- Business Strategy
- Talent Strategy
- Customer Experience
- Digital Marketing

3 Innovation is sparking rapid change in the banking industry

Innovation is driving rapid change in the banking industry. This involves understanding the new technologies, business models, and customer expectations that are reshaping the industry.

- New Technologies
- New Business Models
- New Customer Expectations
- New Regulatory Requirements

3 Adopt an agile business model

Adopt an agile business model. This involves understanding the need for flexibility, collaboration, and rapid iteration in the banking industry.

Year	Percentage of Banks
2015	10%
2016	15%
2017	20%
2018	25%
2019	30%
2020	35%
2021 (Projected)	40%

5 Focus on inclusion and diversity

Focus on inclusion and diversity. This involves understanding the importance of creating a workplace where all employees feel valued and respected, and where diverse perspectives are encouraged.

Year	Percentage of Banks
2015	10%
2016	15%
2017	20%
2018	25%
2019	30%
2020	35%
2021 (Projected)	40%

4 Use data to make people decisions

Use data to make people decisions. This involves understanding the importance of using data to inform decisions about hiring, promotion, and retention.

Year	Percentage of Banks
2015	10%
2016	15%
2017	20%
2018	25%
2019	30%
2020	35%
2021 (Projected)	40%

6 Ensure the board is focused on talent

Ensure the board is focused on talent. This involves understanding the importance of having a board that is focused on talent and that is able to make decisions about talent strategy.

Year	Percentage of Banks
2015	10%
2016	15%
2017	20%
2018	25%
2019	30%
2020	35%
2021 (Projected)	40%

CEOs worldwide see human capital as a top challenge

CEOs worldwide see human capital as a top challenge. This involves understanding the importance of human capital as a key driver of business success.

Year	Percentage of CEOs
2015	10%
2016	15%
2017	20%
2018	25%
2019	30%
2020	35%
2021 (Projected)	40%

Banking Future The Coming Shape Of Money And Finance

David Baud



Banking Future The Coming Shape Of Money And Finance:

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