

بنك أبوظبي الأول



THE TALENT ENTERPRISE

## First Abu Dhabi Bank empowers its leaders

First Abu Dhabi Bank (FAB) has partnered with The Talent Enterprise (TTE) and Harvard Business Publishing (HBP) to develop a leadership programme to equip high potential mid-senior level staff with the skills required to take on larger roles in the bank.

### SUMMARY

#### ABOUT FIRST ABU DHABI BANK

FAB, the UAE's largest bank and one of the world's largest financial institutions, offers an extensive range of tailor-made solutions, and products and services, to provide a customised experience.

#### OBJECTIVES

To create a flagship leadership programme to help managers across the organisation speak a common leadership language.

#### SOLUTIONS

FAB partnered with TTE and HBP to design a customised leadership programme using TTE's 360 solution. The programme focused on addressing the leadership development requirements of mid to senior level executives.

#### OUTCOMES

The participants so far have been very appreciative of the development opportunity and FAB is satisfied with the quality of the overall programme.

### OBJECTIVES

In 2018, FAB implemented a bespoke leadership training programme in order to:

- Ensure high performing managers working across the company are aligned in terms of their leadership language
- Provide high performing managers with access to the highest level of leadership training, using the latest tools and intelligence

*"We chose TTE and Harvard Business Publishing because they truly customised the programme to meet our needs."*

**- Deepti Ahluwalia**

Vice President, Talent Management - FAB

## SOLUTION

TTE worked with HBP to design a 3-module leadership development programme through the below process:

- FAB nominated 75 high performing managers from across the bank across three cohorts: Pioneer 1, Pioneer 2 and Expedition
- A needs analysis was conducted using focus groups, interviews and the TTE 360 assessment solution. "The 360 was a really good way to collect big picture feedback and is a good starting point for a learning journey," explains Deepti Ahluwalia, VP Talent Management at FAB
- Once the needs analysis was completed, HBP used the results and the TTE 360 report to gain a better understanding on individual and group learning requirements to create the design and content of the programme
- The training takes form of both classroom sessions and webinars with selected Harvard professors. They are divided into 3 modules: Strategic Execution, Collaboration and Leading People
- The programme is being rolled out in 3 distinct groups of 25 people over a period of 3 months. Pioneer 1 is currently finalising their last module
- After the programme, the participants will repeat the 360 assessment in order to measure the impact of the leadership development programme

## OUTCOMES



The programme is ongoing and participants from FAB are:

- Appreciative of the development opportunity this training provides and aspire to make the most of it
- Find the case study approach very helpful and its practical applications to their work has been useful
- TTE's 360 assessment is an efficient method of collecting objective feedback on high performers.
- TTE and HBP teams are very responsive and professional, aligned to the Bank's values and the training has been professional and impactful

*"It's really been a great experience so far and we hope to work with TTE again in future programmes."*

**- Deepti Ahluwalia**

Vice President Talent Management, FAB

