



Standard Chartered Bank



Standard Chartered Bank implements Gloat's talent marketplace to unlock potential and prepare for the future




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This partnership is a further step in building an organisation that is future fit. We have listened to what our colleagues are telling us around career progression, development opportunities and employee experience and have brought in a solution that offers upskilling and reskilling opportunities, while for the Bank, making it easier to deploy the right people to the right opportunities.


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Tanuj Kapilashrami,
HR Group Head, Standard Chartered Bank


Overview

 **Headquarters:**
London

 **Locations:**
More than 60 markets worldwide

 **Company Size:**
85,000 employees

 **Industry:**
Banking, Financial services

 **Founded:**
1969

 **Website:**
www.sc.com

The company

Founded in 1969 in London, Standard Chartered bank offers international banking services, working across some of the world's most dynamic markets including Asia, Africa and the Middle East. Standard Chartered Bank's mission is to help people and companies succeed, creating wealth and growth across various markets worldwide with the promise of "Here for good".



The challenges



Match supply and demand in an efficient way



Prepare for the future of work



Upskill and reskill effectively



Create an inclusive workforce



Unlock potential, capacity, and productivity



Match supply and demand in an efficient way

With ever growing business demands and shifting priorities, Standard Chartered Bank set out to ensure they're always ready. The bank's goal is to have the right talent to support its business demands, and just as importantly - that it has the ability to rapidly locate this talent, and deploy it to the most critical places within the company in a speedy, scalable manner.



Prepare for the future of work

To maintain the bank's high quality services and guarantee it remains ahead of the competition, Standard Chartered Bank was set to shift into agile ways of working which entice innovation and speedy execution. The bank wished to break down silos and hierarchies, and introduce modern work methods such as projects and a democratized working environment, in order to become an adaptable, future-ready, and nimble organization.



Upskill and reskill effectively

Keeping your workforce up to date with today's - and tomorrow's - most essential skills has become a key priority for businesses wishing to thrive. The bank decided to create a constant upskilling and reskilling environment internally, and revolutionize its current learning offering by creating possibilities for upskilling and reskilling through experience - and not just through "content consumption".



Create an inclusive workforce

Standard Chartered Bank believes that by introducing more diversity of thoughts and perspectives into its work and culture, it can deliver far better services to its customers - while creating a fair, equal environment for its employees.

With a democratized talent marketplace, the bank aimed to uncover hidden talent, rule out bias, and foster true inclusion by giving each and every employee access to internal career opportunities.



Unlock potential, capacity, and productivity

To maximize its workforce's potential, Standard Chartered Bank wished to deploy a solution that would allow it to unlock the full capacity of its talent. The bank set out to gain full visibility into the capabilities of its employees, beyond the rigid scope of job structures, and unleash unutilized skills and productivity in a way that would make a big impact on the company's bottom lines.



Gloat's talent marketplace is an enormous opportunity for D&I. We're creating an inclusive environment where we can get diversity of thoughts from a variety of different people and introduce them into our projects, while uncovering hidden talent that we would never have known existed before.



Watson Stewart,

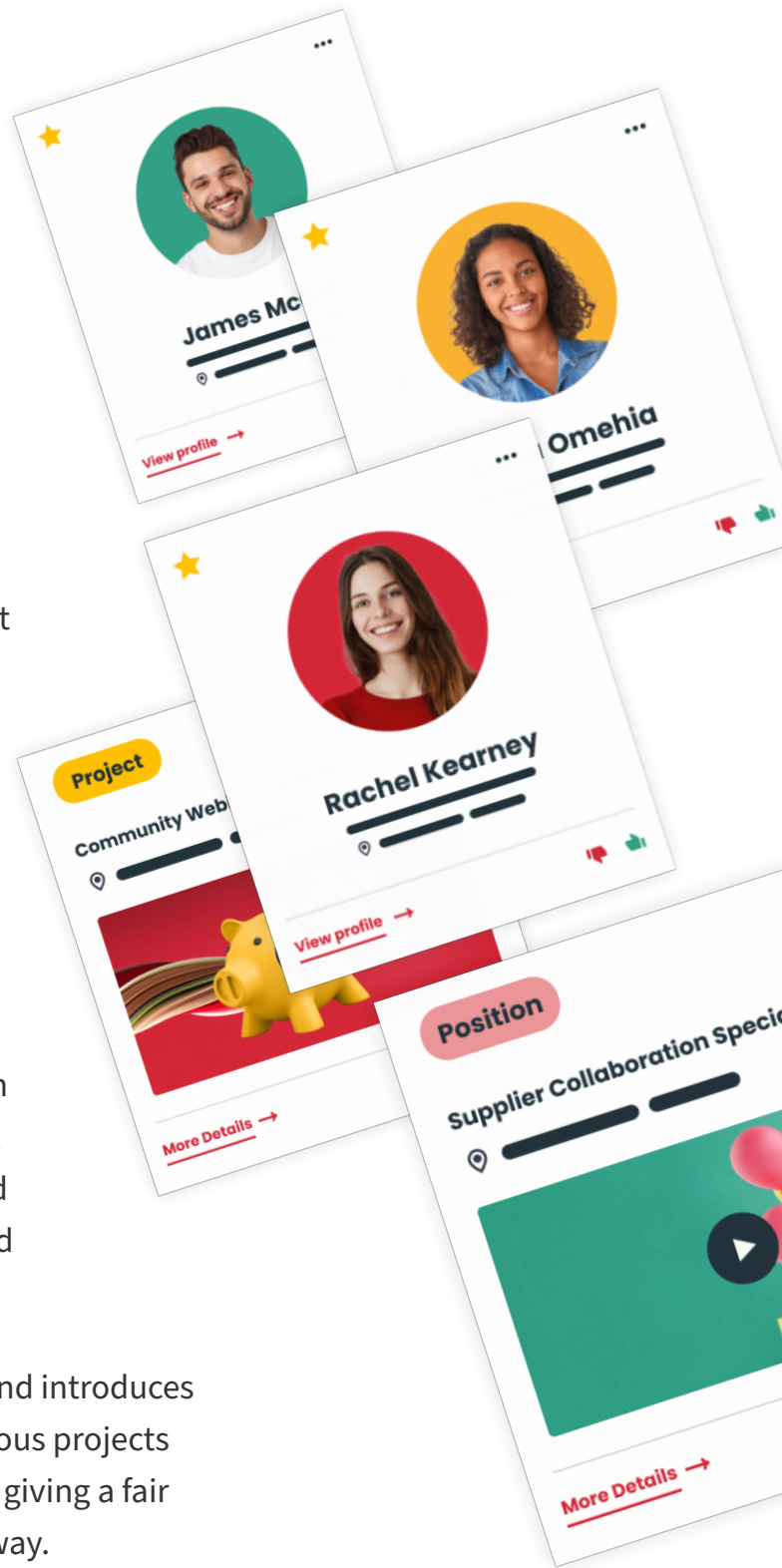
Head of Talent Solutions, Standard Chartered Bank

The solution

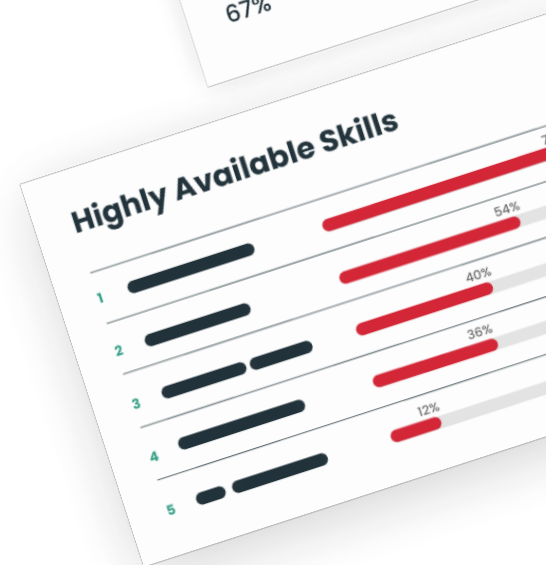
To meet its ambitious goals, Standard Chartered Bank decided to deploy Gloat's Internal Talent Marketplace in a multi-year agreement.

With Gloat, Standard Chartered Bank was able to create an internal virtual marketplace for colleagues that offers different types of career and development opportunities across the organization and where its leaders can identify, develop, and deploy talent quickly. This in turn creates possibilities for upskilling and reskilling; a new way of developing people that doesn't rely on content consumption, but rather on real-world experiences. In Stewart Watson's own words, "The talent marketplace is about much more than just consuming learning content; it's about applying it on the job in a way that makes a difference". Ultimately, with the help of Gloat's talent marketplace, Standard Chartered was able to unlock potential, capacity, and increase productivity.

Available to all, the talent marketplace is bias-free, and introduces a variety of people and thoughts into the bank's various projects and tasks, thereby improving their outcomes - while giving a fair opportunity to each and every employee along the way.



The solution, which has already been implemented and fully adopted by organizations with 100,000+ employees across more than 120 countries, provides the bank's workforce with an innovative AI-driven platform that matches users with a wide range of career opportunities, many of which are linked to skills needed for the future of banking, aligning employees' career growth with the tactic and strategic needs of the business at scale.



Results

Following an experiment of 12,000 users in Standard Chartered Bank India, including Global Business Services in Bangalore, 4,000 hours of productivity have been unlocked, and the pilot locations have seen the biggest year-on-year increase in satisfaction with career and development opportunities in the Bank's annual employee survey.

"We are committed to making the career development and growth of our colleagues a core part of our employment proposition. That's why I'm really pleased to sign-up with Gloat", said Tanuj Kapilashrami, HR Group Head at SCB. "It's a new way of developing people, ultimately unlocking potential and increasing productivity".

The great results of the pilot drove the bank to go for a full roll-out of the Gloat platform across the entire company throughout 2021. The bank expects to have it available to all employees by 2022.



4,000 hours of productivity have been unlocked already in the pilot phase



12,000 employees engaged with hundreds of internal career opportunities to upskill while catering for the company's goals



The bank has seen the biggest Year-On-Year increase in satisfaction with career development in its annual employee survey



Standard Chartered decides to go for a full roll out throughout 2021 and bring Gloat to all employees by 2022



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We're moving into more agile ways of working, and we see the talent marketplace as an opportunity to accelerate that.

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Watson Stewart,

Head of Talent Solutions, Standard Chartered Bank

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Gloat's Internal Talent Marketplace helps enterprises democratize career development, unlock skills, and future-proof their workforce.

Welcome to the Anything Workforce

See how it looks like – book a demo today.

[Book a Demo](#)