

Staying Ahead Through Proactive Cultural Change

A case study

INDUSTRY: FUND MANAGEMENT



How Upskilling Effort Foster Risk Management Culture, Drive Operational Efficiency

A large fund management organization has launched a strategic plan to achieve its business goal. One of the key focus areas is a transformation initiative to drive business operational efficiency through cultural change, by introducing an Analytical mindset & risk management among its employees.

Problem Statement

The organization has identified multiple business units to be involved in this initiative through upskilling, with the hope that the selected talents would have more skills in performing their tasks and be the change agent in promoting data-driven culture. But lack of visibility on existing Data Literacy skills and access to career ladder progression framework may result in overspending and inefficiency.

Intended Outcome

- Empower employees with Data Literacy skills to help drive the cultural change
- Increase operational efficiency through implementation of risk management culture and analytical mindset

Challenges

- Large workforce with multiple business units and different business focus with lack of technical career ladder progression for Data Literacy Skills

Solutions

- We conducted a talent assessment to identify the skills gap and Data Literacy skills required to achieve the goal. This is done through CADS.ai – an AI-powered talent management tool
- Introduced talent development structure with Data Literacy skills framework and learning path to close skill gap, that will provide impact on cultural change

Result



78 selected employees who completed the program with exceptional results can now analyse business insights from data and make an impact through strategic decision-making.



Their journey continues as ambassadors to drive the intended cultural change. The overall program is currently still ongoing.

Power your business with data today.

Schedule a strategy call with our specialist, email engage@cad.ai or visit cad.ai to hire industry-recognized data talents.