

25 Billion Dollar Financial Group created an army of “Future Global Leaders”

Learning from the Leaders

investorsBank

Investors Bank is one of the largest full-service financial institution operating over 150 branches across US with over \$23 billion in assets. It serves a wide range of consumer, business, commercial real estate, nonprofit and local government customers through its extensive branch network, which is able to offer a financial product line that is competitive with those of other larger financial institutions.

Challenges

As companies start to grow at a faster pace, workforce upskilling becomes imperative. And hence, Leadership development takes immediate priority. It is a well known fact that effective leaders will be able to better drive multiple teams towards a common goal. This was exactly the need at our client's side. Some of the challenges worth highlighting are:

- Help to build Thought Leadership capabilities and stronger confidence among current leaders and managers
- Create a strong vision of Personal Development Culture across the workforce
- Foster a culture of Collaboration across different departments, employee segments and levels
- Enrich and expand the existing team's overall level of effectiveness vis-à-vis better management and intuition towards current and upcoming business challenges.

Solutions

Sarder Learning approach towards the project started from understanding overall business goals of the company, working closely with the Culture & Development team in identifying specific challenges within the company, prioritization of those challenges and providing sustainable & practical solutions which can raise the team's long term impact within the organization.

Organization

- Large Financial Institution
- 150+ Branches across US
- \$23 Billion Assets under management
- 1500+ Employees

Challenges

- Thought Leadership Capabilities
- Personal Development Culture
- Collaboration among Managers
- Upcoming Business Challenges
- Reinforcement of Class Training

Solutions

- Best Practices from Global Leaders
- Self Paced Consistent Learning
- Better Organizational Connections
- Prioritization & Time Management
- Consistent Employee Engagement



The content of the platform is diverse and the short length of the videos allows instructors & users to explore multiple points of view on a multitude of topics, all on a modern and aesthetically fantastic platform. ”

Courtney Sarni

Assistant Vice President -
Culture & Development

A three month long leadership development focused blended learning program was conceptualized by the Culture & Development team mapping the best selling book “**The 21 Irrefutable Laws of Leadership, by John Maxwell**”

Based on that, Sarder Learning team mapped each of the Maxwell’s law with micro-learning courses from the library and a total of 25 courses were directly selected targeting specific competencies as part of the competency framework mapping. Objective was to expose managers & leaders to the best business practices by Fortune 1000 leaders, Ivy League professors and Best selling authors.

Complimenting best practice courses were other topics which would focus on continuous personal development specially time management, prioritization, workplace communication and related.

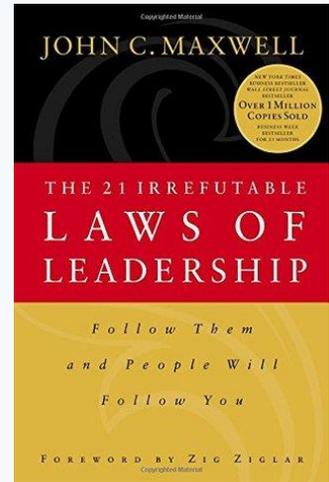
Another objective was to reinforce the culture of lifelong learning specially in a self paced environment complimenting occasional classroom training and hence the digital learning schedule was mapped exactly as per the classroom sessions. Learners could refer to the teachings digitally as well on the concept of anytime, anywhere learning.

Results

The joint efforts of the highly competent Culture & Development team of Investors Bank and delivery team of Sarder Learning will have a long lasting impact on the culture of continuous lifelong learning. Leaders will be able to identify timely opportunities, collaborate with peers & extended teams, and focus on optimum capacity utilization of company’s people resources.

Recently, Investors Bank is named by Forbes as one of America’s Best Banks 2018! Another example of how the leadership team is driving the company towards greater heights.

Our purpose is to promote “Lifelong Learning”



Best selling leadership book became the basis of specific competencies enhancement



One of recent awards won by the company in the beginning of the year. A shining example of a collaborative winning team

Sample courses as part of the leadership program



200+ COURSES



170+ LEADERS



4000+ BYTE SIZE VIDEOS

For any further information or query, please feel free to email us at gaurav@sardertv.com