



# TALENT MANAGEMENT FOR FINANCIAL SERVICES

## Overcoming Compliance Challenges

Organizations across the financial services sector including banks, insurance firms and asset management companies are constantly faced with heightened regulations. Global institutions must be able to ensure compliance and maintain a competitive edge while effectively addressing the need for:

- Instant access to training data to track employee compliance for frequent audits
- Rapid delivery of training on Standard Operating Procedures (SOPs) to meet changing regulations
- Compliance with local, state, and global regulations such as anti-money laundering, Sarbanes-Oxley, anti-bribery and anti-corruption
- Alignment of certifications and training of new employees gained through mergers and acquisitions
- Reduced talent management administration costs to improve bottom-line results
- Easy access to industry specific off the shelf content to ensure employee compliance

# NetDimensions Solutions

## End-to-End People Compliance

With NetDimensions Talent Suite, you can schedule and implement compulsory training programs to ensure that all employees adhere to the regulatory procedures specific to their job role, area of specialization, and location.

Automatic tracking and notifications help staff to understand their training plans and remind employees to take training on time and within a given grace period. At the same time, integrated compliance reporting provides management with a unified view of compliance-related risk across the whole workforce.

## Accreditations & Competencies

The Learning Paths available in NetDimensions Learning provide employees with a visual depiction to highlight the steps needed to achieve required



certificates and competencies. Learning Paths help maintain the flow of continuing education by reminding the employees when it is time to take new (or revised) training for compliance reasons or for professional development.

Automated workflows based on expiry dates or grace periods and integrated reporting provide the level of flexibility and sophistication required to effectively manage competencies in financial services organizations.

## Financial Services Content

NetDimensions offers a full library of 'off the shelf' content to help employees stay abreast of new industry regulations and reduce risk. We can also create custom (bespoke) content and learning portals to address your specific needs, all integrated into our platform from a single source vendor.



NetDimensions Learning provides employees with a visual depiction to highlight the steps needed to achieve required certificates and competencies.



## Compliance Analytics

Best-in-class organizations proactively address their compliance requirements. NetDimensions helps financial services clients to meet the challenges of compliance management with:

- Competency-based compliance reporting that highlights current compliance levels and ongoing compliance risks, including the ability to drill-down to specific departments, teams, and individual employees
- 'Compliance analytics', a module in NetDimensions Learning that includes a set of out-of-the-box reports specifically for people and training compliance
- NetDimensions Analytics, a state of the art talent analytics application with dashboards, visualizations, self-service reporting, scheduling and predictive analysis of learning, talent, compliance, HR and operational data

## Electronic Training Records

Training records must be audit-ready, whether they are stored as paper-based or electronic records.

When preparing for a review, a significant amount of time is usually spent to check that records are current and agree with applicable Standard Operating Procedures.

NetDimensions Learning has secure system controls to prevent unauthorized access and to maintain

## Managing Risk

Take a proactive approach to compliance rather than a reactive one. Manage the organization's financial risk and reputation with a centralized talent management system that:

- ✓ Accurately records all compliance training for employees across the globe
- ✓ Provides real-time access to data and sophisticated reporting to satisfy compliance audits
- ✓ Offers pro-active compliance reporting based on job profiles and competencies
- ✓ Analyses complex learning, compliance and HR data for enhanced decision making
- ✓ Offers bespoke content solutions for your unique needs
- ✓ Delivers learning and performance content via mobile for staff that are always on the go
- ✓ Provides best-in-class software security, scalability and data integrity



## NetDimensions Solutions (continued)

data integrity and data accuracy at all times. NetDimensions' electronic records are updated in real time to provide a 'bullet-proof' audit trail for compliance reporting.

### Secure SaaS

Multi-tenant SaaS models provide significant cost savings, but they can also present challenges in highly regulated environments where software validation is required. NetDimensions Secure SaaS combines all of the benefits of SaaS as well as unique advantages that are specific to highly regulated environments, including:

- Control over updates to support validation timeframes
- Customizations to meet business needs and improve user experience

- Best-in-class security, authentication and data privacy
- ISO 27001 certification

### Financial Services Industry Clients

NetDimensions delivers talent management solutions and learning content solutions to financial services organizations worldwide, including:

- ING
- Butterfield Bank
- China CITIC Bank International Limited
- EastWest Bank
- Endsleigh Insurance
- Credit Corp Group
- Omega Performance
- The Bank of East Asia (China) Limited
- Willis

### The NetDimensions Approach

NetDimensions is widely recognized for delivering a high level of client satisfaction. We understand that we are only successful if our clients are successful. Every interaction, from our conduct during the sales process, to our consulting and implementation services, to our account management and ongoing customer support, to our client advocacy programs, is wholly client-centric. This means that we don't believe in a "one-size-fits-all" solution.

Our Global Services team understands the challenges and compliance issues of the financial services industry. We are committed to work with you to understand your objectives, help you address the particular needs of your organization in the most effective way, and invest in making you successful.



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