

CASE STUDY

UBS



UBS is a premier global financial services firm providing financial services to private, corporate and institutional clients.

Who was it for?

This was a five day leadership programme for UBS's graduate trainees who are approximately one year into their training. The classes comprise graduates from around the world including trainees from operations, finance, risk control, HR and legal functions.

Overview of the programme

The leadership programme was designed to help the graduates:

- » To understand what drives whether a business makes or loses money
- » To appreciate the people management issues involved with running a successful business
- » To dig deeply into what makes for successful teamwork
- » To relate all of this back to their roles in the bank

Outcome

Through the simulation participants were able to draw parallels between the simulation and their own business units across a wide range of areas including:

- » The challenges of developing a successful and flexible strategy
- » Appreciating the financial implications of their decisions
- » The need to understand, anticipate and beat the competition
- » The need for continuous improvement and innovation
- » The potential to add or destroy value through the quality of talent management processes and programs
- » How to build and foster client relationships
- » How to maximise team effectiveness

Client feedback

'Many of the class have studied the issues in an academic setting but this experience brings it all to life. The event and the lessons learned are far more memorable than any traditional training event. Years after the experience, participants can recollect vividly what they did and what they got from it.'

KAPLAN HAWKSMERE