



CASE STUDY #1101

# Financial Services - Talent Management



The FuelAgility™ tool is a smart tool to facilitate career coaching conversations. It fits well into our talent process as a first step to assist participants to gain clarity on their priorities and enables effective career planning. //

GROUP OD MANAGER



CASE STUDY #1101

# Financial Services - Talent Management

**13,500**

NO. OF  
EMPLOYEES

**Financial Services**

INDUSTRY  
VERTICAL

**Global**

REGION

**Talent Management**

SOLUTION  
BASIS

**2011**

YEAR JOINED  
FUEL50

This company is the parent company of a general insurance group with controlled operations across the globe, employing over 13,500 people. Its current businesses underwrite \$10 billion premiums per year, selling insurance under many leading brands.

## BUSINESS CHALLENGE

In order for our client to keep pace with a fast-changing work environment and evolving workforce demographics, they reset their strategic approach to how they identified talent across the organization, leveraging and developing talent, to ensure a robust leadership pipeline.

## INITIATIVE

The key focus for this initiative was the formation of a “group talent network” to ensure a quality executive talent pipeline with goal alignment between individual career aspirations and business succession needs, rolled out to all retail outlets in 28 countries.

## KEY PROGRAM COMPONENTS

- Strategic development of a career acceleration strategy for key talent including scoping and defining of key business outcomes/ROI
- HR practitioner education
- Configuration of Fuel50's FuelAgility™ module to support the talent program
- Business communication and change management support





CASE STUDY #1101

## Financial Services - Talent Management

### SOLUTION

#### Fuel50 CareerDrive™

Fuel50 provided a framework to support this client's career analysis and planning, tapping into participants' aspirations through an understanding of their values, motivators, talents and preferences. The information, resources and tools provided a platform of information and analysis that participants could build on through a career discussion and an individual coaching session.

#### FuelAgility™

The company used Fuel50's FuelAgility™ module as a starting point to facilitate meaningful career aspiration conversations with their senior talent. The FuelAgility™ assessment is used to support a range of organizational engagement and acceleration initiatives, identifying the career pathway for each individual and the degree of fast-tracking and acceleration that is right for each participant. Organizational reporting delivers significant insights to support workforce planning and HR strategies.

#### Workshops – Career Aspiration Interviewing & Coaching

These workshops empowered key HR, OD and Talent Management professionals within the business to have quality career aspiration conversations with their targeted Executive Talent employees. A group workshop supported key messages around career empowerment and proactive career management, key career concepts, and how to use insights from career assessment tools to build motivational career actions and development plans. Succession risks and leadership aspirations were core focus areas.





CASE STUDY #1101

## Financial Services - Talent Management

### RESULTS

Approximately 50 senior executives were identified as potential talent and participated in the Fuel50 experience and a career aspiration interview delivered by senior HR practitioners. Development plans were created for the participants, and Fuel50 remains an integral part of the client's talent management strategy into the future.

### WHAT NEXT?

A simplified process focused on quality career conversations and talent planning is scheduled to be rolled out to 13,500 employees organization-wide.

