

Talent Solutions for Financial Services

The most successful firms know it takes people performance to drive business performance.

With changing demographics, shifting business dynamics, and increasing competition for a best-in-class workforce, talent has become the singular differentiator in financial services. More than ever, leaders in financial services are asking:

- How do we attract the best as we **compete for talent** with more industries than ever before?
- What should we do to **motivate and retain** key staff?
- What do **millennials** really want?
- How do we manage and pay for performance in an age of constrained compensation and **greater regulation**?
- We're under increased scrutiny to change our **culture** - where do we start?
- What should we **prioritize** with our limited budgets?

We're here to empower results

Contact us to learn more.

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Our talent solutions help drive business performance through people performance in every phase of the employment lifecycle

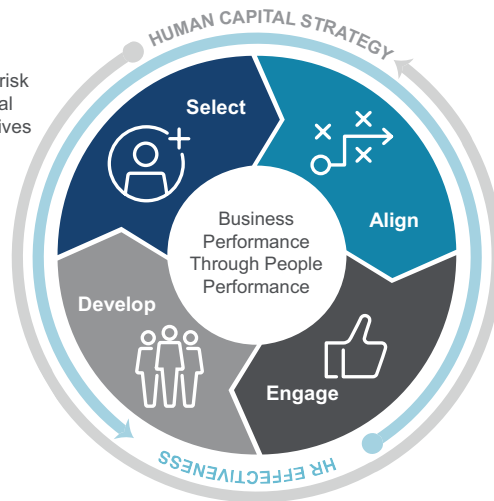


Our talent consulting solutions offer an unmatched combination of McLagan's financial services experience and Aon Hewitt's global talent management expertise.

Human Capital Strategy
Align human capital programs, risk management, and organizational culture to drive business objectives

Assessment & Selection
Select the highest quality talent with the greatest accuracy at all levels

Leadership
Objectively identify and develop key leadership and high potential talent for a strong and inclusive leadership pipeline



Performance Management
Create a high-performance culture by aligning each stage of the performance and rewards process to talent strategies

Engagement
Measure and improve employee engagement to drive business performance

HR Effectiveness
Empower HR performance, capability, and efficiencies to drive business results

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Assessment & Selection

Your questions:

- How do we take the guesswork out of hiring?
- How do we hire for high volume roles while ensuring quality?
- How do we choose from internal and external candidates for leadership positions?
- How do we hire for culture fit?

Our solutions:

- Candidate, key talent, and leader assessment
- Technology-enabled assessments and simulations for personality, business reasoning, learning agility, leadership potential, sales, and other role-specific skills
- Measurement and validation
- Award winning ADEPT-15 assessment tool

Did you know?

Top scoring candidates on our **ADEPT-15** assessment tool are **3X more likely** to be top performers and **2X more likely** to be a culture fit.



Performance Management

Your questions:

- What are other companies doing to reimagine performance management?
- How do we balance regulatory requirements with best practices?
- How do we transform performance management from an administrative chore to a business-driving process?

Our solutions:

- A clear and compelling performance management philosophy and strategy
- Program design
- Pay and performance alignment
- Technology advisory and support
- Manager capability training and tools

Our research shows that **88% of high performers** and **67% of millennials** desire a performance review with a rating.



Engagement

Your questions:

- How engaged are my employees?
- How do our employees view their work environment?
- How do we compare to others in our sector?
- What will have the greatest impact on our firm's employee engagement?

Our solutions:

- Proven engagement model and survey tailored to the financial services industry
- Employee surveys and listening tools throughout the employee lifecycle
- State of the art technology and online platform for reporting and action planning
- Leadership enablement to drive engagement

Our extensive employee research shows that a 5-pt increase in engagement results in **3-pt incremental revenue growth**.



Leadership

Your questions:

- Do we have the right people in the right place?
- Who are our high potentials? How do we accelerate their development?
- We're under increased pressure to have succession plans - how do we ensure they're robust?
- How should our leaders adapt to our changing strategy?

Our solutions:

- Leader and high potential identification and assessment
- Leadership development and coaching
- Succession management and talent review
- Leader team effectiveness
- Award winning LEADeR toolkit

Aon's Global Top Companies for Leaders research shows that firms who measure and hold leaders accountable for leadership pipeline and succession have **198% higher CAGR EBIT**.