



Talent Management @ BCP



SUMMARY

1. **Shaping the project “We Talent”**
2. **BCP Group Talent Profile**
3. **Key Positions**
4. **Succession Planning: A three boxes approach**
5. **Talent identification process**
6. **A tailor-made approach**



A unique Business model in Africa

True to its entrepreneurial spirit, BCP Group has been inspired by all the needs of its customers to develop a complete range of products and services.

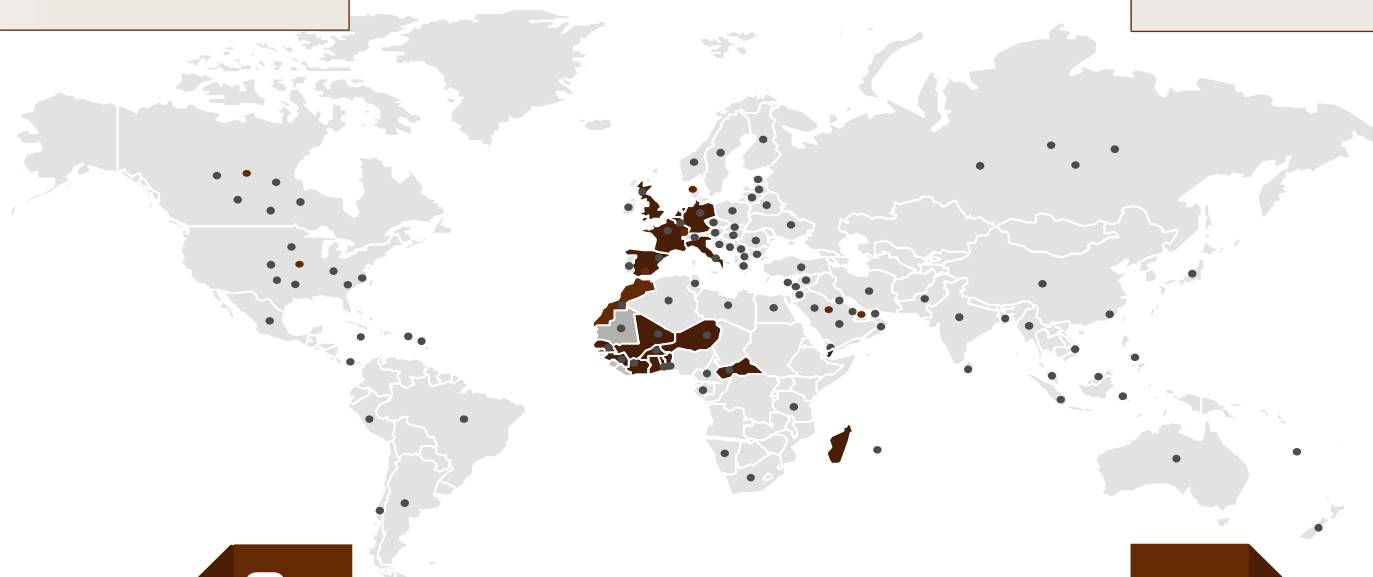
Over 60 years of banking

Carrying a historical mission of proximity for its customers



An **International bank** with a presence in 28 countries, mostly in Europe and Africa

≈ 18000 Collaborators



15 Subsidiaries

With a variety of services and expertise, making the Groupe a truly **universal bank**



8 representative offices



6th African Bank in terms of consolidated equity

01

Shaping a new process: The birth of Talent Management @ BCP



Key objectives:



Strategical implementation and structuration of talent managing for the Group

- Alignment of the project key objectives with the Group strategy
- Describing key factors in Talent Management policy
- Defining BCP's Talent profile



Securing key position with the 3 boxes approach

- Constructing the Talent Management process jointly between HR Teams and Business Units
- Defining & mapping the Group key positions
- Setting up the first pool of Talents in regards to the Group key positions & establishing the « 3 boxes approach »
- Class of 2021



Developing the tailor made program "We Talent"

- Innovative and tailor made program for each type of talents
- Providing constant and up close support to BCP's Talent pool
- Creating an online talent community



02

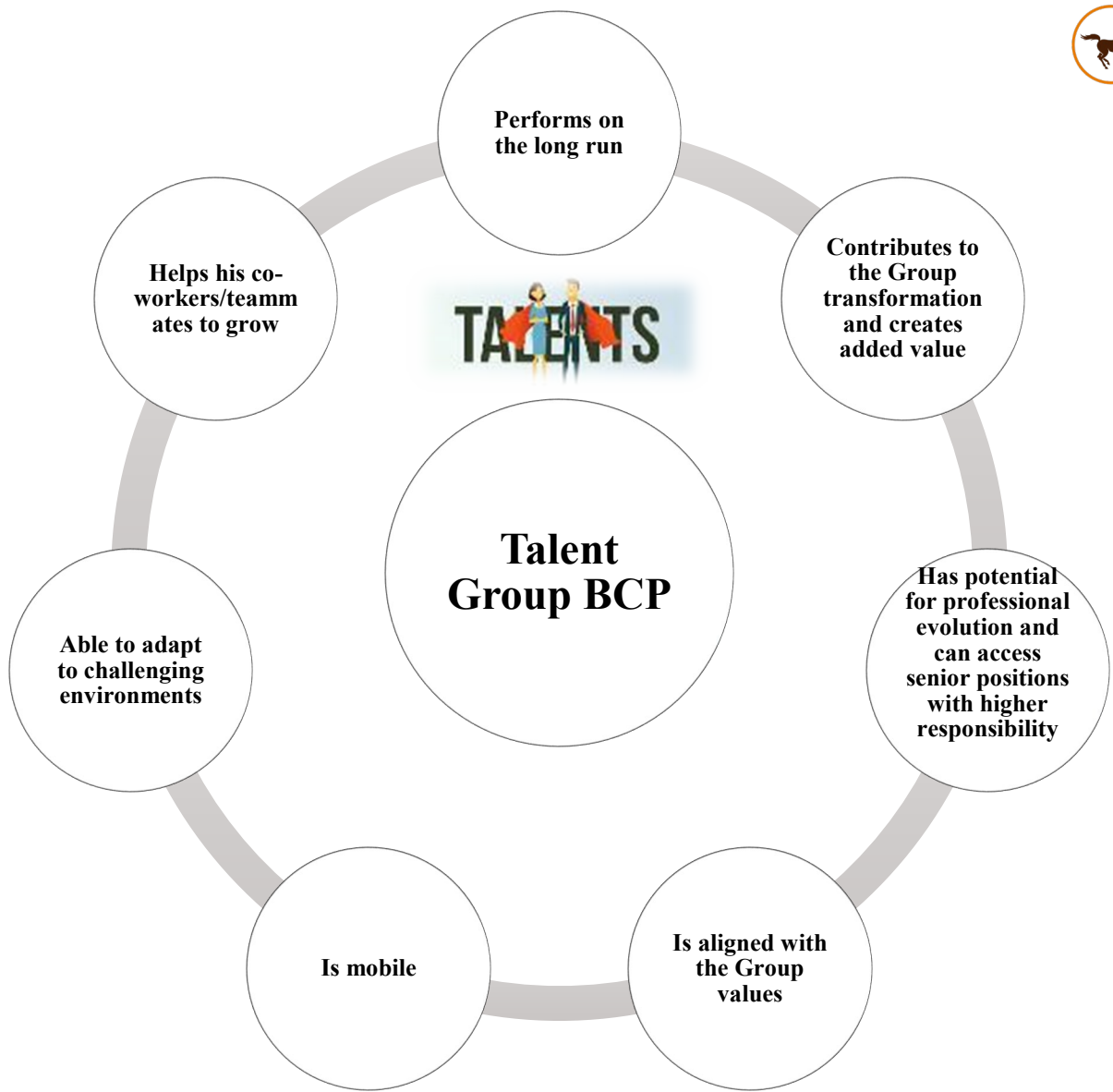
Defining a BCP Group Talent

BCP's TALENT TYPOLOGY & CRITERIA



Setting up the succession at national & international level:

Future Executives	Identifying Talents to secure top management positions
Strategic	Identifying Talents who can secure key strategical positions for the Groups
Experts	Identifying Talents who rare and critical skills for the Groupe
Rising stars	Identifying young talents with great potential of growth





03

Defining a strategic position

Criteria for identifying strategic positions



What is a strategic position?

A strategic position is a position that is part of the Group's managerial positions and has a strong strategic, economic, organizational and human impact on the company..



What is a position of expertise?

A position of business expertise that requires a high level of specific skills and is critical to the smooth running of the Bank's operations



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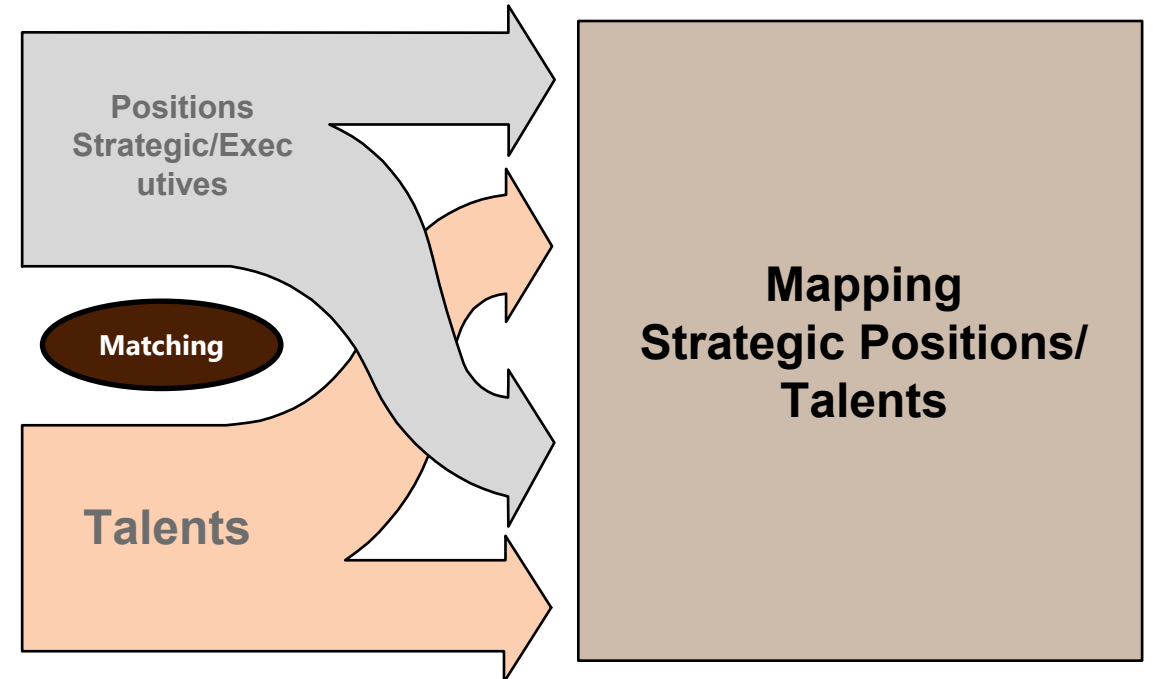
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Defining the 3 boxes approach

3 boxes approach



For each Executive/Strategic Position, identify talents who can fill the position in the short, medium and long term, to better anticipate the succession and to get them suitably ready.

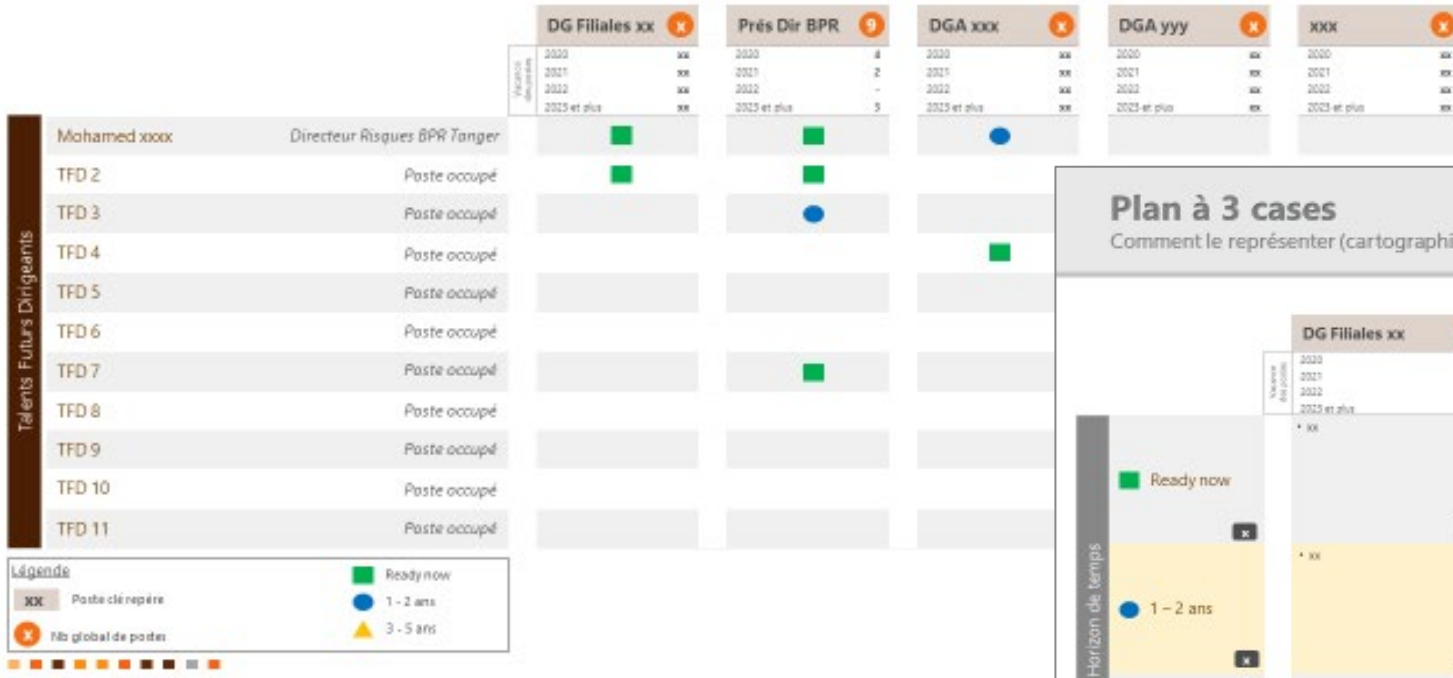


3 boxes approach example:



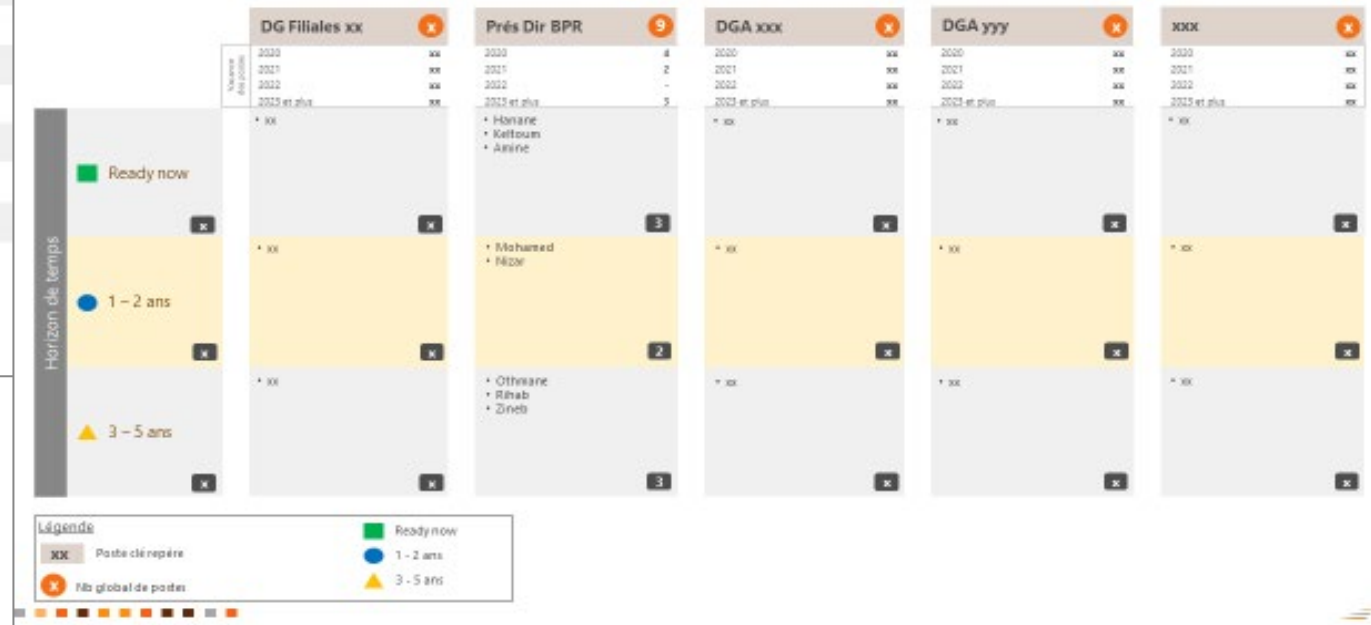
Plan à 3 cases

Comment le représenter (cartographie) ?



Plan à 3 cases

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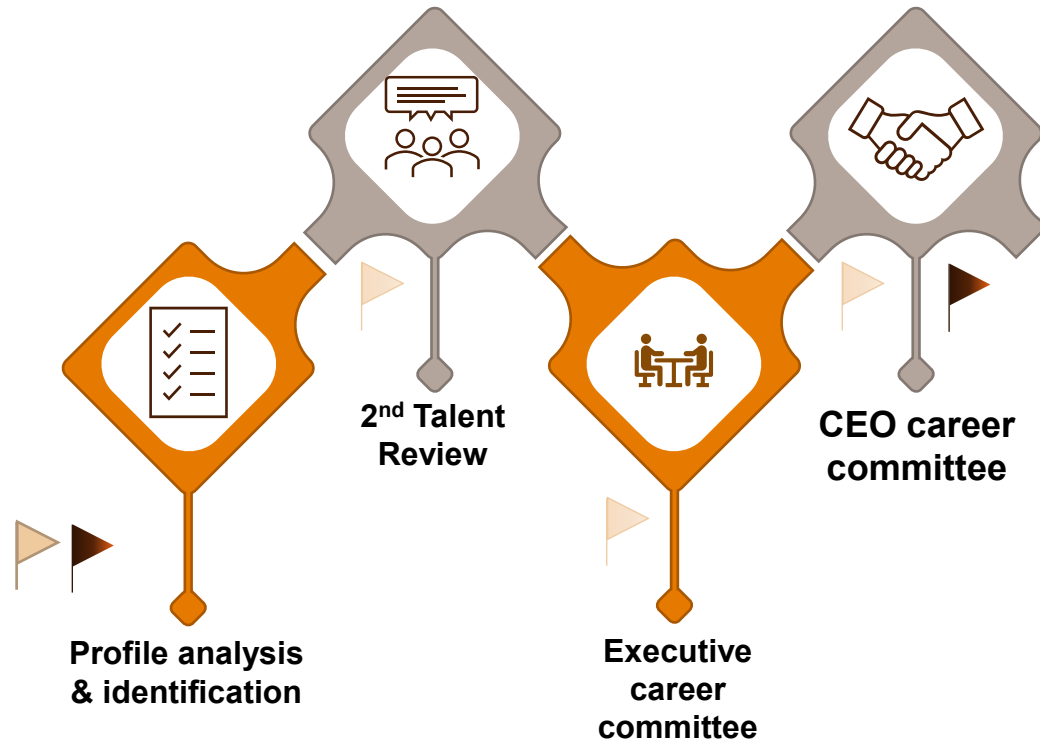


05

Identifying Talents



Process of Identifying Talents



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06

Defining the tailor-made approach for Talent support

We Talent process & actions



**Business &
Leadership
Skills**

Communication

**Leadership
Exposition**

Orientations

**Open mind /
Inspiring
Actions**

**Volunteering
Actions**

Specific Actions



THANK YOU.