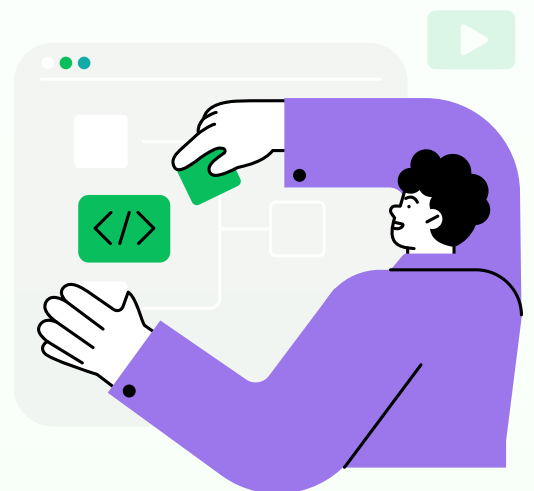


Building a **Futuristic BFSI Workforce** with Learning

As the last two years have accelerated the speed of transformation across the banking industry, organizations need to transform their workforces to keep up with the changes. L&D can provide the right augmentation to modernize the workforce for the future.

Proactive Upskilling based on Industry Trends

Upskilling involves restructuring reskilling efforts to align them with ever-evolving industry trends. Focusing on critical skills based on forecasts and building employee training programs on the foundation of industry trends can help drive banking institutions towards the future.



Effective Reskilling with Skill Adjacencies

Identifying roles that complement each other and reskilling the workforce to function in each other's roles can help BFSI organizations create a futuristic workforce.

Create a Cohesive Culture of Learning

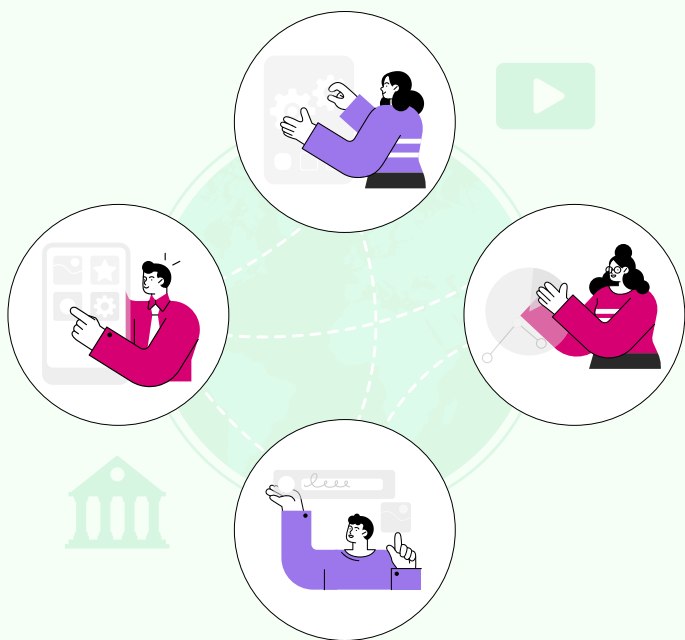
Investing in developing a learning culture via engagement plans, communication plans, and a pathway of learning is crucial to creating a futuristic workforce.

Financial firms must consider training as an ongoing commitment rather than a one-time job.



Invest in Scalable Learning Infrastructure

A scalable learning infrastructure can facilitate seamless development of a futuristic workforce. Creating skill inventory, reusable learning resources, central libraries, and internal talent markets are valuable elements of a scalable learning infrastructure for banking institutions.



Focus on Developing a Strong Leadership Pipeline

Leadership in the BFSI business is critical for the success of undertakings to highlight the purpose of change, and why this change is an enterprise-wide strategic priority. Strong leaders are enablers for increased employee participation towards developing a futuristic workforce.

