



### **Never Stop Learning**

By

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The importance of learning and development in the workplace can not be underestimated and employers within the financial services sector (and indeed many other industries) also have an obligation to provide their employees with the opportunity for Continuous Professional Development (CPD).

This not only enhances their knowledge and equips them with the required skills to carry out their role to a professional level but also provides clients with the comfort and reassurance that their affairs are being dealt with by appropriately trained and knowledgeable personnel.

Every young person embarking on their working life, whether direct from school or via university, should be aware of opportunities available to them for learning and development in the workplace and indeed should take into account the support available to them for such personal development when considering their career options.

At Deutsche Bank, we are committed to the recruitment and retention of a diverse workforce grounded in the principles of equal employment and advancement opportunities for all. We seek the best people and recognise that, although a truism, our people are our biggest asset and we can only take the business forward through the contribution of a motivated, skilled and professionally qualified workforce.

We regard the provision of support and encouragement for Learning and Development, allowing individuals to achieve their full potential, as a key differentiator for a successful business.

How do we create an environment in which individuals with initiative and ability can flourish?

- We have clearly defined and published policies on Learning and Development and Professional Education;

- We have a professional Learning and Development capability within Human Resources that helps managers and individuals identify and source effective training solutions;
- We have structured Induction processes, so that people know from the outset what their role is, where they fit within their team and the organisation, what their businesses objectives are and what contribution they can make to attaining these;
- An outcome of this is that it brings to the fore individuals' learning and development needs;
- We carry out tri annual learning and development assessments to identify and forward plan for L&D needs;
- We foster a climate which encourages all of our people to take personal responsibility for exploiting opportunities for self development;
- All managers are tasked to support their staff in helping to identify their learning and development needs.

There are two key elements in our Learning and Development program:

- Ongoing training to equip staff with the required skills and competencies, be it soft skills, technical training or product knowledge, sourced and provided externally and in-house;
- Professional Education to attain professional qualifications. Although a requirement under Financial Services professional competency legislation, our commitment stems from a belief that Professional Education will enhance an individual's personal and career development and contribute to the Company's business success.

This all has a cost, both in terms of time and financial support, but we believe that it is an investment well made and that we will recoup the cost through:

- Maximising the contribution our staff make to our business success;
- Providing opportunities for personal and career development; thereby
- Reinforcing our reputation as an employer of choice and lowering our turnover through improved staff retention.

## **Ends**

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## **Notes to Editors**

### **About Deutsche Bank International Limited**

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The offshore group operates a geographic franchise on behalf of its parent, Deutsche Bank AG, and maintains offices in Cayman, Delaware, Guernsey, Jersey, Ireland, Luxembourg, Mauritius, the Netherlands and Switzerland supplemented by a representative presence in Hong Kong, New York and Singapore.

Deutsche Bank's offshore group employs just under 400 members of staff.

### **About Deutsche Bank:**

With approximately €849 billion in assets and 65,700 employees, Deutsche Bank offers financial services in 74 countries throughout the world. Deutsche Bank competes to be the leading global provider of financial solutions for demanding clients creating exceptional value for its shareholders and people.

Deutsche Bank ranks among the global leaders in corporate and investment banking, securities, derivatives, transaction banking, asset management, and private wealth management, and has a significant private & business banking franchise in Germany and other selected countries in Continental Europe. In Asia Pacific, Deutsche Bank has over 30 offices in 15 countries with approximately 6,500 staff.