



# Risk Leadership Program



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## Program Overview

An accelerated training plan for high potential credit professionals to develop the leadership attributes and credit skills necessary for more senior or cross line-of-business risk management roles.

## Target Market

To be determined by client and program customized for purpose, but in general high potential risk professionals with 5+ years related experience and identified as candidates for more significant roles in the organization.

## Nature of Program

- ▶ Assessment of specific skill gaps
- ▶ Assignments, training and/or rotations tailored to plugging gaps
- ▶ Focus on risk/reward tradeoffs, MIS and Analysis
- ▶ Develop communication, negotiating and leadership skills
- ▶ Match assignments to business and participant needs

## Delivery Mechanism

- ▶ Candidate selection per company standards
  - ▶ Repeated annually so there is always a pipeline of participants
  - ▶ Custom Skills Gap analysis through detailed self-assessment, management assessment and mutual agreement
  - ▶ Design customized program for each candidate
  - ▶ Post design, participant and management:
    - Define the work environment per assignments
    - Commit to program duration and candidates' time
    - Establish rating system, tracking and reporting
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