

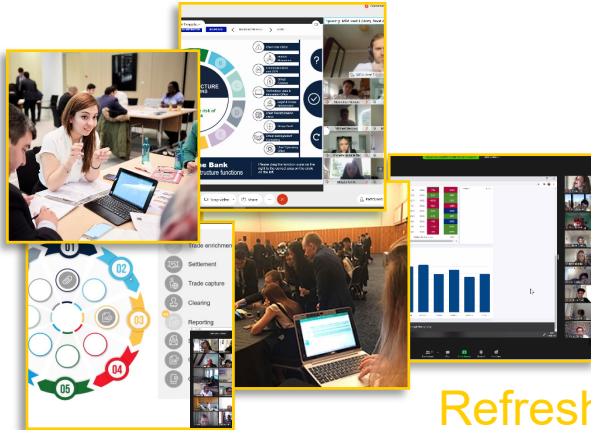
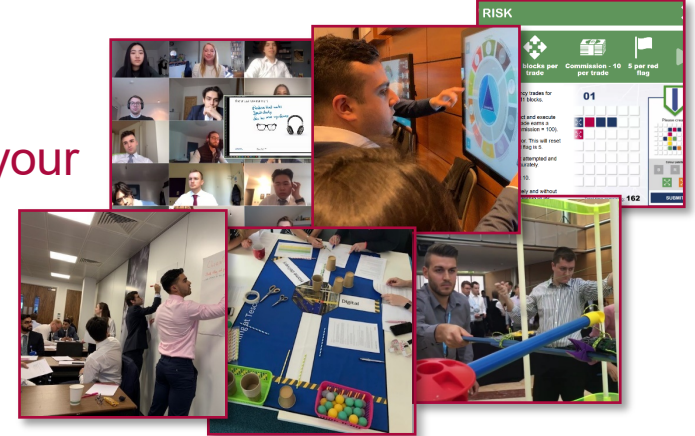
# We help our clients attract and develop new talent

Gamification is central to our learning approach. Utilise our wide range of unique and engaging experiential simulations, activities and digital experiences to elevate your existing early careers events and programmes.



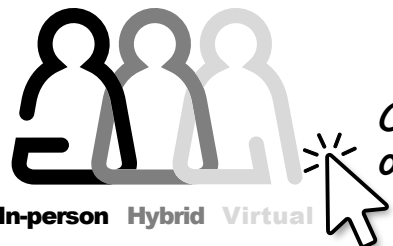
Helping to  
broaden your  
talent pool  
See page 2

Supporting your  
recruitment  
process  
See page 2



Refreshing your  
divisional training  
See page 6

Lifting your  
on-boarding  
and induction  
programmes  
See pages 3-5



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our short film trailer

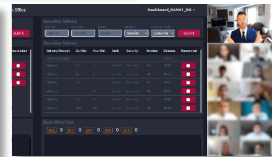
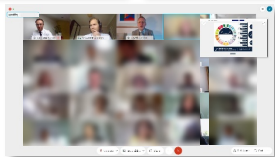
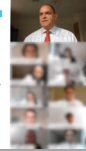
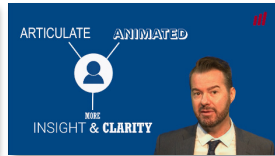
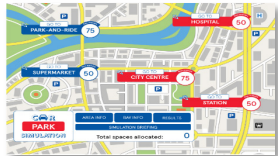
# Supporting your **recruitment process** and helping **broaden your talent pool**

Our events explore key themes in banking recruitment to help you attract individuals from a broad and diverse talent pool. Our experiential events, full of insightful activities and interactive experiences, will engage your candidates and help differentiate your bank.

## Trending themes with our clients

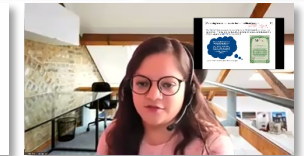
**include**

- Overview of the industry
- Key divisions and functions within a bank
- Core banking products and services
- The importance of ESG
- How technology is transforming banking
- Resilience in banking
- Work-life balance
- Hybrid working
- Developing personal brand
- Living the values
- Customer centricity



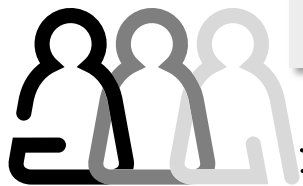
School leavers  
1st year interns  
2nd year interns

BAME  
Women in banking  
Disadvantaged backgrounds  
LGBTQ+



## Trending themes with our clients include

- Inspiring role models in your community
- Challenges your community faces in banking
- Resilience - strategies for overcoming these challenges
- Key skills required to be successful in banking
- Plotting your key skills and addressing your skills gaps
- Being at your best
- Building confidence
- Making a positive impression



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# Our **on-boarding solutions** consistently receive **outstanding feedback** from our clients and their new hires

We will work in **partnership** with you to design and deliver a world-class on-boarding programme, **supporting you end-to-end** from planning to logistics to event management

We are renowned for our **innovative approach** to the design and delivery of experiential and interactive on-boarding programmes

We will ensure **business speakers** are blended into your programme and their **key messages embedded** throughout the activities and sessions

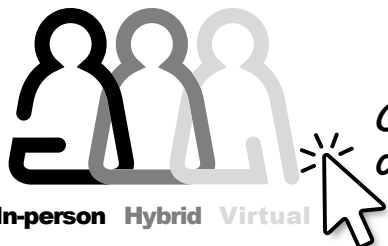
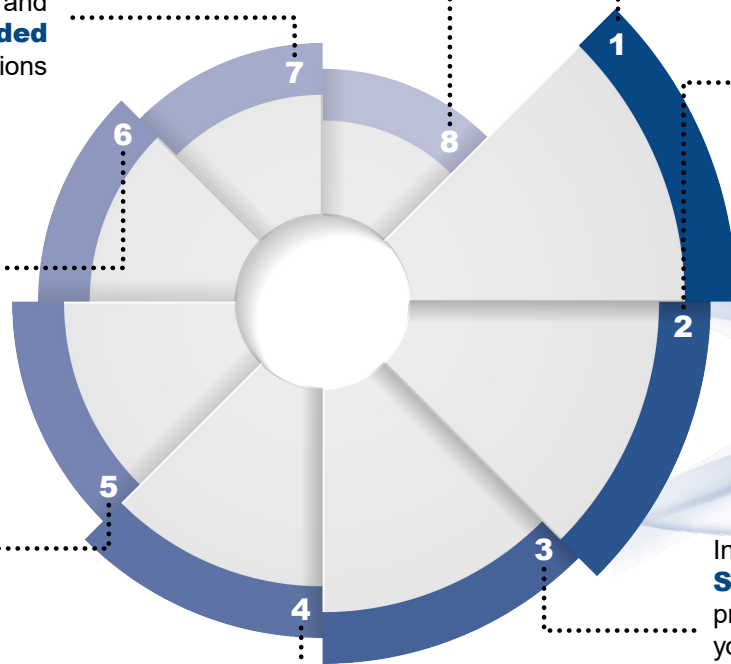
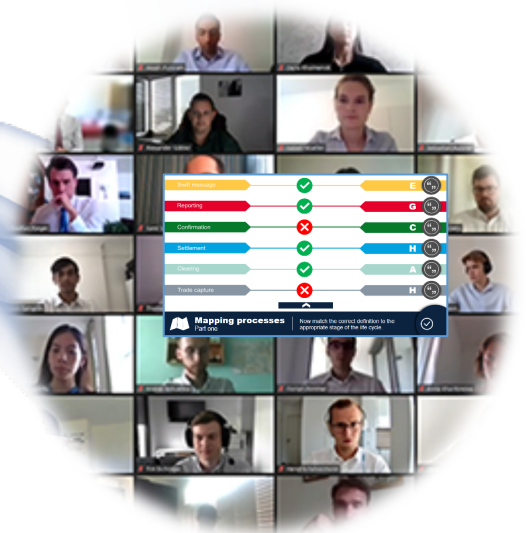
Our team are highly experienced in designing and delivering **large-scale inductions** across multiple time zones and regions

All of our solutions can run **in-person, hybrid or virtually**, and if required, we will also manage all the technology too

Our interactive activities and simulations are renowned for enabling new hires **to effectively build a extensive network** right from the start

Incorporate our one day **Run the Bank Simulation** into your existing programme to provide an impactful learning experience for your new hires centred around your bank's business divisions, products, clients, values and leadership behaviours

Draw on our suite of engaging **gamified activities** tailored to reflect your bank and your areas of focus in your induction



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# Create an **impactful** and **memorable** on-boarding experience for your new hires using a selection of our trending activities...

**Film-making challenge** - Run by our experienced film-makers, participants work collaboratively as a team to produce an engaging 60 second film on what they bring to your bank



**Banking insights** - In this digital activity, teams build an overview of your Bank to help embed your: • values • vision • strategy • business divisions • infrastructure functions. Teams must collaborate to complete the task in the fastest time



**Multiple streams** - Depending on your intake, we can flex the number of streams, as well as the number of new hires in each stream. Typically, each stream can be from 10-100 participants



**Client centricity** - New hires, working in teams, meet with a customer to address a range of banking enquiries and requests. A client centric approach is key to delivering a positive outcome for the customer and the Bank



**ESG** - An interactive branching exercise where your new entrants respond to a range of scenarios and options and discover some of the impressive steps your Bank has adopted to create a more sustainable and socially diverse world



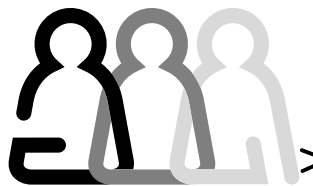
**Risk management** - Focusing on their responsibility for risk management at the start of their careers, new hires undertake a challenging operational activity where they must balance risk and return. They need to assess, mitigate and manage risk in order to deliver an acceptable return for the Bank



**Technology** - The A to Z of Technology covers the revolutionary way technology is transforming the banking industry. Working through the alphabet, your participants will explore the core technology themes currently at the forefront of banking



	A	B	C	D	E	F
09.00-11.00	Business speakers					
11.00-12.00						
12.00-13.00	Networking lunch					
13.00-14.00						
14.00-15.00						
15.00-16.00						
16.00-17.00						
17.00-18.00						



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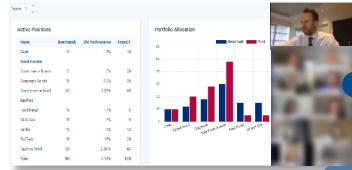


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# Run the Bank Simulation

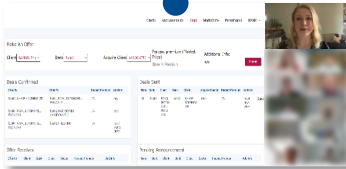
Teams experience first-hand the products and services each division offers its customers and how each business area drives performance and impacts a Bank's balance sheet and income statement. The simulation is fully customisable to reflect your Bank's divisions, strategy, products, values and leadership behaviours.

Teams manage a fund and are given a benchmark to manage against • They make tactical asset allocation decisions based on economic and sector data that they are provided with on a quarterly basis • Teams work on behalf of their fiduciary, individual and institutional clients



After each round of the simulation the facilitator explores how infrastructure functions support each of the business divisions and how technology is helping to better service customers and create products that are simpler and easier to use

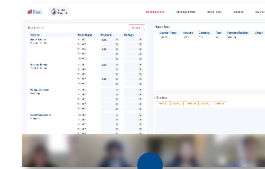
Teams advise their clients on M&A projects • They need to identify targets, approach the company's advisors and negotiate the bid price • The bidding is competitive and they must be careful not to overpay



Financial reports are produced and distributed to each team after each round of the simulation • Team's review financial performance and the facilitator also leads a review session around key financials



The simulation has a strong focus on the how • Participants must demonstrate how they lived your Bank's leadership behaviours and organisational values in the running of their banking operations • Participants review individual and team performance against your Bank's actual leadership standards/KPIs throughout the simulation

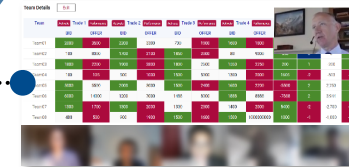


Teams manage a range of transaction banking products and services for the treasurers and finance departments of corporates and commercial clients, and financial institutions

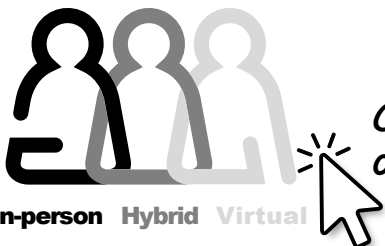


Focusing on private customers as well as business clients, teams need to lend to generate revenue • They earn interest from loan books, but they need to manage risk and not suffer losses from defaulting loans

Teams receive orders from clients and have to execute them in the market • The orders cover all the major asset classes, including equities, FX, rates, credit and commodities in both the cash and derivative markets



In the simulation, all teams (banks) operates within a strict regulatory framework • Teams must adhere to all regulations and satisfy capital, liquidity and stability ratios • They are also responsible for capital management, deciding how much capital should be allocated to each business area



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# Our expertise includes the design and delivery of focused **divisional training** and **follow-on CPD**

Focused divisional training

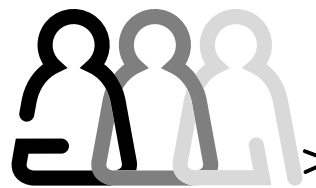
Creatively designed and delivered divisional training. Streams we specialise in...

- Fixed income
- Markets
- Commercial banking
- Asset management
- Private banking
- Risk management
- Technology and infrastructure (understanding their functions and the products and services of the bank)

Follow-on CPD accessed on-demand via our online portal - **fmi.online**, or delivered in short webinars designed to minimise impact on the working day. Trending themes with our clients include...

- Technical skills**
- Practical Excel
  - Equities
  - Fixed income
  - Equity derivatives
  - Equity valuation & modelling
  - Options
  - Interest rate derivatives
  - Futures
  - Swaps
  - Credit derivatives
  - ETFs
  - Introduction to algorithmic trading
  - Treasury - capital, cash & liquidity management
  - Technical analysis & behavioural finance
  - FX
  - Leveraged finance

- Interpersonal skills**
- Personal brand
  - Work/life balance
  - Resilience
  - Being at your best
  - Presenting and pitching virtually
  - Effective time management
  - Influencing and negotiating
  - Handling challenging conversations
  - Communicating with impact



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Follow-on CPD

