

The background of the entire slide is a blurred, high-angle photograph of several hands clapping together in a circle, creating a sense of teamwork and achievement. The hands are in various shades of skin tones, and the motion is captured with a slight blur, giving it a dynamic feel.

# FinEngage™

Engage with Current and Future Talent  
and Stakeholders



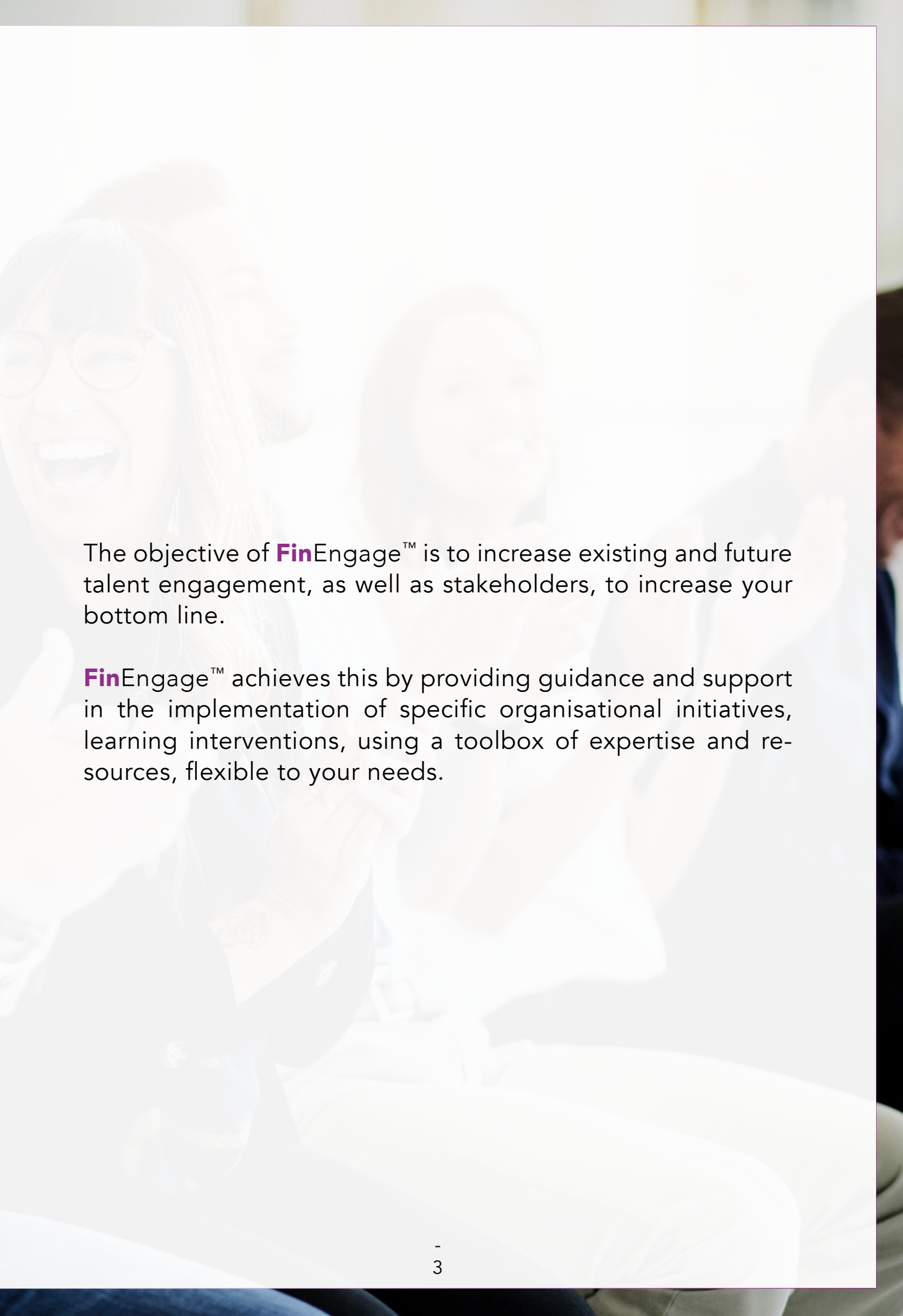
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DEUTSCHE BÖRSE  
GROUP



# FinEngage™ Objectives

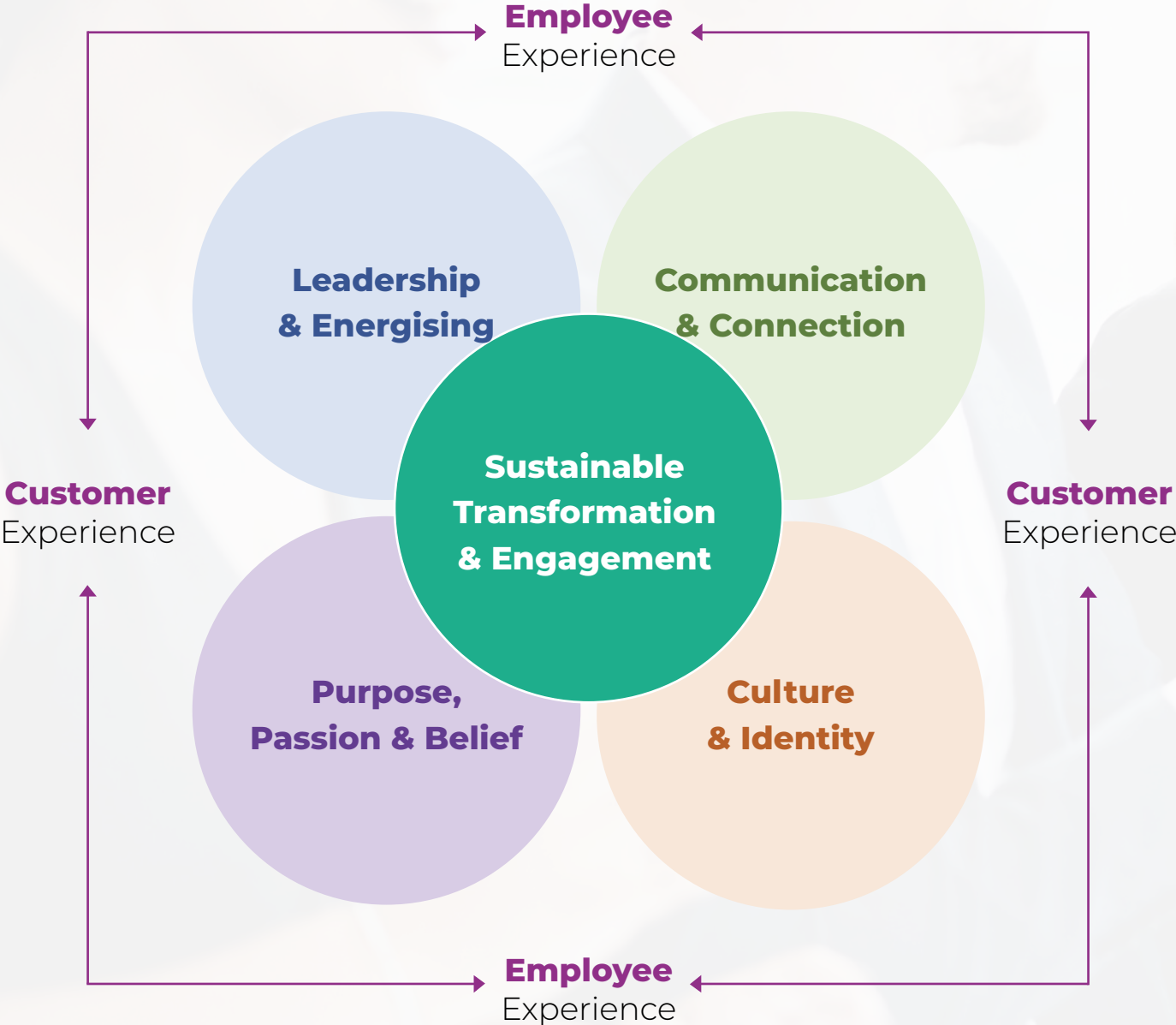


The objective of **FinEngage™** is to increase existing and future talent engagement, as well as stakeholders, to increase your bottom line.

**FinEngage™** achieves this by providing guidance and support in the implementation of specific organisational initiatives, learning interventions, using a toolbox of expertise and resources, flexible to your needs.



FinEngage™ focuses on five strategic pillars designed to improve the customer and employee experience:



# 5 Strategic Pillars



A photograph of two men sitting at a table in a meeting. The man in the foreground is wearing glasses and a blue shirt, smiling and looking towards the right. The man in the background is also smiling. Behind them is a whiteboard and a wall covered with many pink sticky notes.

# The FinEngage™ Journey

- Step #1** Align Leadership Team on transformation journey.
- Step #2** Run energetic feedback sessions with teams on communication and culture to collect input and create buy-in using the **Henka™** Methodology.
- Step #3** Run feedback session to Leadership Team and agree communication and learning interventions.
- Step #4** Implementation.



### Leadership Alignment Session

- Create buy-in at Leadership level for **FinEngage™** transformation;
- Build a shared vision with the team;
- Identify areas for quick wins and create a brand name for the transformation process.

### Communication and Feedback Workshops

- Involve employees so they feel empowered and have a voice;
- Develop creative ideas on how the current situation can be improved;
- Feedback consolidated.

### Leadership Feedback and Strategy Session

- Review feedback from Communication and Feedback Workshops;
- Assess current reality, feedback on actions for quick wins;
- Develop a *Way Forward* and create a strategy.

Step #1, Discover Phase

# Alignment Henka™ Sessions with Senior Leaders



# The Henka™ Methodology

Step #2

The **Henka™** Methodology gets its name from the Japanese word Henka meaning change and transformation.

All companies are experiencing change and transformation, the need to engage existing and future talent. Stress levels are also higher and information overload is increasing. The **Henka™** Methodology takes inspiration from NLP, Neuroplasticity and Hypnotherapy. The methodology has specifically been developed for corporations.

We know that the brain can rewire itself. Scientists have proven that the neural pathways in the brain are able to change. This is how we get better at doing things when we repeat them over and over again.



## Create Strategy

Develop a **FinEngage™** strategy to create Sustainable Transformation and Engagement:

- Implement organisational and communication initiatives as agreed during *Discover Phase*;
- Roll out internal workshops and other learning interventions if required;
- Consider building cross-regional collaboration and insights channel for change and innovation.

## Leadership Communication Strategy

**#1** Co-create a **FinEngage™** communication strategy:

- Agree brand name;
- Select media and message;
- Define measurement tools and KPI's;
- Prepare scripts and speeches.

**#2** Optional: create launch video to engage employees.

**#3** Equip leaders with **LeaderTube™** training and support for video to follow up.

**#4** Measure Impact of communication strategy (survey).

Step #3, Intervention & Communication Phase

# Creation of Engagement Package



Step #4, Verification Phase

# Educate Senior Leaders

## Get Better Business Results

✔ Motivation   ✔ Engagement   ✔ Accountability   ✔ Agility

**FinEngage™** will help you increase your innovation and financial results and help you reduce costs of staff turnover, absenteeism and presenteeism, as well as attracting critical new talent.

## Evaluation / Adjustments

- Measure impact of initiatives;
- Analyse results and adjust initiatives.





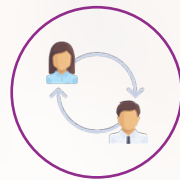
Proven track record of delivering global Communication and Transformation Programmes to blue chip financial services companies.



Flexible and adaptable to Board level agendas, and can be delivered virtually.



Obtains engagement from all levels of the organisation.



Programmes executed by financial services' experts with experience in talent acquisition, employer branding, employee value proposition and the power of communication. Facilitators are accredited executive coaches.

# Why FinEngage™

# Contact Us

Contact an **fts global** consultant today



+352 27 91 22 55



[training@fts-global.com](mailto:training@fts-global.com)



[www.fts-global.com](http://www.fts-global.com)





fts global

2A Ennert dem Bierg  
L-5244 Sandweiler  
Tel: +352 27 91 22 55  
[www.fts-global.com](http://www.fts-global.com)