

LEAP HR



Future proof your role by positioning HR as the catalyst for accelerated growth in your financial service business

LEAP

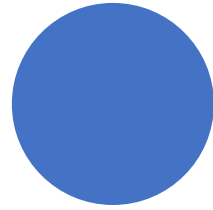
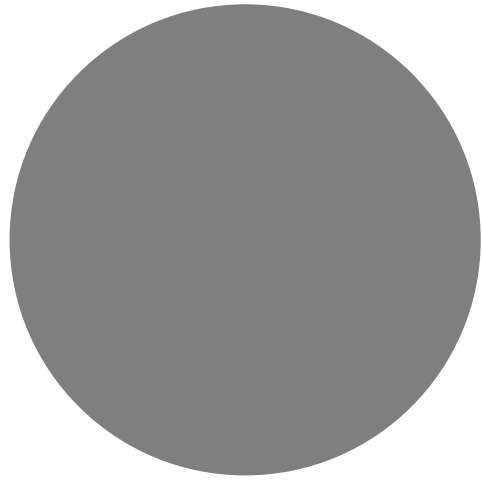
Transforming learning to be a performance enhancement function for the firm. When done the right way it can lead to 33% more revenue

By Joy Joseph

Principles

- Get out of the HR box
- Convey expertise
- Know your business
- Stay ahead





What Makes an Effective Learning Program...

Learning; an Investment or a cost?



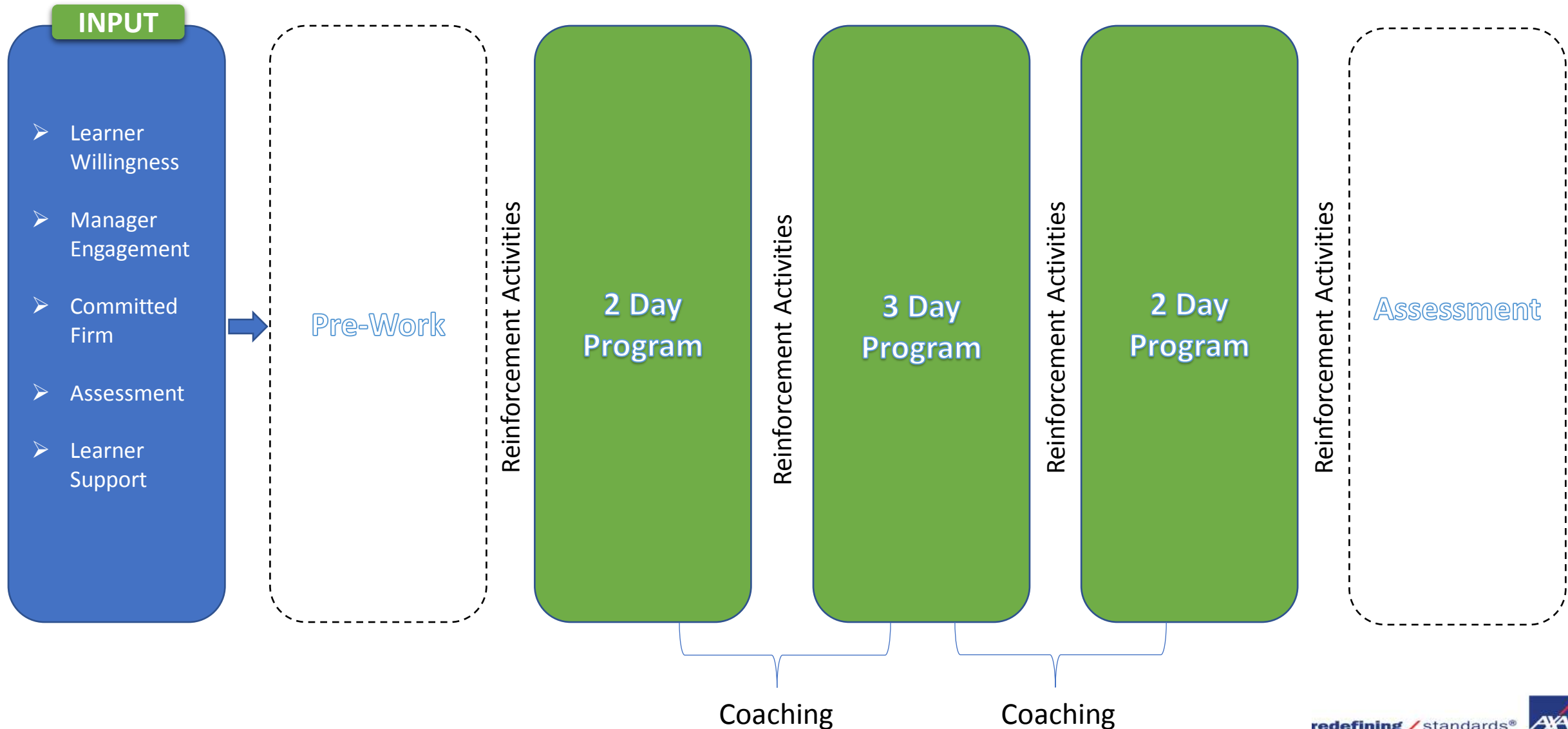
$$\text{ROI} = \frac{(\text{Gain from investment} - \text{Cost of Investment})}{\text{Cost of Investment}}$$



Components that make up an effective Learning Program



Sample Curriculum



Results of Measurement Methodology



Output

- Revenue 33% ↑ YOY
- AUM \$25M ↑ YOY
- Retention ↓ 5%

Measurement Methodology

- Creation of a control group
- Measure and track against the control group
- Across the company