

What is the biggest workforce issue in banking?

Reshape and Optimize
Your Workforce for the Future

AON
Empower Results®

The background of the slide is a collage. On the left, there's a close-up of a glass globe resting on a stack of US dollar bills. Overlaid on the globe is a circular icon containing a calculator keypad. To the right of the globe, there's a circular icon showing a hand holding a coin. Further right, another circular icon shows a hand holding a document with a dollar sign. A dashed line connects these three icons. The main text is centered on the right side of the slide, set against a white background that diagonally splits from the top left.

80

**banks told us
how they are
approaching the
Future of Work.**

Source: Global COVID-19 HR Pulse Survey #6: The Future of Work is Now, conducted Dec 6–15, 2020 with 1,483 respondents across the globe

Of these banks:



52%

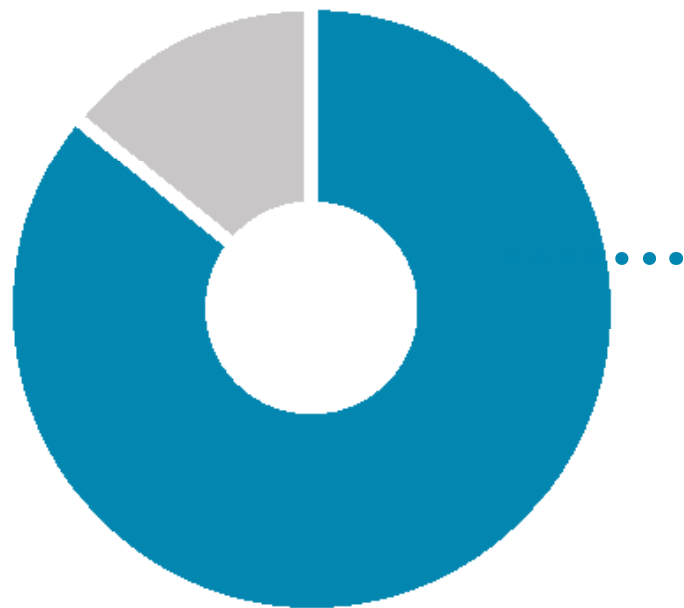
have a
Future of Work
taskforce

but
only

19%

of all banks know what
the Future of Work
means for them

Top priorities for Future of Work initiatives:



86%

say remote working is
their biggest priority



73%

Training and
development



71%

Performance
management



70%

Manager
training




67%

Flexible work
schedules

Remote Working – the Priority

Yet only 35% of banks have most of their workforce remote, compared to 56% average across all industries.



51%
have
permanently
expanded the
number of
people working
remotely

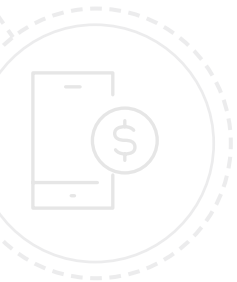


65%
are asking
employees
about their
remote
working
preferences



Remote Working – an Opportunity

Banks need to build their remote working strategies out more.



29%

...
know which
roles can
permanently
work remotely



26%

measure
productivity of
remote workers

22%

.....
have assessed
who thrives
working
remotely

Building Workforce Agility

Banks need to reshape their workforce for the future by enabling upskilling, reskilling and lateral career movement.

28%

are updating
their talent
mobility
program



73%

are identifying
future skills
gaps



Learn more
about the
challenges banks
are facing globally.

LEARN MORE

See all survey results:
humancapital.aon.com/pulse-survey-6

