

# Helping an international bank **recruit it's next generation of leaders**



## Tools used



## About the company



**Company size:**  
22,000 employees

**Industry:**  
Banking and finance

**Hong Kong SAR**

**Website:**  
[www.danamon.co.id](http://www.danamon.co.id)

## Challenge

Since 2017, international bank Danamon has recruited a hundred new trainees a year to its flagship programme, Danamon Banker Trainees. After a year's rotation across the bank's operational and business divisions, successful participants graduate. Over the next ten years, graduates continue to rotate, providing them with comprehensive knowledge and experience of banking. The goal of the programme is for graduates to reach senior positions within the bank.

Widyarini Utami, Senior Vice President of Talent Acquisition and Head of Employer Branding explains: "They are our future leaders, so we want everyone on this programme to be very qualified, have high learning agility and be quick to adapt to new circumstances." Danamon therefore required a solution that would quickly and reliably predict the professional potential of the thousands of applicants that they receive from across South-east Asia each year.

## Solution

Danamon needed a solution that would identify candidates with high learning agility, who would be capable of adapting as technology develops. Trainees routinely engage in agile project management and collaborations with fintechs and start-ups within the bank's digital ecosystem, making learning speed essential for qualification. "We know that the key to the success of students in the development programme is dependent on how fast and how easily they understand and cope with new things and learning, how they adapt to circumstances" says Utami.

"We tried to compare the framework and the infrastructure and support from the vendors and price. Then we selected Thomas", Utami continues. Thomas International has been able to provide norm data gathered from across our global operations to support Danamon in recruiting for its flagship leadership development programme. This includes data on Danamon's region of Indonesia, and the banking sector, which the bank uses alongside other assessments to help validate its recruitment decisions.

## Results

“We are confident about the results” says Utami. “From our experience, we see that candidates with high scores absorb the learning material more easily and have good analytical skills. This is very important for solving problems and overcoming challenges. It is very important to use the appropriate tools to make sure the quality of our participants is better and better.”

“Thomas has a stable infrastructure and technology”, adds Utami. “We never find difficulties or errors as regards the feedback from the participants. We have a very tight timeline for selection.” In just one or two weeks, the bank will assess around three thousand people. “But we never find any complaints or errors during the process” says Utami. “For infrastructure, technology as well as validity, [Thomas has been] very good so far.”



“**Thomas has high validity and reliability, which are very important. It has many clients in Indonesia in the same industry, and has already proven these tools in terms of infrastructure and the quality of the tests.**

**Widyarini Utami, Senior Vice President of Talent Acquisition and Head of Employer Branding, Danamon bank**



**For more information about how we can help deliver confidence for your organisation, get in touch.**



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