



Staff Development and Training Policy

In line with the objective to build capability in Stanbic IBTC Holdings PLC (“Stanbic IBTC”), learning interventions (Personal Development Plan) fall into either Functional Competencies or Capability Build Programmes.

1. Functional Competencies – These are training programmes that focus on core job related competencies. They could also include conferences and seminars that focus on specific job function.
2. Capability Build Training Programmes – Capability programmes cut across job functions and focuses on building organizational skills that deliver on business goals. These programmes include both classrooms and digital content. The Capability programmes have been defined in the Stanbic IBTC Capability Map which defines the specific capability for each grade level across the organization.

Stanbic IBTC adopts an outcome based approach to learning. The outcome based learning approach focuses on what employees are expected to learn and aligns interventions to same such that these intended outcomes are achieved. All learning solutions would be crafted in terms of the outcomes based approach to learning design and delivery.