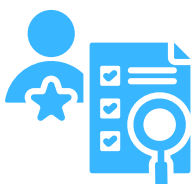


Talent Identification

The Bank of Sharjah is a financial institution based in the United Arab Emirates, specifically in the emirate of Sharjah. Established in 1973, and it has grown to become one of the leading banks in the UAE, offering a wide range of banking services to both individual and corporate clients including: commercial banking, retail banking, investment banking, and asset management services.



The Bank of Sharjah utilized Intuition's Know-How eLibrary to enhance its operations and staff career development. The platform facilitated the discovery of latent talent within the organization, leading to strategic human capital redistribution.



- **Talent Identification through Digital Learning:** Utilizing the eLibrary to monitor employees' engagement with training materials, specifically targeting those showing interest and proficiency in areas beyond their current job roles.



- **Career Development Opportunities:** Offering promotions and role changes based on identified talents and learning progress, aiming to align employee capabilities with organizational needs.

A notable success story emerged from a peripheral location of the Bank of Sharjah, where an office assistant demonstrated a keen interest and aptitude in Treasury through her engagement with relevant eLibrary courses. Her proactive learning and course completions were recognized by the Head of Treasury. Subsequently, she was offered a junior position within the Treasury Team. This move not only capitalized on her hidden talents but also provided her with significant career advancement opportunities. In her new role, she continued to excel and expand her contributions to the team.

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