

Elevating Performance Through People

Davies – People Development

August 2025



People Development

Organisations are facing the most transformative period in history

We help you address the challenges that this creates



Industry Challenges

Harnessing AI & Technology

Pace of Change

Skills Shortage

How Davies addresses these challenges



Davies elevates performance through people

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| Unlocking Technical Expert Impact
We transform specialists into strategic influencers with measurable impact | Building AI Capability
We help to develop fluency and understanding of how to best use AI |
| Emerging Talent & Apprenticeships
We close critical skills gaps and develop the capability of your workforce | Leadership & Core Capabilities
We build leadership excellence at every level of your organisation |
| Career Pathways & Succession
We create talent pipelines to plan for the future | Professional Qualifications & CPD
We build critical expertise and accredit individuals in regulated business areas |
| People Change & Culture
We increase organisational change capability & drive cultural evolution | Operational Excellence
We deliver learning solutions that support technology adoption, enhanced processes and regulatory compliance |

Workforce Evolution

To create the conditions for success, organisations must reshape their approach to talent, skills, organisational design, culture and resource planning for a hybrid human and AI future

Davies People Development overview

Our mission is to elevate organisational performance through people. We transform how Financial Services firms source, upskill, develop and retain talent – ensuring they're people, skills, and technology are fit for the future. Our services support any change agenda.



Advisory Services to drive impactful change

We **redesign workforce strategies** for the future – aligning operating models with the **right people, capabilities, ways of working and incentives**.

Using **technology**, we drive **strategic resource planning** that shapes **career frameworks, change initiatives, performance management, talent development** and a **high-performance culture**.



Emerging Talent: Attraction & Skills Development

We are **Emerging Talent specialists** – supporting firms with recruitment & tailored programmes.

We help firms leverage the **UK Apprenticeship Levy**, access appropriate funding or offer commercial programmes globally. Our programmes **deliver internationally recognised professional qualifications**, build critical skills and behaviours and embed CPD through our **Study Solutions & Academies**.



Developing Experts and Leaders

Davies helps firms unlock leadership potential and drive high performance.

Our **Leadership programmes** strengthen leaders to lead change and build high performing teams.

Our **Technical Experts** programmes supports specialists at key career stages to maximise their impact and value.



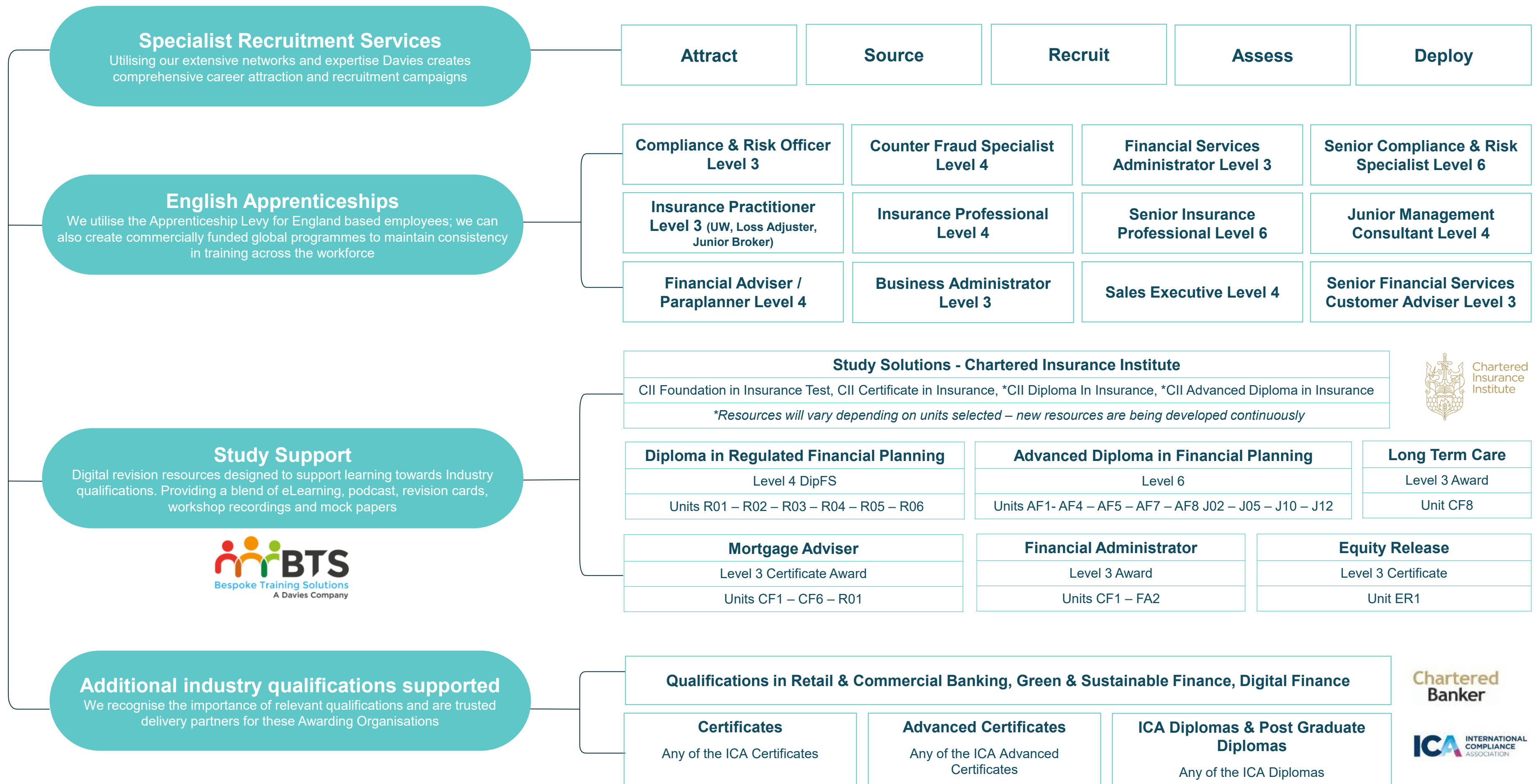
Operational Excellence through embedded learning

Davies helps firms **embed operational excellence** through learning experiences that align people, process, and performance.

Our **contextualised training** fits into real workflows and reflects how people truly learn – driving lasting, meaningful change.

Co-designed with clients, our interventions build **future-ready skills** that stick.

Emerging Talent Solutions in more detail



People Development Solutions in more detail



Why Davies are well positioned to solve industry challenges

Our specialism and immersion in the financial services industry, allows us to share our experience, expertise and insights with our clients and partners

Davies brings over three decades of distinguished expertise in designing award-winning learning experiences for our global clients

Each year, we provide development and coaching to over 2,000 individuals, with more than 1,800 actively engaged in one of our structured development programmes

We leverage cutting-edge learning technologies and innovative approaches to design impactful, meaningful learning experiences that elevate performance

>8,500

Global
colleagues

>20

Countries

>1,700

Clients



Case Studies

Innovative, insightful and committed to impact and improvement through people development

Enabling Talented Engineers at Top Tier Bank to fulfil their potential

Davies has partnered with a leading Global Bank since 2010 to deliver a range of leadership and engineering development programmes, including the flagship Enterprise Engineer Programme (EEP). These initiatives have trained over 2,000 technologists globally, improved collaboration and retention, and strengthened alignment between engineering and business strategy. With over 50 programmes delivered and consistently high participant feedback, the collaboration has played a key role in building a high-performing engineering culture at the Bank.

Upskilling talent in a UK Pensions business

Davies partnered with a growing pensions organisation to redefine its Employee Value Proposition and align its people strategy with a new operating model, consolidated into a clear HR roadmap. To build internal capability, Davies delivered development programmes including Equip to Manage, Inner Strength events, Future Leader, and mentoring. This has created a strong succession pipeline, improved cross-team collaboration, and fostered a culture focused on wellbeing and performance—preparing the organisation for its next phase of growth.

Transforming Compliance & Risk Talent at a UK High Street Bank

Davies partnered with a leading UK high street Bank to transform its Compliance & Risk function by creating a structured career pathway from entry-level to advanced roles. This initiative improved talent attraction and retention by aligning learning with the Apprenticeship Levy and the Compliance & Risk Level 3 apprenticeship. Participants receive expert coaching, skills development, and a recognised qualification from the International Compliance Association—building a future-ready compliance workforce. The programme's success has led to progression onto the Level 6 Apprenticeship and repeat cohorts of Level 3 talent.



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