



facilitators of organisational and personal transformation

keogh consulting

## Team Development

### Industry

- Banking and Financial Services
- One of the big four full service South African banks with more than 140 year history.

### Category

- Organisation and team transformation

### By-line

Banking Transformation – Moving into the Top 10

### Context-Background

The head of equities for a major full service South African bank came from a role as International head of research for the mining and energy sector with a global bank headquartered in Sydney, Australia. The bank, headquartered in Johannesburg, was operating globally and ranked 19. It was not well respected for its advice, the rigor of its research, or for value adding and wealth creation, provided for its shareholders of private equity clients.

### The Challenge

The challenge that the bank put to Keogh Consulting was to assist it to

- Build a high performance culture
- Transform the shape, configuration and structure of the group into a team of professionals who represent Africa and its diverse and highly valued assets
- Position the bank on the world stage, shifting ranking and grading from 19th and moving into the top 10 commercial banks in the world.

### The Keogh Approach

Keogh began work in South Africa in 1996 and continued work with the head of equities and his team until 1999.

The methodology that worked and produced the required result, included

- Visioning with the senior management team
- Formulation of a comprehensive transformation and repositioning plan
- Ergonomic redesign of the layout in the Durban and Johannesburg offices to facilitate the interaction, exchange of market data and project teaming, to work up deals and complete research
- Targeted selection of the best local professionals and global talent to augment the staff in the London and New York offices
- Reorientation and induction of all staff to a 'high performance culture'
- Management and leadership development
- Team development
- Personalised coaching and mentoring

### The Results

The bank was successfully repositioned from 19<sup>th</sup> to 9<sup>th</sup> in the commercial bank world rankings and the head of equities portfolio was substantially expanded.