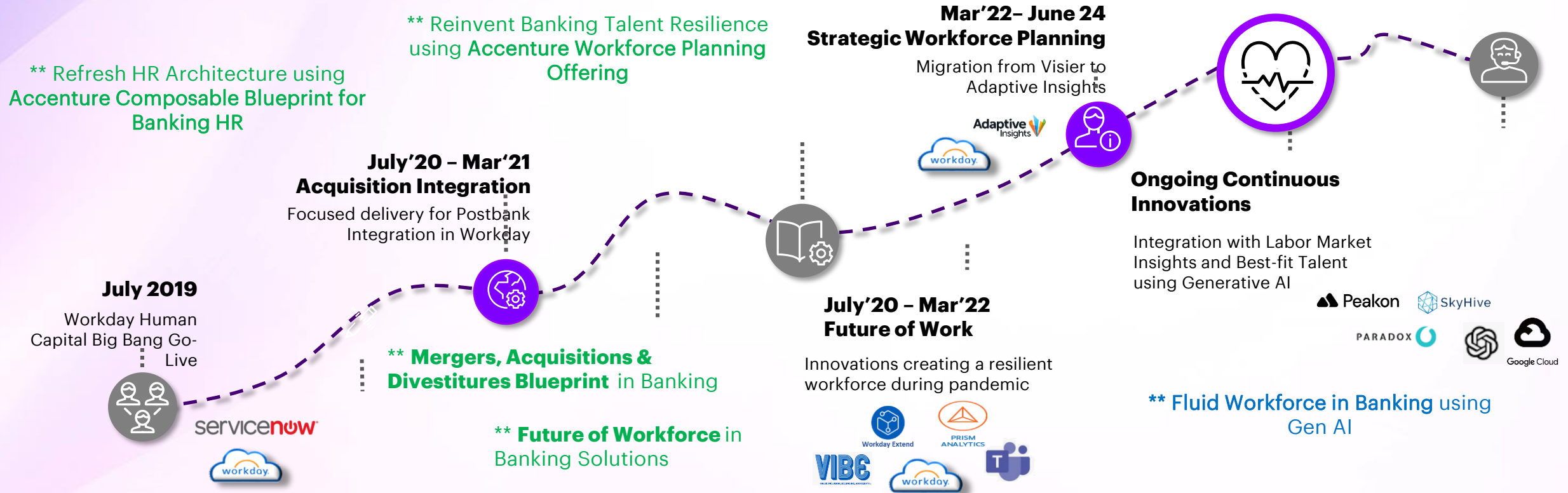


ENABLING STRATEGIC WORKFORCE PLANNING FOR EUROPEAN BANK

Accenture is a strategic partner for Bank's HRIT Transformation



Problem Statement

One of the strategic goals of the bank is to achieve a **cost-income ratio of below 62.5%** with enhanced operating leverage through **cost discipline**

High Workforce Costs

Workforce Costs is over **€11.0 billion (2022)** - **30% of its total costs**

Longer Turnaround time

Potential reduction in **Cycle times by 60%** for faster time to decisions -

Cost Optimization Pressure

Potential annual savings of **~6M Euros** from right-sizing of enabling tech licencing

Reorganizations post M&A

Integration of workshop projections including compensation.



Co-Innovation led Solutioning



90 K+

FTE planned with 63k+ CWRs

2300+

Divisions & Sub-Divisions

1400+

Locations

50+

Compensation Drivers

Value delivered - key outcomes

★ **~20 M €** annual savings

★ **~6 M €** licencing savings

★ **40%** reduction of cycle time

★ **~3-4 reduction of degrees** of separation

Key Takeaways

**GCC CLIENT
RELATIONSHIP**

ONE ACCENTURE

**CO-
INNOVATION
KPIs**

**CO-
SOLUTIONING**

**BUSINESS
STRATEGY
ALIGNMENT**

**SEAMLESS GCC
COLLABORATION**

**TALENT &
CAPABILITIES**

**BEST
PRACTICES**

**ECOSYSTEM
PARTNERSHIP**