

# Building Winning Teams: How UBS is Nurturing a Workforce of the Future from Singapore

Leveraging Singapore's talent ecosystem and network of world-class universities, the global financial institution is building a strong talent pipeline through collaboration with various local partners.

## UBS UNIVERSITY

- The UBS University serves all of UBS's learning and development needs in APAC from Singapore, which is one of their top major international booking centres for Wealth Management.
- UBS's in-house UBS University in Singapore motivates employees to engage in lifelong learning to be future-ready, by offering industry-leading certification for client advisors and practical learning topics on agile working and well-being.



## UBS SINGAPORE UNIVERSITY PROGRAM FOR EMPLOYABILITY AND RESILIENCE (UBS-SUPER)

- With support from the Singapore Government, UBS has partnered with local institutes of higher learning to establish UBS-SUPER, a learning platform that aims to create a pipeline of financial talent by providing on-the-job training and mentorship to graduates and mid-career individuals.
- The programme has trained over 400 fresh graduates and mid-career professionals since its launch in 2020.

# Supporting Firms' Local Talent Development Efforts through iPost



Among various initiatives, the Singapore Government introduced the International Postings Programme (iPost) to enable financial institutions in Singapore, such as UBS, to send local talent on overseas postings to acquire new skills, knowledge and networks, grooming them for future leadership roles.

Since the beginning of 2022, UBS has doubled the number of Singaporeans sent on such postings abroad, compared to the 2 years pre-COVID. This supports UBS in building an in-house talent pool skilled with knowledge for global initiatives, processes and tools.



“

Working alone in a different country meant that I had to be more independent in getting opportunities or building my own circle of influence. There are cultural differences as well, as many locals in Hong Kong would converse in Cantonese, while Mandarin would frequently be used in professional settings. I ended up taking lessons in Cantonese while making a conscious effort to speak regularly with my colleagues in Mandarin. After the overseas stint, I feel more confident and resourceful in seeking new opportunities.”

**Lim Chuan Ji, Director (Global Markets – Private Markets Salesstrader), former participant, posted to Hong Kong**

“

The network, culture and different ways of working have widened my horizons and given me new perspectives on how to manage work and projects. Additionally, the knowledge and skills I accumulated during the programme has made it easier for me to transition into a new role within UBS upon my return.”

**Lynn Kuan, Director (Global Wealth Management), former participant, posted to Zurich, Switzerland**