



# Finastra uses learning to lead innovation in fintech services.

## Challenge: Lack of skills-based learning for employees

- Mergers and continued growth caused Finastra to have several L&D plans across departments.
- There was a lack of cohesion and relevant content for the entire organization, and employees wanted to develop the right skills.
- To meet their strategic vision and retain employees — in an industry that's a massive battleground for top talent — leaders needed to invest in their people with skills-based learning.

## Solution: A skills-building platform with personalized content

- With **LinkedIn Learning Hub**, Finastra uploaded personalized content and internally promoted custom learning paths and learning collections. These focused on critical skills by job role and content related to strategic priorities.
- They designated time each week for companywide development and also gave incentives to top monthly learners, identified with LinkedIn Learning data.
- Finastra accelerated employee development and achieved strategic goals by adopting a skills-based learning approach.

Financial Services | 10,000+ employees

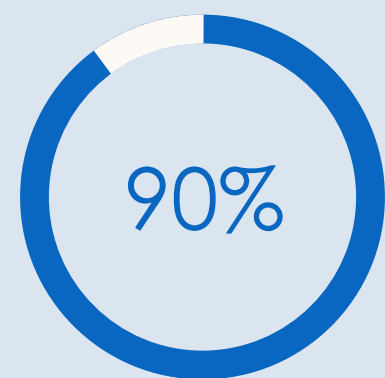
Goal 1: Lead innovation in the industry

Goal 2: Adopt skills-based learning



Finastra has embarked on a very intentional journey, pivoting to a skills-based learning and development approach to build our people's capabilities for the future."

**Peter Brock** Director of Future Learning Capability, Finastra



Active employee engagement since launch



Finastra won Best Culture of Learning (above 5,000 employees) at the 2021 LinkedIn Talent Awards



Learners who viewed content on Finastra's top strategic priority, Accelerate Cloud, over a 12-month period



Reach

