

# DEVELOPING TOMORROW'S LEADERS

Apprenticeships are paving the way for professional management and helping businesses to create workforces of effective managers.

ICBC Standard Bank, the leading financial markets and commodities bank, is committed to developing the talent within their firm. By offering **CMI apprenticeships** to their employees, they're nurturing and training their talent to become **leaders of tomorrow**.

*"We like to focus on their skill set, their development and look at the right talent programmes that match those, this is why we looked at the CMI programme and saw it as a natural fit for us in the development of our individuals"* says Peter Sinclair, ICBC's Head of Client Onboarding. Andrew was put forward to complete the **CMI Level 5 qualification** when the firm were looking to bring apprenticeships in to develop their management team.

*"One of the best things any business can do in terms of corporate social responsibility, is look at where we can bring individuals through who have a **natural talent** or have a desire or **ambition to grow** and develop within the industry... [we] **nurture and train that talent**, really bringing through future leaders who are built both around our culture but also the principles and the fundamentals of true and correct management styles."*

*"The opportunity we have at the moment with CMI is a great opportunity for both usual support on the programme and future talent coming to the organisation. Being able to harness and focus on the skill set required to move up the chain and really **develop those skills the individuals need to become future managers** of the organisation is where we're invested. This programme really aligns those goals."*

Apprentice Andrew says: *"I did not actually study a business or economics degree at university so going back to some of these core basics especially around financial principles, managing teams, setting goals for individuals, [knowing] what drives people and motivational techniques are real topics of study where there has been a lot of work done previously to go back on, reflect, study and then actually go to apply these on the day to day has been very beneficial."*

The Level 5 Operations/Departmental Manager apprenticeship is designed for operations, regional or middle managers who have the responsibility of managing projects, teams and change whilst inputting to strategic planning.



**Andrew Anderson**  
Level 5 Management Apprentice  
ICBC Standard Bank

“ This [apprenticeship] has been really helpful for my own confidence especially as it is the first time I am taking on more managerial responsibilities in my direct role. ”

## FIND OUT MORE

 [managers.org.uk/ICBCStandardBank](https://managers.org.uk/ICBCStandardBank)

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#ManagementApprentice