



ATTRACTING & RETAINING TALENT FOR DFIS



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ADFIAP International CEO Forum XI (December 7 – 9, 2015) **Makati Philippines**



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BDC IS A CROWN CORPORATION WITH A SELF-SUSTAINING BUSINESS MODEL...

- **BDC takes more risks**
 - Distinguishing it from the chartered banks with both commercial and public policy objectives
- **Financially autonomous**
 - BDC does not receive appropriations from Government of Canada and operates at no cost to taxpayers
- **Commercially viable**
 - BDC must earn a return on equity at least equal to the Canadian government's average long-term cost of capital
- **Profitable every year since 1997**
 - BDC has paid \$471M in dividends to the Government of Canada since 1997

BDC IS THE ONLY BANK DEDICATED EXCLUSIVELY TO ENTREPRENEURS...

Key objective: To be a leader in making Canadian entrepreneurs the most competitive in the world

32,000
CLIENTS

2,000
EMPLOYEES

100+
BUSINESS
CENTRES

\$22B
COMMITTED
TO CLIENTS

\$417M
DIVIDENDS
Since 1998

71
YEARS OF
EXISTENCE

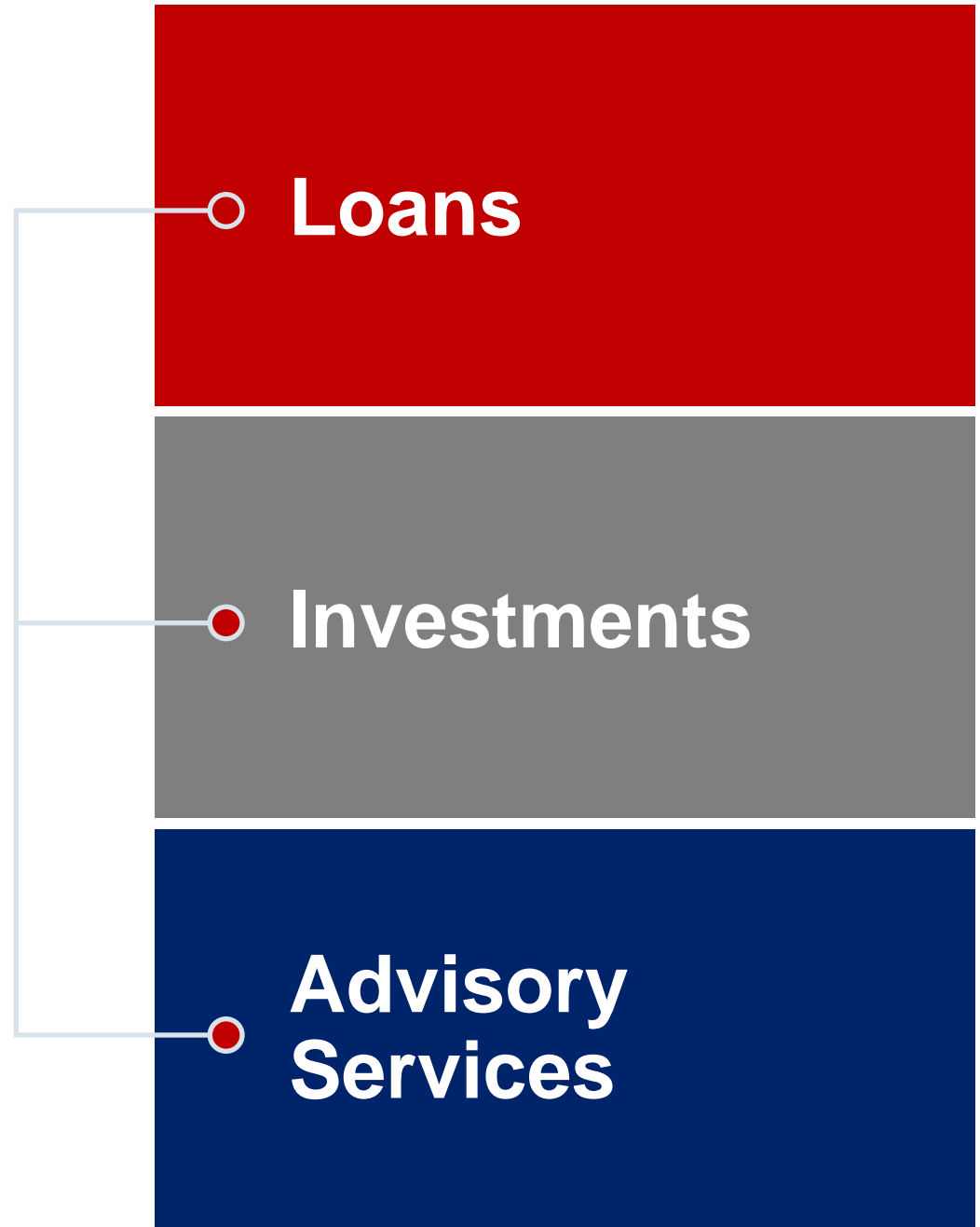
IMPACT OF BDC'S CLIENTS

OUR
32,000
CLIENTS

Generate **\$200B**
in annual
revenue

Generate **\$22B**
in export
revenue

- 
- BDC Business Centres
● BDC Clients



ATTRACTING TALENT

BDC RECRUITMENT STATUS

250 net new positions in the next 3 years across Canada in over 20 location

**Low turnover rate
(below the finance industry average of 10%)**

More than 75% of hires are commercial lenders

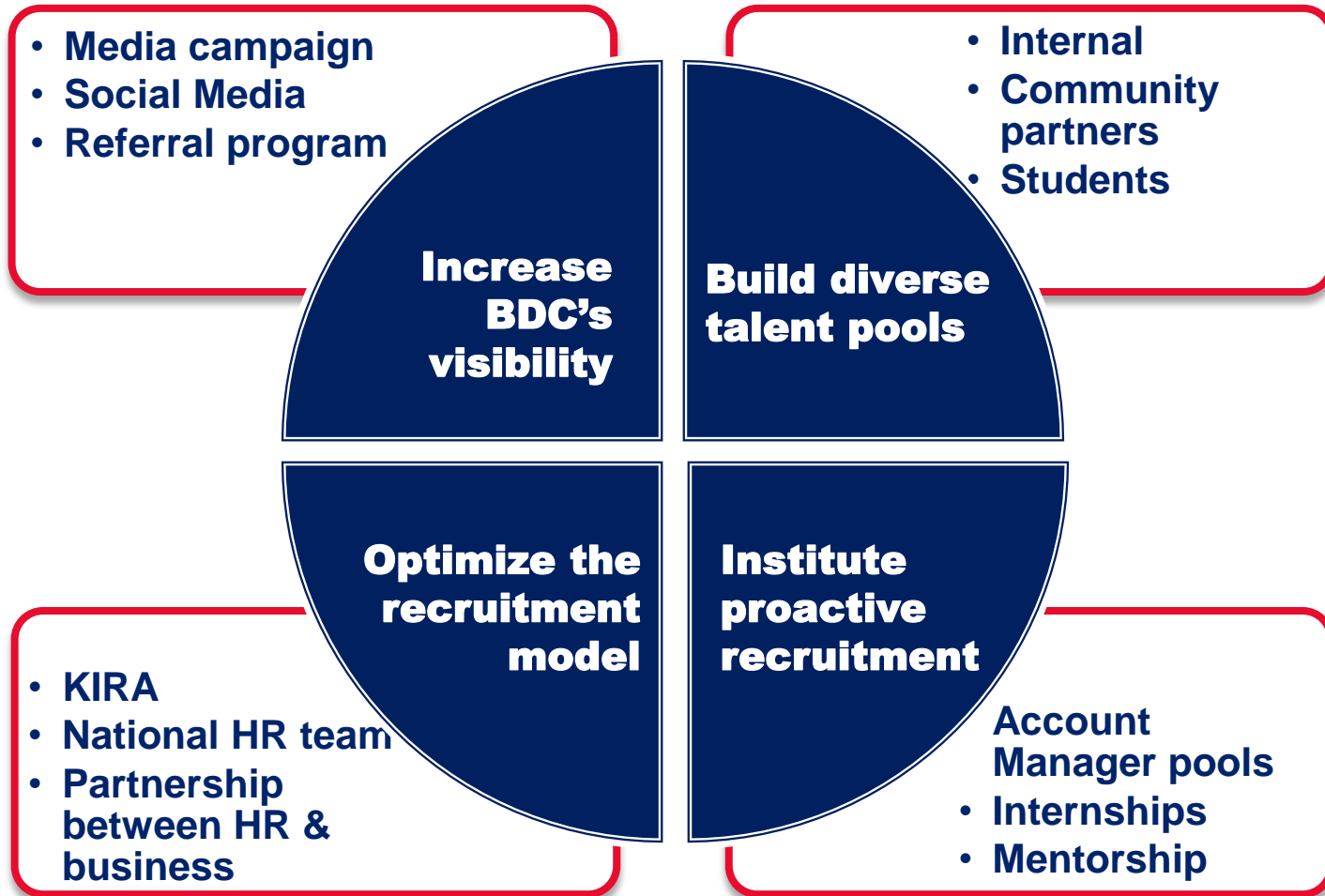
ATTRACTING TALENT – OPPORTUNITIES AT BDC

- Inspiring mandate and mission
- Continuous learning environment
- Highly engaged workforce
- Socially responsible
- Award winning organization

ATTRACTING TALENT – CHALLENGES AT BDC

- Lack of brand awareness in some markets
- Perceived lack of career growth opportunity
- Competitive market for commercial lending talent
- Regionalized labour-intensive recruitment process

BDC'S ATTRACTION STRATEGY



RETAINING TALENT

STRONG ATTRACTION = RETENTION AND NEVER STOP ATTRACTING YOUR CURRENT EMPLOYEES

**AWARD
WINNING**



**CONTINUOUS
LEARNING**

B CORP

**HIGHLY
ENGAGED
91%**

**IMPACTFUL
MANDATE**

DIVERSITY



Ester Zolotnitsky
Client Relationship Officer



Yazan Al-Sabe
Senior Account Manager



Edith Duarte
Account Manager

Merci
Thank you
謝謝
Cảm ơn bạn
धन्यवाद
Gracias
Obrigado
شكرا
Terima kasih
ආචාර්ය
Salamat
ありがとう

