

Nomination: 6192

BNY Mellon Risk & Compliance Executive Development Program

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

BNY Mellon

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

BNY Mellon Risk & Compliance Executive Development Program

Category

B01 - B59 Achievement > B56 - Most Innovative Leadership Program

Achievement Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

BNY Mellon is a global institution that powers success across the financial world for individuals and institutions through unique insights, thinking, and actions. The Risk & Compliance (R&C) division is vital to that mission. Since onboarding a new Chief Risk Officer in 2019, BNY Mellon's R&C division has undergone transformation to enhance the company's focus on holistic risk management and better prepare and empower R&C employees to execute and drive enterprise-wide change.

Risk & Compliance prioritized talent development and diversity, equity, and inclusion (DEI) strategies, and implemented a comprehensive people experience strategy that fosters actively engaged employees who take ownership of and are supported in their career development. A focus was placed on building and retaining a diverse pipeline of leaders who are strong in core competencies and demonstrate company values and behaviors.

Alongside its Mentoring and Cross Training programs, in 2020 R&C launched the Executive Development Program (EDP). The EDP increases visibility and development opportunities for a select set of up to 10 diverse, high-potential Risk & Compliance leaders through experience, education, and exposure components while expanding diversity of perspective among current leadership.

b. Outline the team's or organization's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

The Executive Development Program's goals to provide visibility and development for high-potential leaders, increase diversity and broaden inclusivity, and expand diversity of perspective among current leadership are being met. Talent development plans are in place for all participants and alumni.

The EDP graduated its first class in 2021 and is building on its success. A second class will graduate in September 2022, and a third class is currently being selected.

For the 2020-21 class:

- 80% have taken on expanded responsibilities or were promoted
- 2 members received promotions to Managing Director
- 1 member is on track for future Managing Director promotion

For the 2021-22 class:

- 40% have achieved expanded roles already

According to the first class, 100% felt satisfied or very satisfied with the program overall; 100% felt the program brought more opportunities or exposure; and 100% felt that the program could help them meet their career goals in the next 2-3 years.

In addition to being recognized for its excellence in Risk & Compliance, the EDP is seen as a model for other initiatives across BNY Mellon, as it continues to achieve important goals and have positive impact.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

The EDP is a significant component of an overarching talent development and diversity, equity, and inclusion strategy that increases visibility and development opportunities for diverse, high-potential leaders.

The program targets ten executive competencies (e.g., Executive Presence, Inclusive Leadership, Continuous Improvement Mindset) over one year during which participants are paired with an executive coach and sponsor; attend professional educational sessions (e.g., Power, Politics & Influence; Delegation); build and strengthen diverse networks; and are exposed to BNY Mellon's Board and executive leadership.

The program also features a unique experiential learning component in which participants select and lead cross-functional teams that are focused on the highest-priority initiatives for Risk & Compliance. The deliverables are contributing to a stronger risk culture overall, and the experience is unlocking the potential of participants by deploying them to tackle high-priority assignments and recognizing them for their achievements.

The EDP influences Risk & Compliance's culture from the top down by providing parallel education to current executive leadership to strengthen their mindsets on diversity, equity, and inclusion. For example, the Chief Risk Officer's direct reports take training to develop their skills as sponsors, knowing that organizations with strong sponsorship cultures cultivate diversity and value diverse perspectives at all stages of decision-making.

The EDP's achievements will allow for a continued focus on propelling careers forward, facilitating meaningful talent conversations, and positively impacting the organization's culture. The program is exploring opportunities to create cross-division components to create efficiencies, support sustainability, and maximize impact across the entire BNY Mellon organization.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

The attached "Program Overview" file offers additional information on key components referenced in this nomination, including program goals and outcomes; experience, education, and exposure program components; targeted competencies and development opportunities; the rigorous and fair application process; and sample program metrics. The document also serves as an example of how the program is communicated to employees in the organization.

The attached "EDP Podcasts" and "EDP Spotlight Articles" files provide examples of how the EDP experience is communicated and cohort members are featured across the company.

Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/15157/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxNTE1NywiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9BNYMellon_Program%20Overview_B56.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/15157/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxNTE1OCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9YAVMo?BNY%20Mellon_EDP%20Spotlight%20Articles_B56.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (https://stevies-sage.secure-platform.com/file/15159/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxNTE1OSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9BNY%20Mellon_EDP%20Podcasts_B56.pdf)

Would you like to add an additional supporting document?

No

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