

Training programs by position and job to cultivate financial experts

Shinhan Financial Group operates mandatory courses and various competency development programs for each position for all executives and employees, including regular and contract employees.

We also provide support for master's programs in digital financial engineering, university tuition support, graduate school tuition support, and certification acquisition.

Shinhan Bank has established a non-face-to-face integrated management system and is operating a 'Job Basics' course to cultivate basic essential knowledge of executives and employees.

In order to revitalize field sales by strengthening capabilities, we provide 'Solution Academy', a customized course through collaboration with related departments, 'Field-Pro Course' to cultivate experts in each field based on certification, and training to develop essential capabilities and leadership through essential courses for each position.

In addition, we have prepared 'Shinhan Future Academy', an educational course to nurture future talent, 'Specialist program for lawyers, accountants, tax accountants, etc.' to foster financial experts trusted by customers and recognized in the market, and 'Aalto University EMBA', an overseas master's degree acquisition course.

Training programs to cultivate leadership

Shinhan Bank considers various factors as conditions for promotion to manager, including completion of training courses, acquisition of required certifications for work performance, and leadership evaluation by superiors and colleagues.

After being promoted to manager, we provide 'promotion training' to help them understand their changed roles and responsibilities and develop leadership appropriate for their position, and develop them into managers through multi-faceted evaluations.

In addition, in order to foster the next generation of executives, we introduced 'Shinhan Future AMP', a executive development program that provides training opportunities for employees selected at the division manager level to develop the capabilities necessary for leaders, such as language and business administration.

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