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## 2012 Awards for Achievement – Guernsey Press Entry Profile

2012 was a big year for Deutsche Bank, as it celebrated its 40<sup>th</sup> anniversary in the Channel Islands. There's no doubt that, with a workforce in Guernsey totalling almost 70 people, its staff make a significant contribution both to the business landscape and in the local community.

“A lot of what we do in Guernsey uses the expertise we have here to support our other locations, including onshore”, said Andreas Tautscher, chief country officer for the bank in the Channel Islands.

“We punch above our weight because of the fact that there is a lot of knowledge, specialist expertise and capability here. A lot of our structures are run from here and they touch a much higher proportion of the Bank's biggest global clients than might be expected.”

In fact, it is this staff expertise that was a key driver in it being shortlisted in the Employer of the Year category of this year's Awards for Achievement.

As Helen Shoreson, Head of HR explains, “Deutsche Bank in Guernsey is what it is because of our people. Our Talent & Development programme is highly focused and dedicated to attracting and retaining diverse talent. This approach works both ways - not only does it benefit the Bank as a whole, it also helps our people to realise their career aspirations and fulfil their potential.”

Deutsche Bank's Talent Management programme works in conjunction with its performance management and career development processes, all with the aim of creating a high performance culture at the Bank.

Outside of the office, staff have the opportunity to participate in a range of activities that provide further rewarding experiences. In addition to a range of social events, for instance, the Bank's 40<sup>th</sup> anniversary was marked by a special community programme. That

culminated in a complete makeover of the Wesley Community Centre's outdoor space, involving over 40 staff members who spent around 260 hours working on the project.

Overall, it's clear that staff satisfaction and engagement is at the heart of Deutsche Bank's priorities as one of Guernsey's key employers.

**What's the secret of Deutsche Bank's success?**

We're committed to being the best financial services provider in the world, balancing passion with precision to deliver superior solutions for our clients. This is made possible by our people: agile minds, able to see beyond the obvious and act effectively in an ever-changing global business landscape.