

Learning & development



Global reach
Pinpoint delivery


SIONNIC®

Global financial services specialists

Learning & development



Sionic is a global consulting firm.

Our focus is on change and we specialise in a unique blend of business and people performance.

We are agile, independent and hold a straightforward philosophy – that outstanding people produce outstanding work.

We tackle complex operational, economic and strategic problems, big and small, for clients dealing with evolving markets, changing risks, intricate regulation, cultural change, technology and digital advances.

At Sionic, we attract, nurture and promote only the finest people. We constantly create new partnerships that focus on broader horizons.

We are a global, sector-wide team of experts of longstanding pedigree, and one of the world's fastest growing independent consulting firms.

We have over 300 professionals based in more than a dozen locations worldwide, including America, Europe and Asia and we continue to expand at pace.

We deliver measurable value. When the world's leading firms in financial services are looking to accelerate their performance, they call us. Our practices are communities of expertise. Combined with our collaborative approach, this framework allows us to foster specialist talent and deliver cross-specialism expertise. Underpinning this is our commitment to offer exceptional client care and to deliver services that are client-responsive, designed to reduce costs, navigate complexity and accelerate business, technology and people performance.

www.sionic.com



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Our values

Our approach is rooted in our DNA. Our values determine our behaviour and how we work with our clients, partners and colleagues.

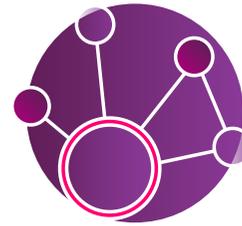
Global Collaboration | Pace & Ambition | Expertise with Integrity



“ We have a not-so-secret weapon: our people. Combined, they possess an incredible depth of knowledge and a unique ability to deliver that knowledge where clients need it most. We call it specialism at scale. ”

Craig Sher Chief executive officer

Our sectors



Asset management



Financial markets infrastructure



Private equity, real estate & trust administrators



Corporate & investment banking

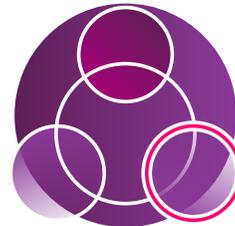


Insurance & reinsurance



Wealth management

Our practices



Asset management

We provide specialist advisory and implementation consultancy services covering strategy, business, operations and technology change.



Client lifecycle management

We are experts in the analysis, design and implementation of KYC including client onboarding, life-cycle management and off-boarding.



Data & technology

We specialise in data strategy, governance and management; technology architecture and organisation design, cyber and digital.



Finance & fund administration

We work with finance and asset servicing organisations to simplify and enhance process and data for analysis and reporting.



Financial crime & compliance

We help clients to manage their risks and responsibilities with regard to anti money laundering, terrorism, bribery, corruption and fraud.



Front office business lines

We support all aspects of front-office activity, enhancing client relationships, client services, client protection and the overall client experience.



Group risk & capital

We are expert practitioners in market, credit, counterparty, liquidity and funding risks, as well as leverage ratio and balance sheet management.



Learning & development

We accelerate improvements in results by building new capabilities and creating cultures of high performance.



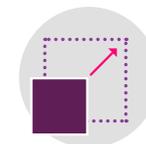
Operations

We specialise in operations strategy, operating models, business platforms, risk management and governance.



Regulation

We help clients to enhance, remediate and rationalise compliance and control, through technology, people and process improvements.



Transformation

We draw on our specialist knowledge and extensive industry experience to deliver meaningful and lasting organisational change.



Wealth management & private banking

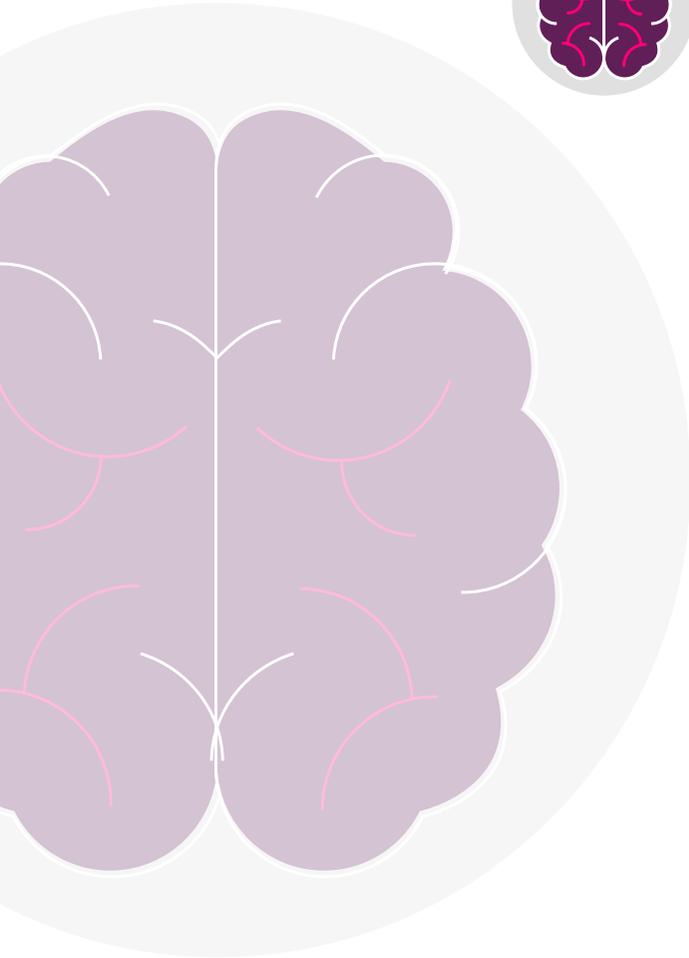
We advise on proposition development, end-to-end business improvement, technology, risk and corporate governance.

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Overview

We understand people. Over more than 20 years, we have created an outstanding range of programmes and resources that enable our clients to boost their individual, team and organisational performance. We help our clients to solve problems in four areas: technical excellence; change excellence; operational excellence; leadership and management capability. Our clients tell us that we add value by boosting productivity, driving up the return on their investment from change programmes, building organisational strength, and fortifying their reputation with stakeholders.



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Specialisms

Change excellence

Leadership & management

Organisational excellence

Technical excellence



Read a selection of our
latest CASE STUDIES >

Meet the experts



Pete Stone
Managing Partner
& Chief Strategy
Officer

I've worked in financial services for almost 30 years, the last 17 of which have been in global banking and markets. I tend to focus on organisation transformation and **leadership development**, having seen many successes and failures at the corporate and individual level. Through 1:1 coaching, workshops and masterclasses, I now get to advise executives and senior managers on how to boost their performance and that of their organisation, based on my own practical experience as a senior manager and consultant, blended with our own research findings, which are unique to our industry.

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Meet Xavier Pujos, Sionic Managing Partner and risk and regulation expert

Meet the experts



Richard Bidder
Learning & Development

Meet Richard Bidder, Sionic partner and people development specialist

I am passionate about developing people, teams and organisations. After spending my early career on the trading floors of Morgan Stanley and Lehman Brothers, I travelled the world solo and decided a career in people was for me. Having qualified as a Chartered Occupational Psychologist, I became Director of HR within UBS with a global remit in talent and diversity, before joining Sionic in 2013. My personal value set is around partnering with organisations to create the right solution.

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Meet the experts

Paul Butler
Partner



After more than 25 years working in investment banking technology, I realised that what I really do well is help organisations and the individuals within them change and develop; to be better, more effective and have a positive impact on the clients and society they serve. I do this by building on my experience leading through critical industry shifts, including automation and electronification, regulatory-driven clearing transformation, culture, conduct and learning-driven remediation. I advise and lead delivery on individual and organisational change, especially in culture, career and behavioural development.

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James Carter
Partner



My goal is to help people develop, be more effective, enjoy life and have a bigger impact on the world. Through executive coaching, I help people develop and achieve massive results. The **training programmes** I design and run enable people and teams to make fundamental shifts in the way they operate. I advise organisations on driving transformational shifts that stick, defining their vision, operating models and roadmaps and helping communities evolve with the change they are making, particularly in relation to lean agile cultural change and **technology**.

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Meet the experts



Deborah Challinor
Partner

Meet Deborah Challinor, Sionic Partner and expert in talent and change

I specialise in working with clients to continually challenge and develop high performing organisations. I translate strategy into practical implementation plans and drive change through focusing on the climate, skills and behaviours the organisation needs to transition. I combine managing change with a highly pragmatic approach to delivering coaching, leadership and expert programmes to help businesses unlock how their talent can shape the future. Currently, I am developing an enhanced organisation performance assessment model to target the critical components that support success. I am also driving forward helping banks address gender diversity; specifically, empowering women to overcome perceived barriers to advancement.

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Our global presence





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