



Building Future-Focused Skills at Scale

Bank of Montreal / **BIG** THINK +

About Bank of Montreal

Founded in 1817, Bank of Montreal is the oldest bank in Canada and one of the largest in North America. In addition to personal and commercial banking, the company offers wealth management and investment services to over 12 million customers.

Bank of Montreal's corporate vision is to "Boldly grow the good in business and life," which is demonstrated in its annual \$86 million+ investment in the personal and professional growth of its workforce.

With award-winning Learning and Development programs, employees are encouraged to build their strengths, evolve their skill sets, and prepare for the future of work.

42,861

Employees

\$25 Billion

**Annual
Revenue**

Driving engagement with expert-led micro-learning

Bank of Montreal has partnered with Big Think+ since 2016, integrating our content into their LXP for easy access by their global workforce. Several needs led Bank of Montreal to partner with Big Think+.

1

Best-in-class video content

As their Learning and Development strategy shifted to a more blended approach, they recognized the need for premium video content to drive engagement with learners. Our lessons, produced by a team of world-class filmmakers, saved Bank of Montreal the resources required for developing video-based learning in-house.

3

Self-directed learning

The team at Bank of Montreal sought ways to offer learner-driven experiences. Leveraging Big Think+ microlessons, they developed custom pathways that allowed for self-paced and self-guided learning. This way, learners can identify and engage with content relevant to their development areas and interests.

2

High-impact micro-learning

The L&D team also had a desire to offer “quicker bites of information” that their talent could use to learn on-the-job. Because our microlessons are designed to teach ideas in under 10 minutes, employees can find more time for learning in their busy schedules.

4

Premium learner experience

“We need to make sure everyone has a good experience,” commented Elaine Jones, Senior Advisor of Enterprise Learning Governance. Jones and team use our lessons as an exciting way to kick off learning experiences to immediately engage learners. They value the noteworthiness of our world-renowned instructors such as Simon Sinek, Gretchen Rubin, and Adam Grant.

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“The roles of today will not be the roles of tomorrow. Our top priority is: how do we prepare our employees for the future?”

Josie Ramunno, Director of Enterprise Learning, stated. Our lessons are designed to do just that.

Big Think+ lessons focus on the 21 capabilities necessary for success in the 21st century, from innovation and digital fluency to emotional intelligence and leadership.

Results

16k+

Lessons
Watched

85%

Lesson
Completion Rate

68k+

Minutes
Watched

To learn more about how Big Think+ can help develop and transform your organization, [request a demo today.](#)

Expert Instructors



Alisa Cohn
Mastering the Unnatural
Act of Leadership



Stanley McChrystal
Resilient to Risk



Ruchika Tulshyan
Developing an Inclusion
Mindset

With engaging content on the skills that matter most, Bank of Montreal will be better equipped to prepare its workforce for the future.

“Our innovative strategy and approach to building future-focused skills is equipping our workforce to be successful in the face of increasing complexity,”

said Gina Jeneroux, Chief Learning Officer.