

FIBY FRANCIS

Lead-Leadership Department,
The Emirates Institute for Banking and Financial Studies
(EIBFS)



BRIEF PROFILE

Fiby Francis, lead the Leadership Department of the Emirates Institute for Banking and Financial Studies (EIBFS).

Fiby is a Certified Practitioner of "**Organisation Development (OD)**" from the **Indian Society for Applied Behavioural Science (ISABS)** and a Certified Practitioner of "**Human-Centered Design Thinking**" from the **LUMA Institute**, United States, this Practitioner Certification Program is focused on Innovation. He has completed his **MA** in Economics and **MBA**. He is one of the "**The Leadership Challenge**" (**TLC**) Trained Facilitator in the GCC region from **WILEY** (John Wiley & Sons, Inc). "The Leadership Challenge Workshop" is the premier research based leadership learning program. He later successfully completed "The Leadership Challenge"- "**Facilitator Training**" qualifying him to deliver the program based on **The Five Practices of Exemplary Leadership®**.

He is also a qualified professional in "**Corporate Governance**" from **World Bank**, "**Compliance and AML**" from **International Compliance Association UK**, awarded in association with Manchester Business School and an em-paneled Tutor for the ICA, UK programs. Continued learning is his priority and to improve his competency in self, people and change to the next level, he is pursuing his **MSc in People and Organisational Development** from Roffey Park Institute UK.

He was the Assistant Vice President and Training Faculty in the Training Department (part of Human Resources & Organization Development Group) of the Union National Bank (UNB), in its Head Office based in Abu Dhabi, UAE. Fiby addressed the Bank-Wide learning and development agenda for the Union National Bank. He managed and implemented the strategic objectives of the Bank from the HR & OD Group with regard to the learning interventions by understanding business strategy and identifying the key learning needs. He actively designed the process of inculcating a "Learning Culture" in the bank, taking the lead accountability. He always engage in Organization Development consulting conversations with all business levels including C-suite professionals to initiate interventions. In Fiby's leadership, UNB engaged in partnerships with leading Business Schools like HBS, INSEAD, LIBF, IE Business School, Ashridge, and Chartered Institutes like CIMA, CIPD, CISI, CICM, financial training solution providers like Moodys, Fitch, Deloitte, PwC Academy, E&Y etc., for various leadership, managerial and technical programs on behalf of the bank.

In this leadership role he managed the training requirements of the domestic and overseas operations of the Bank, in the following jurisdiction UAE, China, Qatar and Kuwait. Fiby also extended his Subject Matter Expertise to UNB Egypt (UNB Subsidiary) as and when required. He is a banker who understood his deep motivation in people development and moved from front line business to Learning and Organisation Development due to passion in helping others through learning and organisation development, understanding the human process and can add great value to any team. Fiby is an experienced facilitator. Fiby's other responsibilities included managing the technology teams, so as to create new and innovative programmes to respond to emerging regulatory and industry challenges. He started his career in a learning startup and moved to banking at UTI Bank (now Axis Bank) and held various positions in retail, branch operations, compliance, treasury, (bullion, forex & trade finance) and business development.

Fiby Francis worked with the EIBFS as Senior Lecturer and Trainer during 2008 -14 and contributed positively for the development of the institute and its stakeholders. He is an invited member of the Research Committee and the Recognised National Development Committee of the UAE, for financial sector qualifications, to co-ordinate the development of the National Occupational Skills Standards (NOSS) in UAE. This is initiated by the Emirates Institute for Banking and Financial Studies (EIBFS), the financial institute supported by the regulator UAE Central Bank in partnership with the National Qualifications Authority. He was also a member of the fintech training lab committee of the EIBFS. <http://wam.ae/en/details/1395302696746>

In his previous role as a Senior Lecturer and Trainer at the EIBFS, he lead various initiatives, collaborated with Subject Matter Experts to develop the people capabilities for the financial services sector focusing on UAE National talent development by taking care of training needs for the UAE Banks by designing, developing and delivering technical, behavioural and leadership programmes. These initiatives combined perspectives from the broader financial market including academics, executives, and thought leaders. Fiby have produced and executed conferences and workshops for the financial sector during this assignment.

Fiby Francis is a sought after speaker in industry conferences, external forums and events. He was a speaker in the recent SHRM Tech 2019 Conference organized by Informa. <https://www.shrmtech.com/speaker/fiby-francis/>