

A COMMITMENT TO PROFESSIONAL DEVELOPMENT AT MOODY'S



WHAT IS THIS CASE ABOUT?

To understand the origins and development of an internal community within Moody's and how the company has become an exemplary employer that supports CFA Institute and CFA® Program.

Moody's is a global integrated risk assessment firm that empowers organisations to make better decisions. The organisation's data, analytical solutions, and insights help decision makers identify opportunities and manage the risks of doing business with others.

Moody's believes that greater transparency, more informed decisions, and fair access to information open the door to shared progress. With over 11,200 employees in more than 40 countries and regions, Moody's combines international presence with local expertise and more than a century of experience in financial markets.

A CULTURE OF PROFESSIONAL LEARNING AND DEVELOPMENT

At Moody's, encouraging professional learning and development lies at the heart of a company-wide culture that prioritises the personal growth and education of its employees. A marked illustration of this is the creation of a global community of keen-to-learn CFA Institute members and CFA® charterholders and CFA® Program candidates. This commitment extends to an all-employee-inclusive education assistance programme.

What started purely as an idea among three enthusiastic in-house CFA charterholders became an official community with those interested in the CFA Program and CFA Institute activities (the "Community") in 2017. The founding members, who were actively engaged with their local CFA Societies, shared a common vision to develop a platform that would enable the exchange of best practices and ideas for events. The grassroots initiative soon took off in various countries worldwide and has since grown into a community of 250 members and champions. It currently helps to promote the CFA Program to Moody's employees and provides support in the form of study groups to those pursuing the CFA® charter.

THE KEY TO BUILDING A COHESIVE COMMUNITY

Champions play a key role in keeping local Communities engaged. They facilitate and drive connections with local CFA Societies and increase awareness of professional learning events available to members of the internal Community. Champions and volunteers have helped organise more than 30 events with CFA Institute across all regions, which have been attended by over 1,500 investment professionals.

“ Acquiring the CFA charter gives a sense of mastery of what there is to know in finance, as well as a sense of confidence. It is well recognised on a CV, and it gives a well-grounded base for those pursuing any career in finance. ”

Annalisa Caresana, CFA
Vice President Training Specialist,
Professional Development and Training, EMEA, Moody's

One such dedicated champion is Simon Chen, CFA. As vice president of strategy and business management, Regional Management, Asia Pacific, and a long-serving employee at Moody's, he believes the synergy between Moody's and CFA Institute holds value. Both companies share a common thread in terms of investor protection and education, thought leadership research, continuing education, and driving excellence in professional standards.

THE KEY TO BUILDING A COHESIVE COMMUNITY (Continued)

He remarks:

There is a close alignment of what CFA Institute does and what Moody's is doing. Moody's is in the business of providing the market with credit views in order to help investors make better decisions. And this is in line with the objectives of CFA Institute, which is getting the right content to the investment community. We are happy to have worked well with CFA Institute on joint initiatives over the last few years.

Fundamental to the success of the Community is the endorsement of its mission by the senior leadership and HR team. Annalisa Caresana, CFA, is a founding member of the Community and vice president training specialist, Professional Development and Training, EMEA, at Moody's. She notes the sense of belonging the Community provides to those seeking guidance and support while along their path to becoming a CFA charterholder.

She explains:

The community supports the entire journey. It helps those who have initial questions about the path to becoming a CFA charterholder. It serves as an additional channel for all employees to understand more about the CFA charter journey and the opportunities it brings.

TANGIBLE BENEFITS TO COMMUNITY MEMBERS

Moody's and CFA Institute share a similar philosophy – those who invest in their professional development will benefit significantly in the long run. As Annalisa Caresana, CFA, shares, "There is a diverse range of possible development paths that people can choose. We recognise that a CFA designation is a well-rounded one and is especially useful for those starting out with a non-financial background."

Hong Kong SAR-based Gloria Tsuen, CFA, vice president/senior credit officer at Moody's and founding member of the Community, echoes this sentiment: "The CFA® Program provides a strong body of knowledge that is essential for anything you do in finance. Whether you are dealing with equity markets, credit markets, or derivatives, you will have a basic body of knowledge on how to do financial analysis."

A thirst for knowledge acquisition and investing in higher education is apparent amongst Moody's employees in Asia Pacific. The region is one of the fastest growing in terms of candidate growth and interest in pursuing the CFA charter. Simon Chen, CFA, asserts that he has seen members of the Community in Singapore and across Southeast Asia receive tangible benefits as it serves as an active sharing forum for its members.

He explains, "It's a valuable forum for senior members at Moody's to share upcoming learning opportunities with junior colleagues on CFA Institute events that are hosted in various locations as well as those that are available through CFA Societies Global Passport Program."

Since its inception, this community has fostered a strong sense of collaboration amongst its members pursuing their CFA charter. Equally, through the hard work and devotion of its many volunteers across the organisation, members are presented opportunities for learning and collaboration with local CFA Societies. Without a doubt, the passion and dedication of the champions and members with the support of the leadership team will ensure the continued success and growth of the Community for years to come.

With special thanks to Simon Chen, CFA, Annalisa Caresana, CFA, Gloria Tsuen, CFA, Wendy Cheong, and Anina Lo.

ADVICE FOR JOB APPLICANTS

For those looking to work for a company that supports employee professional development, Moody's education assistance programme provides financial support to employees taking the CFA Program exams.

“ Moody's provides an education assistance programme to support expenses and time off for employees pursuing the CFA charter. Over the years, we have noticed increased interest from our employees to attain the CFA designation as a way to enhance their professional capabilities. ”

Anina Lo
Senior Vice President, Human Resources Regional Lead, Moody's

CFA charterholders and candidates who apply for a position at Moody's also may have the added advantage of being considered for interviews during the selection process.

“ We are committed to fully evaluating each applicant's qualifications and experiences against the role they are applying for. A CFA Program candidate may stand out amongst other candidates given that the attributes and requirements needed to obtain the CFA charter are relevant to our industry and the clients we serve. ”

Wendy Cheong
Managing Director and Head of APAC, Moody's Investor Service

ADVICE FOR RECENT GRADUATES

Recent graduates who are looking to take the first step in their career journey face a highly competitive environment. Given the current landscape, it is important to show a passion for and commitment to their future careers.

“ A fresh university graduate pursuing their CFA charter shows definite interest and dedication to a career in finance, and to further developing their analytical and critical thinking skills. Advanced degrees and accreditations such as the CFA charter would help recent graduates differentiate themselves from their peers. ”

Anina Lo
Senior Vice President, Human Resources Regional Lead, Moody's

For more information about the CFA Program, visit
<https://www.cfainstitute.org/programs/cfa>