

Building HR capabilities with BIBD

Accelerated professionalisation through Group Experience Assessment



Bank Islam Brunei Darussalam (BIBD), Brunei's largest bank and flagship Islamic financial institution, serves a substantial customer base of over 216,000 supported by a dedicated workforce of around 900 employees.

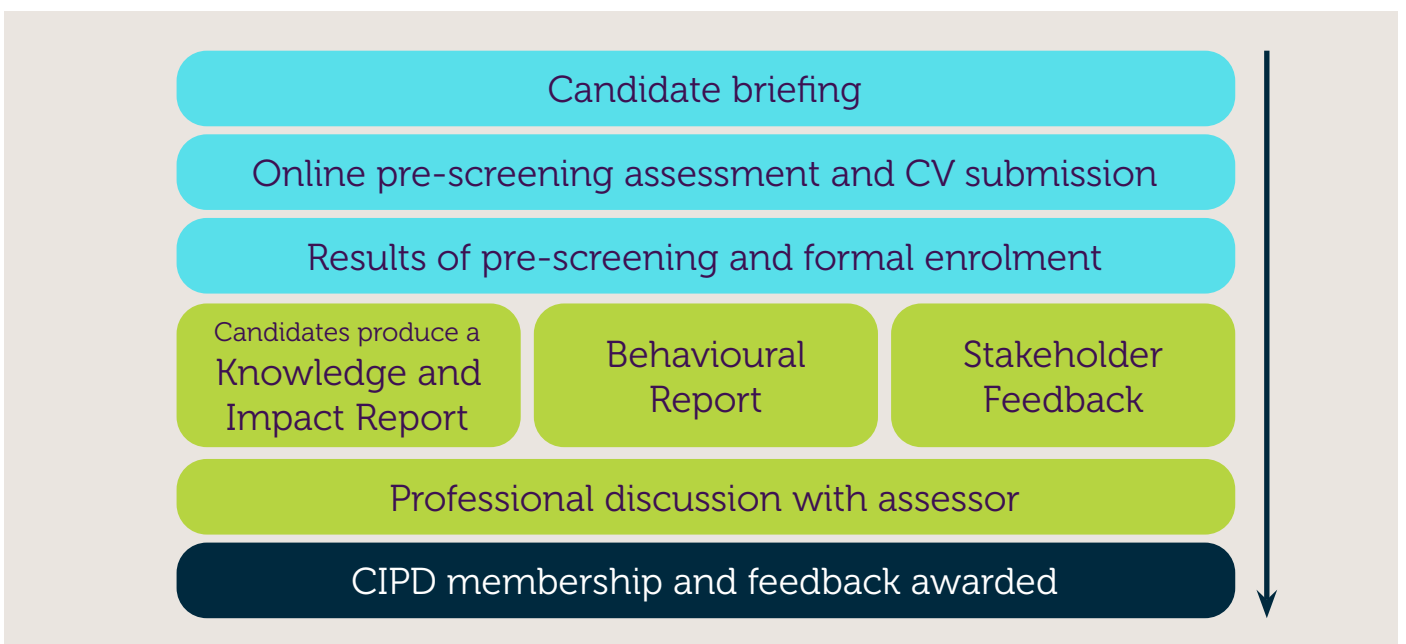
As the leading financial service provider in Brunei, BIBD aspires to be the top Islamic bank in the Asia Pacific region. This ambitious goal necessitates robust support from a high-calibre HR department. BIBD's people function, comprised of 22 full-time employees, aims to build HR capabilities to differentiate the organisation and outperform competitors in HR capabilities by fostering a work environment characterised by positivity, fairness, and a performance-driven culture.

Solution

To enhance individual and team skills in line with its strategic objectives, BIBD identified professionalisation as a key initiative. This led to a partnership with the CIPD, recognised globally for its expertise in people development. BIBD embraced CIPD's Group Experience Assessment (GEA) intervention, a pathway to CIPD membership at Associate or Chartered (Member or Fellow) levels.

This approach, diverging from traditional study routes, allows candidates to leverage their professional experience to meet CIPD's standards, benchmarked against the CIPD Profession Map, without undergoing exams or pursuing qualifications.

Overview of Experience Assessment Process



Assessment process typically takes six months to complete

Outcome

The collaboration with CIPD led to significant achievements within BIBD's HR team. Notably, out of the first cohort of eight, four achieved membership at Associate (Assoc CIPD) level, one at Chartered Member (MCIPD) and three at Chartered Fellow (FCIPD) levels.

This accomplishment has instilled a renewed sense of confidence in the team, affirming that their skills and practices align with global standards. Furthermore, the process deepened their understanding of the CIPD Profession Map, enhancing their approach to evidence-based practice and people analytics.

Another valuable outcome was the team bonding experienced during the process. Balancing the demands of the assessment with work and personal commitments fostered a supportive and collaborative environment. This collective journey not only strengthened professional capabilities but also enhanced team cohesion and solidarity.

"The CIPD Group Experience Assessment has given us a renewed sense of confidence: we can now say our work is aligned with globally recognised standards. We learned a lot through reflecting on our work and studying the CIPD Profession Map. This journey has inspired our team to look for ways in which we can improve further."



Mohammad Farhan bin Murni,
Chartered MCIPD,
Learning and Development Officer

"Working with the CIPD has provided the team with a fresh perspective and greater insight into people practice that will aid in business partnering and allow for greater impact to the work lives of BIBD's employees."



Nurul Jafriah Abdullah,
Chartered FCIPD,
Head of Learning and Development

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