

Deloitte.



CHARTERED BANKER

Deloitte Financial Services Rising Star Awards 2008

Shaping up tomorrow's stars

The Chartered Institute of Bankers in Scotland



Deloitte Financial Services Rising Star Awards 2008

Welcome to an exciting competition from the Chartered Institute of Bankers in Scotland.

The Rising Star Awards provide an opportunity for the best talent in the financial services industry to be identified and showcased. We are seeking individuals who personify the professional ethos expected of Chartered Bankers, individuals who have shown exceptional performance, and individuals who have made an outstanding contribution to their organisation this year.

The aim of the Rising Star Awards is to give these exceptional performers the opportunity to shine on the public stage, and at the same time further develop their knowledge and skills.

Do you have a star performer on your team? Do you think you have identified one of the industry leaders of tomorrow? Do you want to demonstrate that you have what it takes to be one of tomorrow's leaders in financial services? If so, we would like to hear from you.

We are looking for Fellows, Members and others to help the Institute search for our 2008 winner by identifying star performers employed in their companies. We are seeking nominations from across the banking and financial services sector for Rising Stars who meet the eligibility criteria.

The main reward is the recognition and status that winning the Deloitte Financial Services Rising Star competition will bring. The winner gains industry wide recognition as a high potential individual with a great future ahead of them. In addition, there is a first prize of an overseas holiday for two and prizes for three runners up.

We look forward to hearing from you.



Simon Thompson
Chief Executive, CIOBS



Rob Topley
Partner, Deloitte

Competition process

The search for the Rising Star of 2008 will begin with the Institute seeking nominations from the banking and financial services industry. We will engage with our Members, Fellows and a range of contacts within the industry seeking their help to identify Rising Stars that meet the competition criteria and would wish to be nominated for this prestigious award.

The nominations will be reviewed by CIOBS judges and the best eight nominees will be invited to make a short presentation on their nomination and participate in an interview before the Institute judges at a private semi-final session. The best four nominees will be selected to present at a live final before an invited audience. The presentations will be on a theme determined by CIOBS. The live final will include video interviews with the finalists, coupled to a live presentation on the given theme.

Eligibility criteria

All nominees for the Deloitte Financial Services Rising Star should be able to fulfil the following criteria:

- They should be employed in a bank, building society or other financial services organisation.
- They should be an affiliate, student, Associate or Member of the Chartered Institute of Bankers in Scotland. Alternatively nominees who are studying for a compliance examination as part of the Regulatory Qualification Framework will also qualify.
- They should be willing to participate in the semi-final and live final presentations should they be selected.
- The nominee and their sponsor should be willing to participate in the filming of video shots and other preparatory work for the live final.

How to enter

Please complete the form and supporting statement overleaf and return it to CIOBS (details below). The form may also be downloaded by visiting www.ciobs.org.uk and can be emailed to martin@ciobs.org.uk. In both cases, the form should be accompanied by the nominee's current CV.

Entries should be submitted by Friday 28 March to Martin Fishman, Chartered Institute of Bankers in Scotland, Drumsheugh House, 38B Drumsheugh Gardens, Edinburgh EH3 7SW.

Tel: 0131 473 7777
Fax: 0131 473 7788
Web: www.ciobs.org.uk
Email: info@ciobs.org.uk

Nomination process

The Institute will accept nominations in the following two ways:

Nomination by Sponsor

We will accept nominations from Fellows, Members and banks for those who meet the eligibility criteria and are considered to be a Rising Star by their sponsor. The sponsor should complete the attached nomination form and return it to the CIOBS with a copy of the nominee's current CV. The sponsor should also complete a short statement of no more than 500 words explaining the reasons for the nomination.

Or

Self-nomination

To ensure that the Institute captures as many nominations as possible, candidates who meet the criteria and have difficulty in securing a sponsor can submit a nomination form on their own behalf for the competition. Those entering through this route should complete the nomination form and submit a written statement of no more than 750 words explaining the reasons for their self nomination. They should also submit a current CV.

Guidelines for nominations

The Institute is seeking to identify Rising Stars in the industry and the nomination process is a key element in ensuring the success of this competition. We are looking for help from all our Fellows and Members and from the banks, building societies and other financial services organisations to ensure that the net is cast as widely as possible.

The purpose of the nomination criteria is to suggest acceptable reasons for a sponsor to nominate.

Nomination criteria

In nominating a person the sponsor is indicating that he or she thinks that the nominee has potential to perform at a higher level in the financial services sector.

This potential may be evidenced by the candidate having made an outstanding contribution to their organisation through exceptional performance in one or more of the following areas:

- Their ability to achieve prodigious growth in revenue generation.
- Achieved a consistent level of exceptional customer service.
- Outstanding cost control and reduction.
- A special contribution to innovation and change.
- Their ability to add tremendous value to the business.
- Their ability to analyse, evaluate and solve highly complex issues.
- Highly effective and outstanding risk awareness and reduction.
- Superior performance within a team environment.
- Highly developed leadership and management skills.
- Exceptional performance in learning and development.
- Outstanding contribution to diversity.
- Exceptional performance in the area of talent eg. People development and retention.
- Remarkable individual initiative and enterprise.
- Delivering significant improvements in corporate and social responsibility.
- Exceptional planning and project skills.

The list of reasons for nomination is virtually endless and these guidelines only provide a flavour of the types of exceptional performances that sponsors may wish to consider in making a nomination.

Deloitte Financial Services Rising Star 2008

Sponsor

Name: _____
Organisation: _____
Work address: _____

Post code: _____
Work phone: _____
Email address: _____

Nominee

Name: _____
Organisation: _____
Work address: _____

Post code: _____
Work phone: _____
Position: _____
Home address: _____

Post code: _____
Home phone: _____
Email address: _____
Self nomination

The entrant has made an outstanding contribution to their organisation through exceptional performance in one or more of the following areas (please tick):

- | | |
|---|--|
| <input type="checkbox"/> Revenue generation | <input type="checkbox"/> Leadership and management |
| <input type="checkbox"/> Customer service | <input type="checkbox"/> Learning and development |
| <input type="checkbox"/> Cost control and reduction | <input type="checkbox"/> Diversity |
| <input type="checkbox"/> Innovation and change | <input type="checkbox"/> Talent and people |
| <input type="checkbox"/> Creating value | <input type="checkbox"/> Enterprise |
| <input type="checkbox"/> Solving complex issues | <input type="checkbox"/> Project management |
| <input type="checkbox"/> Risk management | <input type="checkbox"/> Corporate and social responsibility |
| <input type="checkbox"/> Team environment | <input type="checkbox"/> Other (please specify) _____ |

Please attach the nominee's supporting statement and CV.

Supporting statement

Explain how the nominee has made an outstanding contribution to their organisation through exceptional performance and accordingly, why the nominee should be given the title of Deloitte Financial Services Rising Star 2008:

Signature: _____ Date: _____

Registered Scottish Charity. The Chartered Institute of Bankers in Scotland. Reg no. SC013927

Data protection

Deloitte & Touche LLP and each of its subsidiaries are committed to respecting your privacy. We may from time to time send you details of Deloitte & Touche LLP's services and products that may be of interest to you. We may also distribute your contact details to fellow delegates of this event.

Please contact us via email: ukteamevents@deloitte.co.uk or via post: Events Team, Deloitte, Stonecutter Court, 1 Stonecutter Street, London EC4A 4TR if you wish to amend your records or unsubscribe from this or other communications.

In this invitation references to Deloitte are references to Deloitte & Touche LLP, the United Kingdom member firm of Deloitte Touche Tohmatsu ('DTT'), a Swiss Verein whose member firms are separate and independent legal entities. Neither DTT nor any of its member firms has any liability for each other's acts or omissions. Services are provided by the member firms or their subsidiaries or affiliates and not by the DTT Verein. Deloitte & Touche LLP is authorised and regulated by the Financial Services Authority. Deloitte & Touche LLP is a limited liability partnership registered in England and Wales with registered number OC303675. A list of members' names is available for inspection at Stonecutter Court, 1 Stonecutter Street, London EC4A 4TR, United Kingdom, the firm's principal place of business and registered office. Tel: +44 (0) 20 7936 3000 Fax: +44 (0) 20 7583 1198. For more information, please visit the firm's website at www.deloitte.co.uk

Designed and produced by The Creative Studio at Deloitte, London. © Deloitte & Touche LLP 2008. All rights reserved.

Member of
Deloitte Touche Tohmatsu