

Introducing to the Modern Workplace

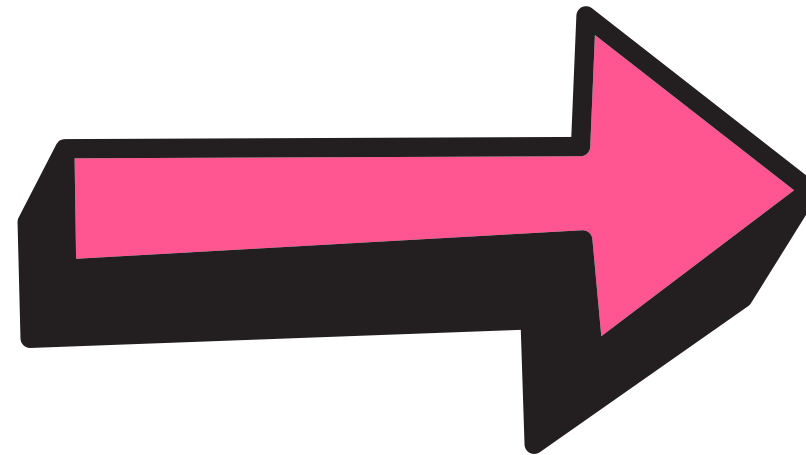
Group presentation
(Group 5)

Barclays



History of Barclays

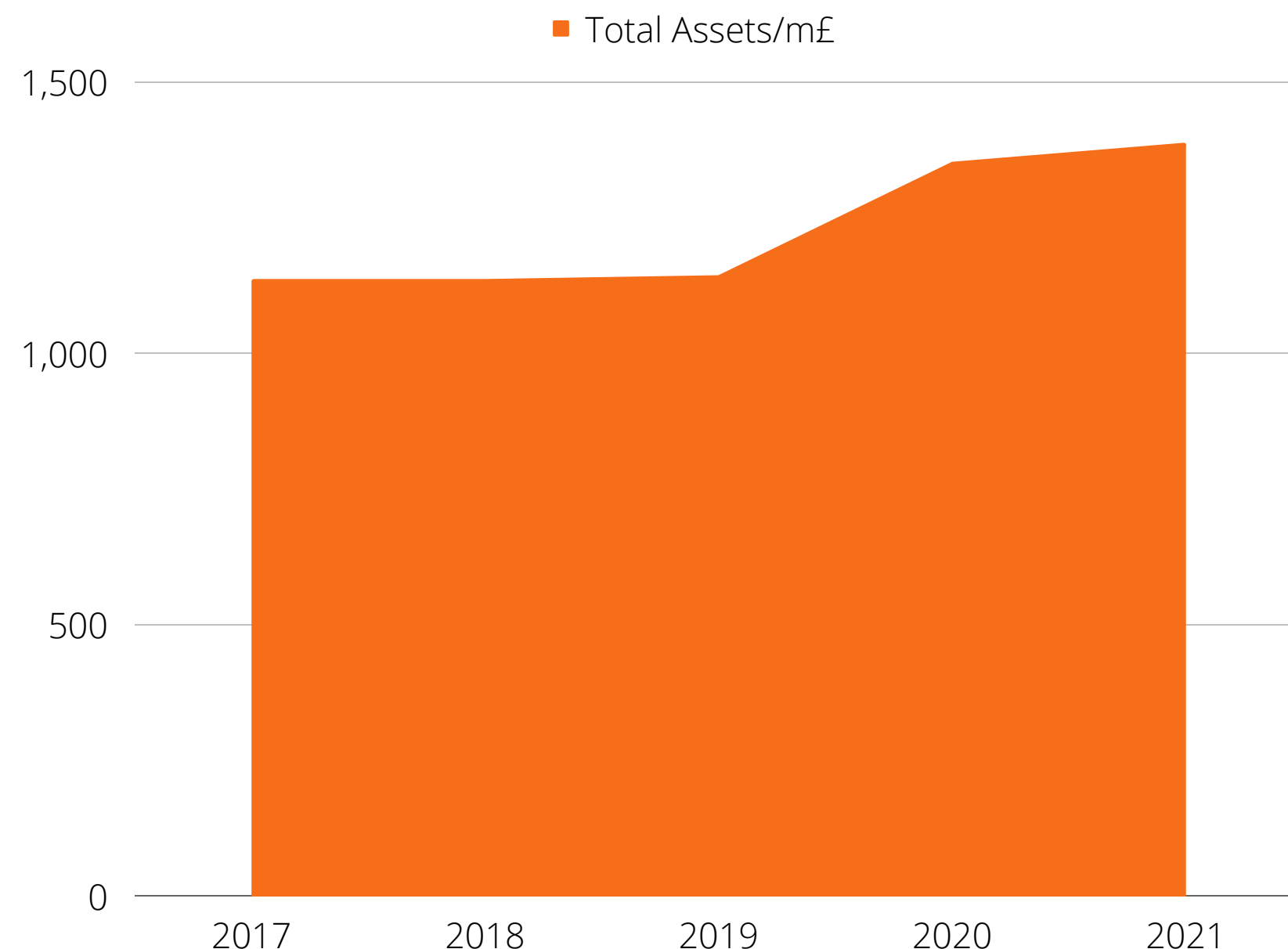
It all started in 1690s...



- Barclays operates in over 40 countries
- Employs over 83,000+ people
- 5th largest bank in Europe by total assets



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Infographic About Performance

Barclayses financial performance increases for the last 5 years!
Total assets increased by 250m
Revenue increase by 2%
Total equity increase by 8%

LEARN MORE

Competitors

Barclays has many competitors in UK and around the world. Some of them are:

- HSBC
- Santander
- Metro Bank
- NatWest Bank
- Bank of America
- Loyds
- BNP Paribas
- CitiBank etc.



**The strong
organisational
culture is achieved
by 5 strong values**

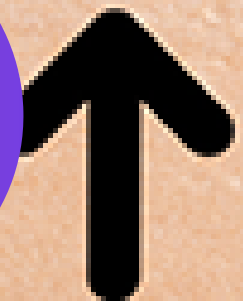
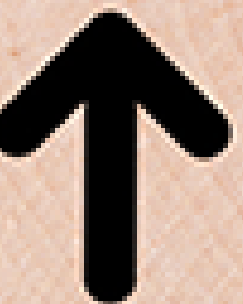
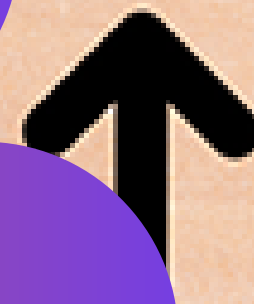
Respect

Integrity

Service

Excellence

Stewardship

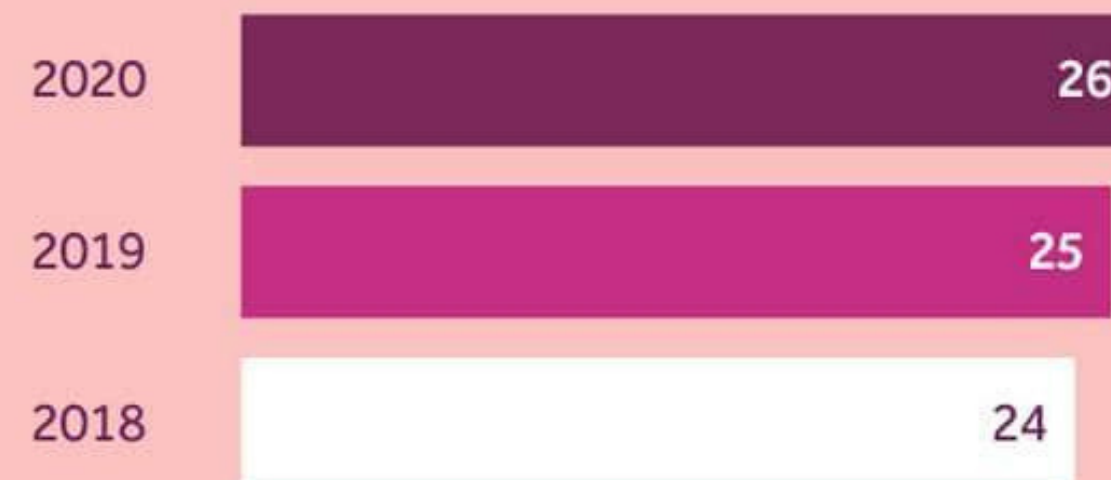


Performance measures

Barclays analyse a broad range of financial and non-financial measures to make sure their strategy is working.

Females at Managing Director and Director level

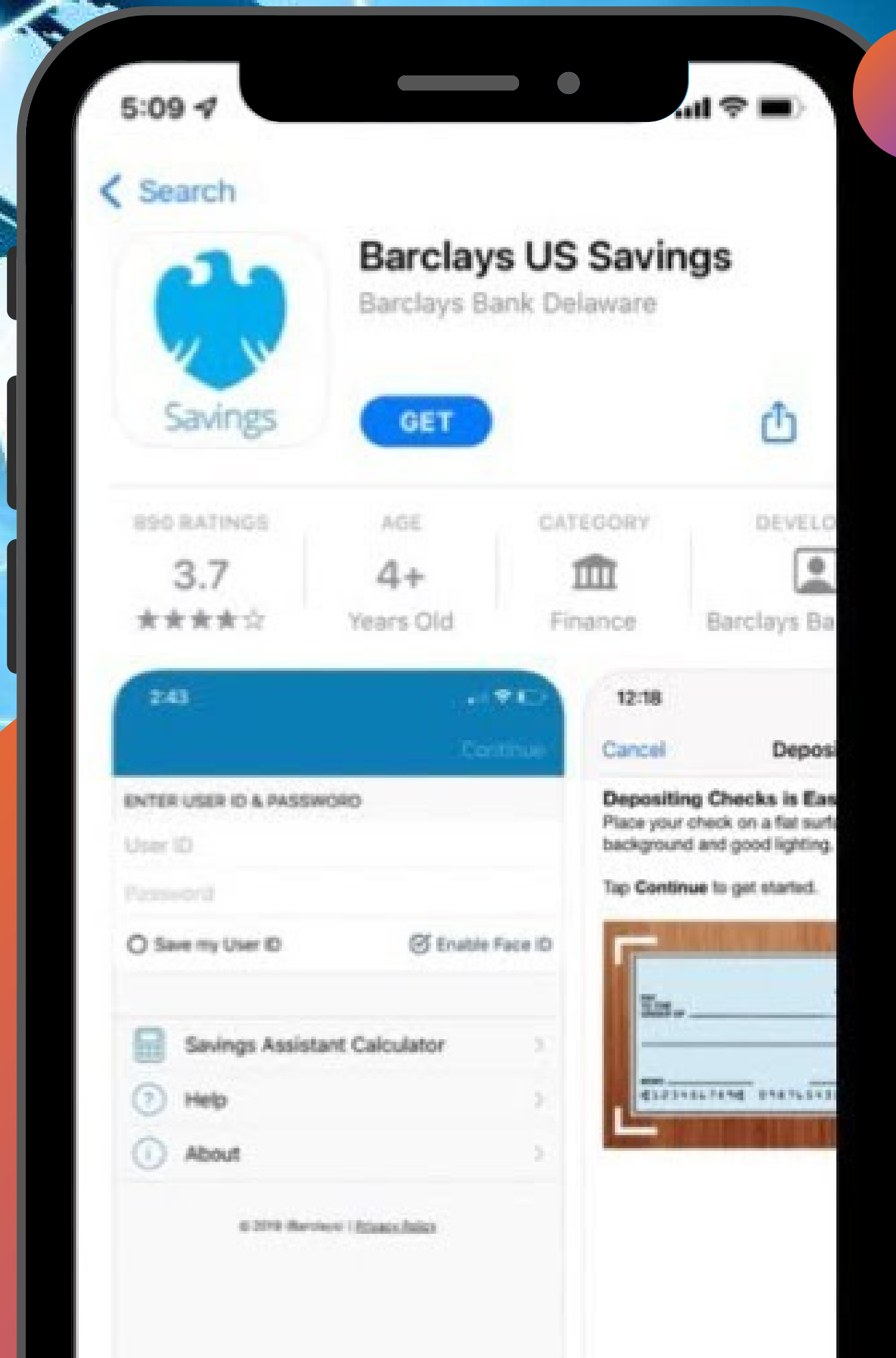
%



Metric reflects % of females at Managing Director and Director level within Barclays.

Enable to adapt and deliver

Digital engagement and related customer satisfaction scores have become increasingly important.



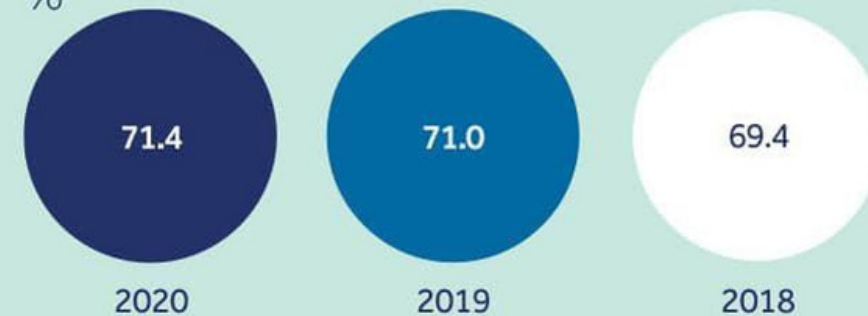
Barclays key stakeholder groups

01

Customers and clients

Consumer, Cards and Payments US customer digital engagement

%



Metric shows percentage of digitally active CC&P US consumers.

Employees

02

"I would recommend Barclays as a good place to work"

%



A question in the Your View employee survey that measures colleague advocacy.

Society

03

Operational carbon emissions

tonnes CO₂ equiv.



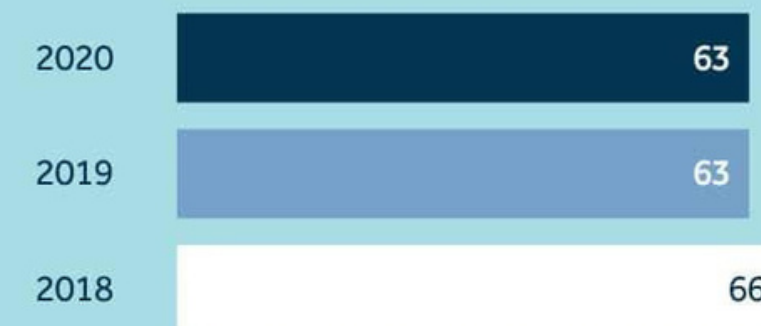
Emissions generated from Barclays' branches, offices and data centres, including all indirect emission from electricity consumption.

Investors

04

Cost: income ratio^d

%



The Group targets a cost: income ratio below 60% over time.



The CEO of Barclays is C.S. Venkatakrisnan.

He was appointed in November 2021 and since then he gives the company all of his experience, skills, and dedication.

Seven key skills for managers



1

Resilience

2

Proactivity

3

**Problem
Solving**

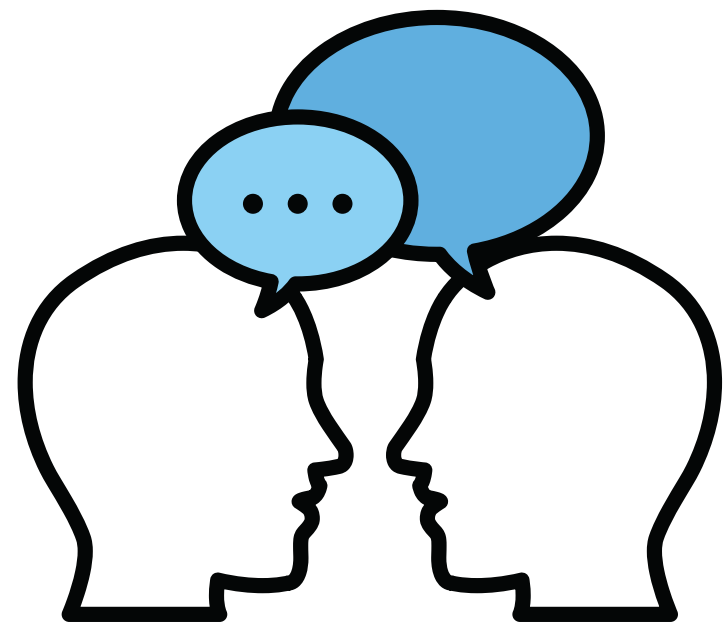
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5

6

7

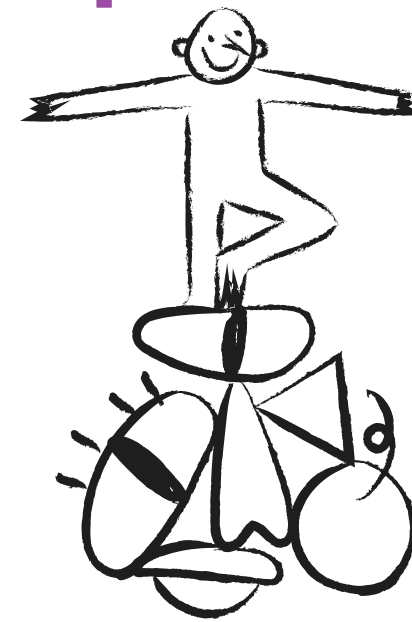
Communication



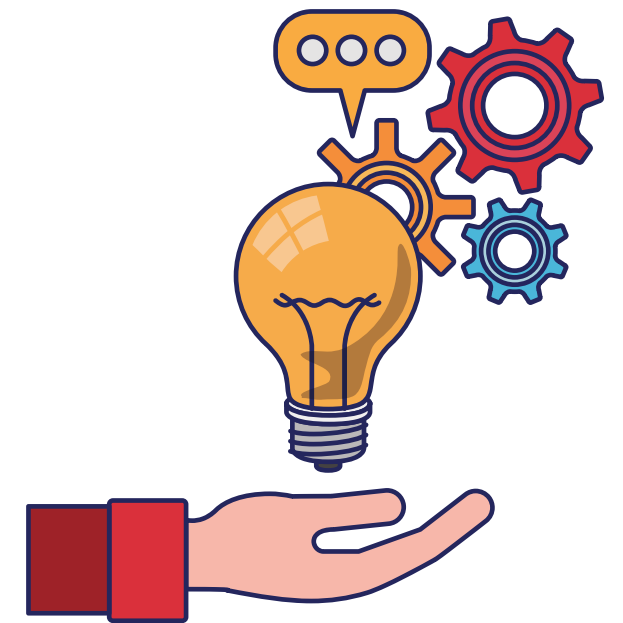
Leadership



Adaptability



Creativity





Managing is hard work

1. Please give an overview of your role and what this involves on a day-to-day basis:

I line manage a team of up to 12 people and also deal with the operational running of the branch. Risk and control of said risk is a very big aspect of my role and I am responsible to ensure staff is trained and compliant with policy and regulations. I also manage the branch together with a branch manager to ensure it runs smoothly.

★★★★★☆☆ 9/10



Think differently.



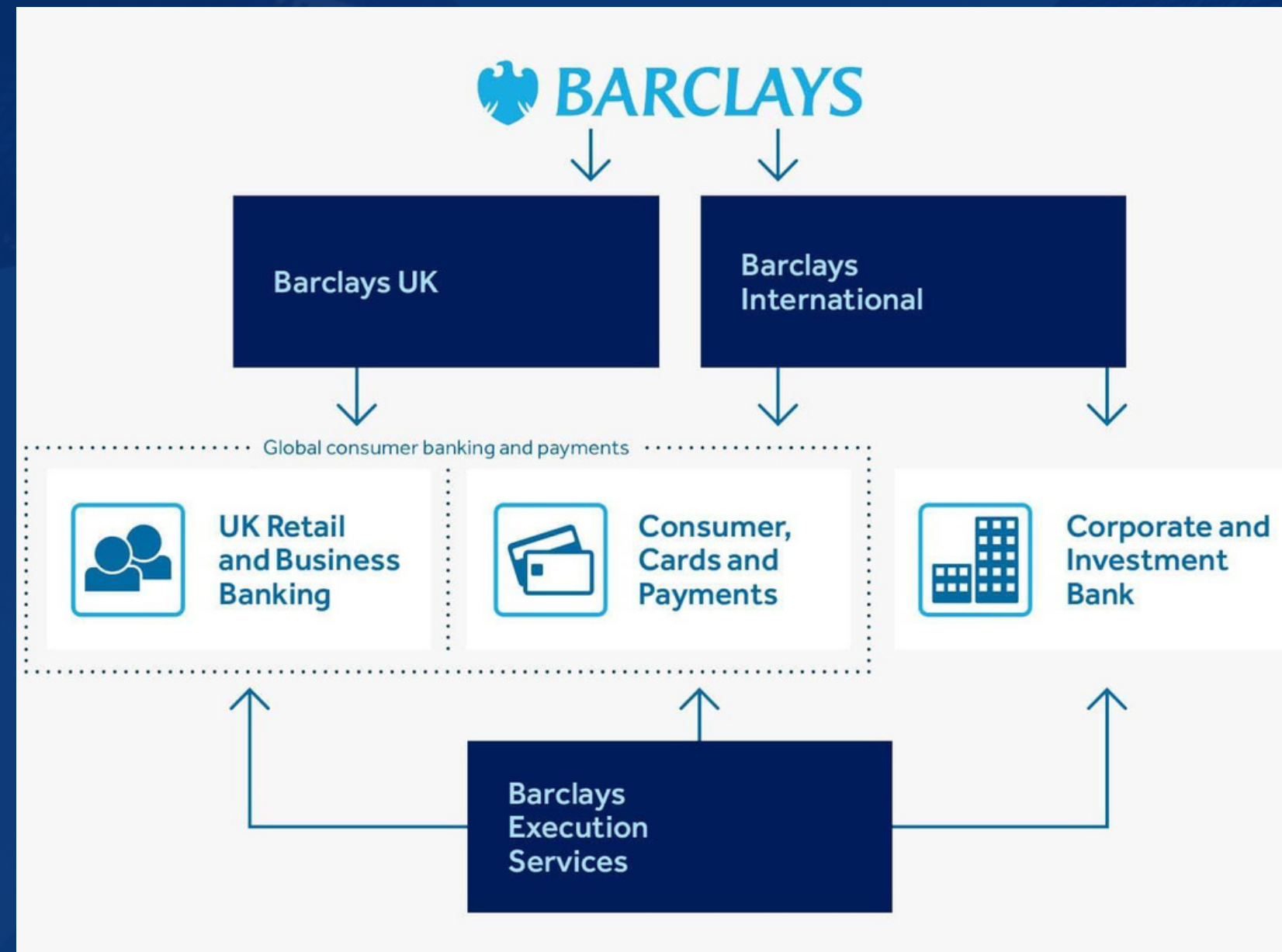
● Structure & Leadership



"Managing creates stability; leading creates change."



*Barclays operates as two divisions,
Barclays UK and Barclays International,
supported by their service company,
Barclays Execution Services.*





Nigel Higgins
Group Chairman



C.S.
Venkatakrishnan
Group Chief Executive



Anna Cross
Group Finance Director



Mike Ashley
Independent Non-Executive Director



Robert Berry
Independent Non-Executive Director



Tim Breedon CBE
Independent Non-Executive Director



Mohamed A. El-
Erian
Independent Non-Executive Director



Dawn Fitzpatrick
Independent Non-Executive Director



Mary Francis CBE
Independent Non-Executive Director



Crawford Gillies
Independent Non-Executive Director



Brian Gilvary
Senior Independent Director



Julia Wilson
Independent Non-Executive Director



Diane Schueneman

The Board

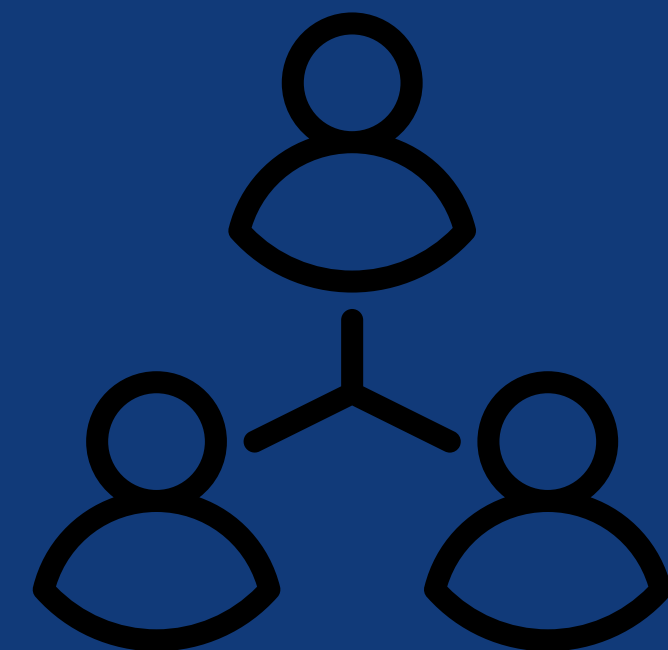
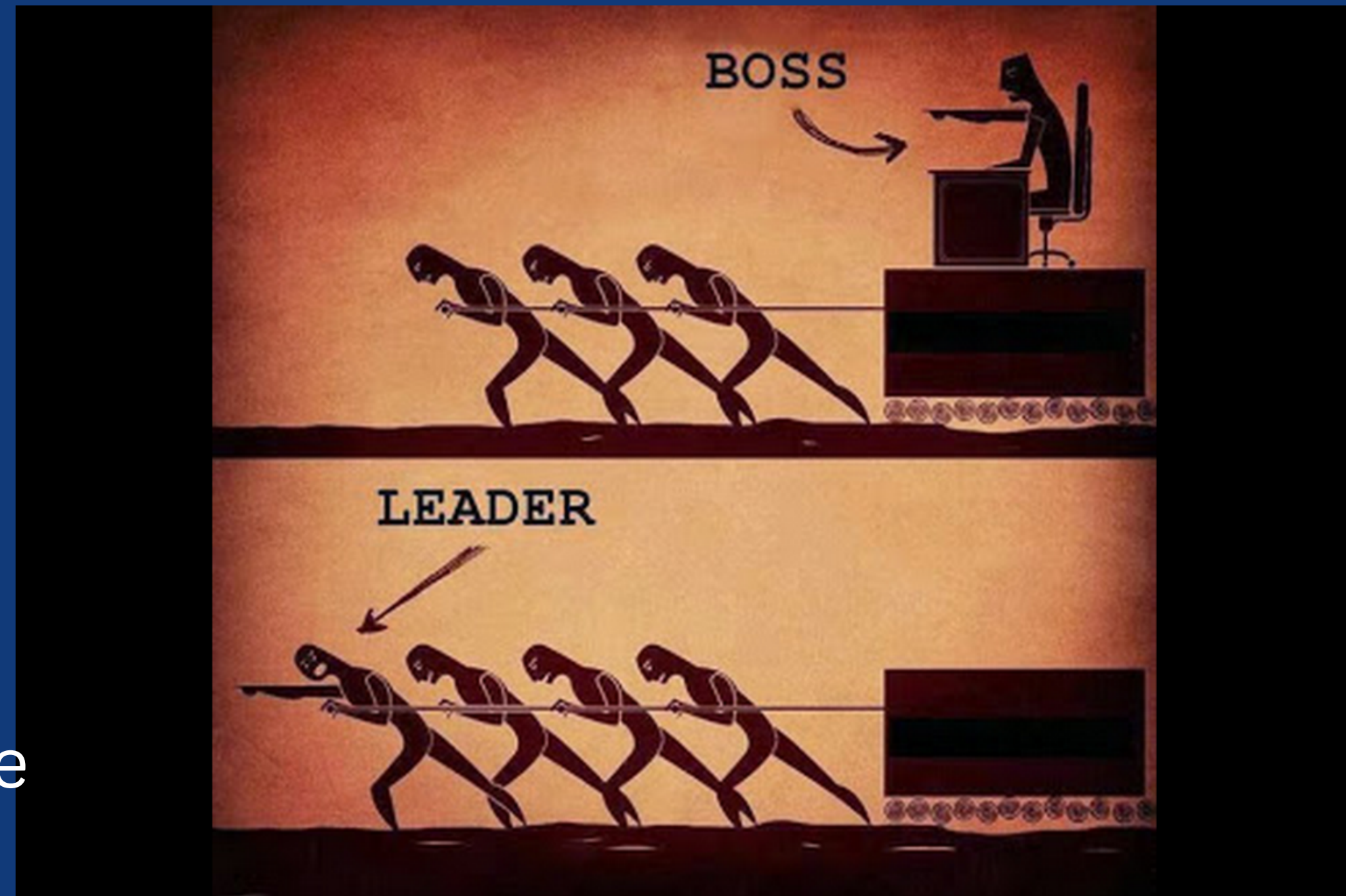
The Board sets Barclays' strategy and oversees its implementation by the executive committee.

"Leadership style is the manner and approach of providing direction, implementing plans, and motivating people."

The U.S. Army Handbook,
1973 identifies three styles of
leadership:

AUTHORITARIAN OR AUTOCRATIC
PARTICIPATIVE OR DEMOCRATIC
DELEGATIVE OR FREE REIGN

Although good leaders use all three
styles, with one of them normally
dominate, bad leaders tend to stick
with one style. Barclays bank is using
all these three leadership styles.





Definitions

01. **What is group?**

02. **Whats is a team?**

03. **What is motivation?**

Maslow's hierarchy

Physiological

Safety

Social

..... Esteem

..... Self actualisation



Employees reviews

3.0 ★★☆☆☆

Good work life balance but poor management

Area Manager (Former Employee) - Uk - 8 November 2022

Good company overall with good benefits, management more interested in managing up to further their own careers rather than supporting the development of their team.

4.0 ★★★★★

Productive workplace

Helper (Former Employee) - Dalston, Greater London - October 2018



Indeed featured review

The most useful review selected by Indeed

Lots of work to be done allowing lots of things to be learnt about how the industry works.

Colleagues in the workplace are very social and kind who are always happy to help solve problems you may have during work hours.



Insights into Barclays

Based on 277 survey responses

Areas for improvement

- Energising work tasks
- Overall satisfaction
- General feeling of work happiness

References:

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3. <https://home.barclays/who-we-are/our-strategy/>
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10. [Indeed.co.uk](https://www.indeed.co.uk)



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Thank You

SLIDE PRESENTATIONS DESIGN