

Transcript of video

DST Global Solutions is a wholly owned subsidiary of DST Systems, that's based in the US. We're a multi-million dollar business - and we have three lines of business. We have a Business Process Management division, a Customer Lifecycle division and the Investment Management Solutions division - which focuses primarily on asset managers and wealth managers.

Clearly, we are in the process of trying to raise the performance of this company. We need to be competitive in a marketplace that is real time - financial services is a very dynamic environment and, albeit that we are going through a very difficult time at the moment, we have to respond to those difficult times in very short timeframes. So we need people that can respond to those challenges and be able to operate in uncertain environments - and that's sometimes easier said than done. People need to be able to understand that change happens fast in the industries that we work in, so we want people that are adaptable. We work across the globe, so we need people who are sensitive and willing to reach out and try to make the connection with different types of people, with different types of clients. We want people that actually aspire to be senior managers of this company and be leaders of the industry - and that is most important. To me, motivated people are sometimes more important than people that just purely have the skills and experience. It's where you want to go that differentiates, to make the transition from being graduates into managers - and very effective managers - and influence us within the business very, very quickly.

We believe that taking MBA graduates in - they've already demonstrated their desire to be a cut above the rest - so we want to take them in and give them a very rapid initiation across a number of our different functions and locations over a two to three year period. We see the MBA graduates being the succession pipeline for the senior managers of this company - not only filling the shoes of people like myself and my colleagues but in fact we believe we are going to grow. So I'd like to see a number of these people rising rapidly to being peers.