

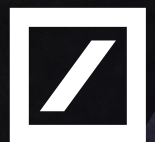
**BORN TO BE**

The Deutsche Bank youth  
engagement programme

# ENGAGED

Corporate Volunteering  
at Deutsche Bank UK

*Passion to Perform*



# WHY VOLUNTEER?

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Volunteering under Deutsche Bank's *Born to Be* youth engagement programme and corporate volunteering programme offers many personal development opportunities. It enables you to give something back, to develop skills, to broaden your outlook and most importantly to have fun.

We believe life chances should not be determined by background. Through *Born to Be* we invest in projects that inspire and equip young people to make the most of their talents. In the UK today, nearly 1 million 16-24 year-olds are not in education, employment or training. The economic cost to UK society of this is estimated to be £28bn over the next 10 years. The personal cost is wasted potential, low self-esteem, a life in the margins. *Born to Be* aims to break the cycle of youth unemployment through early intervention, helping young people reach their full potential by developing skills, aspirations and access to opportunities. It's a programme that allows us to make a real impact on society.

In addition, we work with other volunteering partners to provide a range of opportunities outside of *Born to Be*. You can get involved in a range of activities as diverse as the organisations we work with – from sitting on the boards of community organisations to reading with students or just playing football with young local teams.

Volunteering activities are relevant to performance reviews and can be directly linked to training requirements within the Bank. Volunteering also provides the opportunity to showcase Deutsche Bank's values and beliefs.



One in seven 16-24 year olds are not in education, employment or training (Office of National Statistics)

**“TIME OFF FOR VOLUNTEERING WITHIN ONE OF THE BANK’S COMMUNITY INITIATIVES IS TAKEN AT YOUR MANAGER’S DISCRETION, NORMALLY UP TO TWO DAYS PER YEAR.”**

From The Deutsche Bank Employee Handbook  
Please consult your contract



One in five employees volunteer



UK permanent employees can take up to two days a year out of the office to volunteer on the Corporate Citizenship volunteering programmes, which is strongly encouraged by the Bank. Contractors, temporary workers and interns may volunteer at their manager’s discretion.



*Born to Be* targets young people aged 11-18 and provides opportunities to help them fulfil their potential

## FIND OUT MORE

Alex Crouch, Volunteer Manager  
[alex.crouch@db.com](mailto:alex.crouch@db.com)  
020 7547 0965

## STAY UP TO DATE

To stay up to date with all our events and opportunities, join us on myDB:  
[shortcut.db.com/mydb-ccuk](http://shortcut.db.com/mydb-ccuk)  
<http://csr.intranet.db.com/uk>

# BUILD

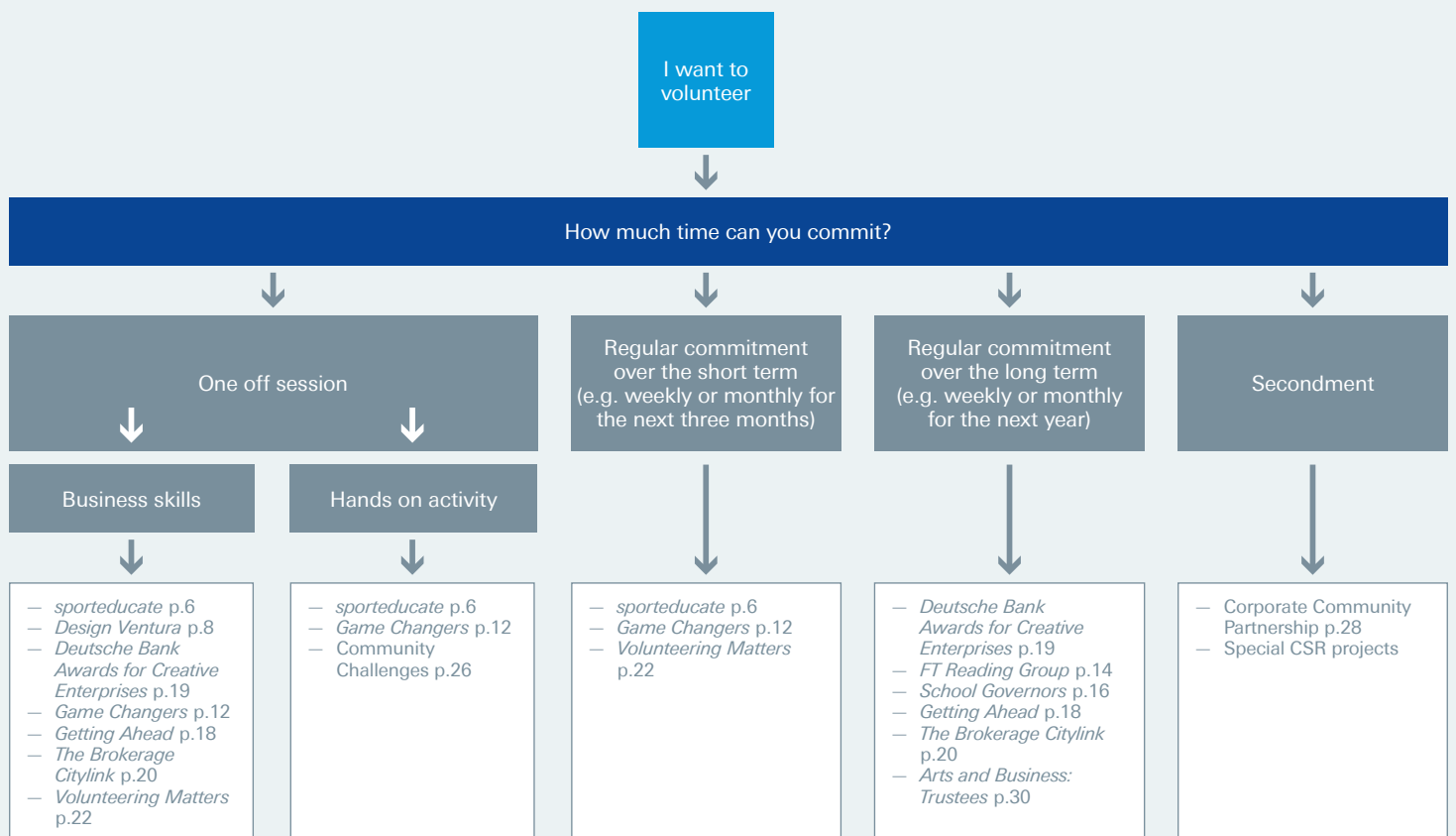
# YOUR SKILLS

Volunteering is an opportunity to step outside of your regular role and meet people who may have a very different world view from your own.

A 2010 study commissioned by the City of London found that volunteering is a hugely valuable way to develop skills. Learning through experience sets this method apart from more traditional approaches to training.

What's more, not only does volunteering consolidate skills, it also improves morale, increases motivation and enhances job satisfaction.

Use the diagram and matrix below to find out about the many opportunities you can get involved with.



## VOLUNTEERING SKILLS MATRIX

Do you want to learn new skills or consolidate an existing skill set?

Check to see which skills you can develop through the different volunteering activities available.

		Adaptability	Building relationships	Communication	Creative thinking	Decision making	Financial skills	Helping others improve	Influencing negotiation	Leadership	Networking	Planning	Problem solving	Teamworking	Time management	Tolerance
Practical and hands on volunteering	Community challenges	●	●	●									●	●	●	
	Community sports		●	●							●			●	●	
	Fundraising		●	●	●		●		●		●	●		●	●	
Sharing experience	Employability	●	●	●	●		●	●	●			●	●	●	●	●
	Inspiring young people	●	●	●	●			●	●		●	●	●	●	●	●
	Job coaching/Buddying	●	●	●		●		●	●			●	●		●	●
	Student mentoring	●	●	●				●	●				●		●	●
Strengthening leadership	Arts and social enterprise mentoring	●	●	●	●	●	●	●	●			●	●		●	●
	Board and management committees	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
	Champions and speakers	●	●	●	●			●	●	●	●				●	
	Judges		●	●		●	●	●	●	●	●				●	
	Consultancy assignments	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

## TOP 10 SKILLS HR RECEIVE TRAINING REQUESTS FOR:

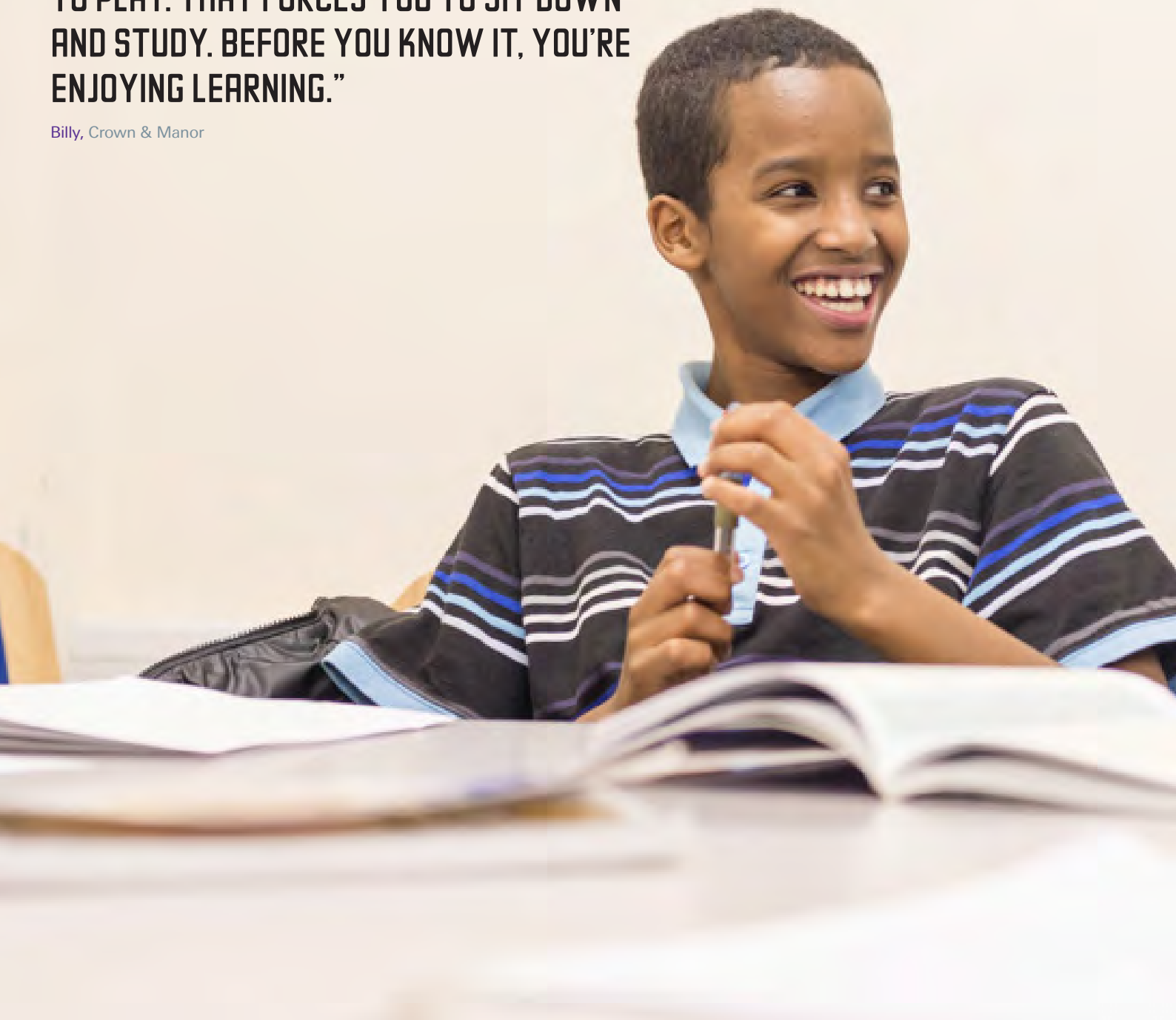
- 1 Presentation skills
- 2 Influencing skills
- 3 Impact and presence/Executive presence
- 4 Personal brand
- 5 Interpersonal communication skills
- 6 Pitching skills
- 7 Managing conflict, difficult situations, difficult people
- 8 Stakeholder management
- 9 Managing others
- 10 Coaching skills

# COMPETITIVE

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**“YOU HAVE TO TAKE A CLASS IF YOU WANT TO PLAY. THAT FORCES YOU TO SIT DOWN AND STUDY. BEFORE YOU KNOW IT, YOU’RE ENJOYING LEARNING.”**

Billy, Crown & Manor



## *sporteducate*

Our flagship programme with Sported links sport to education, helping young people from disadvantaged backgrounds overcome the obstacles they face. The programme teaches them skills for school and life. The *sporteducate* programme enables 33 community sports clubs across London to run educational or employability activities supplementary to their core sports offering, helping participants stay in school and increase their confidence and sense of purpose.

### What's on offer

There are a variety of opportunities to take part in, including supporting maths or English sessions, sports coaching or running an employability workshop, as well as board meetings and HR advice. Your input can provide young people with all-important adult contact and may fill a gap for children who lack stable adult figures at home. Alternatively, you could provide support directly to the clubs to provide them with the skills they need to flourish, operate at their peak and support more young people.

A list of current opportunities can be found on myDB at [shortcut.db.com/thedifference](http://shortcut.db.com/thedifference).

### Time commitment

The majority of opportunities take place after 5pm, Monday to Friday, or Saturday mornings. Some opportunities to work directly with young people require volunteers to commit for a minimum of one academic term (approximately 12 weeks).

### Training and support

Depending on the volunteering opportunity you have selected, you will receive full training or a briefing before you are matched and volunteering starts. Ongoing support is provided.



33 clubs supported across London



1732 is the number of young people *sporteducate* is aiming to reach by 2017



*sporteducate* is a supplementary education programme for 11-18 year olds who are already using sport to change their lives

## TOP THREE SKILLS

- 1 Presentation skills
- 2 Interpersonal communication skills
- 3 Managing others

## FIND OUT MORE

Contact Julian Yorke  
[j.yorke@sported.org.uk](mailto:j.yorke@sported.org.uk)  
[shortcut.db.com/thedifference](http://shortcut.db.com/thedifference)

Where  
[shortcut.db.com/sporteducatemap](http://shortcut.db.com/sporteducatemap)

**“STUDENTS HAVE  
CONSISTENTLY SHOWN  
INNOVATIVE AND CREATIVE  
SKILLS THAT WILL HELP THEM  
IN THEIR FUTURE CAREERS.”**

**Christoph Woermann**, Head of Marketing for GTB,  
Deutsche Bank



**CREATIVE**





## Design Ventura

In partnership with the Design Museum, *Design Ventura* teaches valuable skills for life beyond school. The project introduces state school students to the business of design, encouraging creativity and entrepreneurial acumen. With guidance from creative and business professionals, students from over 240 schools across the UK learn how to work from a real-life design brief and turn their ideas into products that sell. The competition culminates with the winning project prototype being turned into reality and sold in the Design Museum's shop – raising funds for the winning team's chosen charity.

### What's on offer

Volunteers support school visits to the Museum. Paired with a design volunteer and led by the workshop leader, business volunteers provide personalised support, advice and inspiration to students as they develop their ideas during 1.5 hour workshops.

### Time commitment

Volunteers are asked to support several schools over the course of a day, usually from 10am to 3:30pm. Workshops take place Tuesday to Fridays, September to October.

### Training and support

Volunteers are required to attend one 1.5 hour briefing session, held in both July and September.



Over 25,000 13-16 year olds have taken part in *Design Ventura* since 2010



Around 240 secondary schools participate



Winner of the 2013 Award for Educational Initiative, Museums & Heritage Awards for Excellence

## TOP THREE SKILLS

- 1 Interpersonal communication skills
- 2 Influencing skills
- 3 Impact and presence

## FIND OUT MORE

<http://ventura.designmuseum.org>  
[www.db.com/designventura](http://www.db.com/designventura)

### Where

Design Museum, Shad Thames

# AMBITIOUS

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**“WE’VE BEEN ABLE TO APPROACH  
PROJECTS THAT WOULD OTHERWISE HAVE  
TAKEN US YEARS TO BUILD TOWARDS.”**

Winners, Pointfive





### Deutsche Bank Awards for Creative Enterprise

The *Deutsche Bank Awards for Creative Enterprise* provide young creative entrepreneurs with the practical and financial support to get started in business when they leave college. Five winners and runners-up receive start-up capital, business training and mentoring to steer them through their first year in business and beyond. To date, over 177 new businesses have been launched.

Arts students leave college brimming with enthusiasm and creativity, yet often find it hard to find the resources they need to turn their bright ideas into reality.

Thanks to the *Deutsche Bank Awards for Creative Enterprise*, some of the brightest, most innovative young graduates in the creative and performing arts have been able to get the resources they need to start new businesses.

#### What's on offer

Becoming a business mentor is an excellent way to use your skills and talents, and develop new ones, in an exciting and creative environment. We also need volunteers who have an interest and knowledge of the art forms to shortlist entries from universities and art colleges across the UK.

#### Time commitment

Shortlisting requires 10-20 hours to read and choose 3-6 plans to be reviewed on judging day. As a mentor you will work with an award winner for a year, from June. Expect to meet with them once a month at the beginning of the relationship and less frequently as the partnership progresses.

There are a small number of judging roles. Judges assess business plans, attend the presentation day and choose a winner. Judging usually requires about six hours per award plus reading preparation, and takes place April-June.

#### Training and support

Shortlisters and judges are briefed in advance and winners and their mentors are trained on how to make their mentor relationship work.



Programme launched in 1993



Over 177 new businesses have been launched



Winners receive £10K to launch their initiative



The programme was the 2014 winner of the Arts & Business Corporate Responsibility Awards

## TOP THREE SKILLS

- 1 Coaching skills
- 2 Influencing skills
- 3 Interpersonal communication skills

## FIND OUT MORE

[www.dbawards.db.com](http://www.dbawards.db.com)

#### Where

The awards programme is national. Judging and shortlisting will take place in London. Volunteers are welcome from any location.

# SUPPORTED

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**“THESE KIDS ARE LOOKING FOR AN OPPORTUNITY.  
GAME CHANGERS PROVIDES THAT FOR THEM.”**

Pat Sanderson, former England Captain and Deutsche Bank volunteer





## Game Changers

Our *Game Changers* programme with London Scottish FC uses rugby to motivate disengaged students at risk of being excluded from school. Through an eight week programme of regular playing sessions and classroom activities, students develop skills to deal with their issues and learn how to strive for success.

Being excluded from school can be the beginning of long-term failure and marginalisation. *Game Changers* uses rugby to turn around negative attitudes and disruptive behaviour. The programme works with students aged 13 to 14, referred from west London schools where they are at risk of exclusion at a vital stage of their academic development as they prepare for GCSEs.

### What's on offer

Volunteers work alongside the education providers as classroom learning mentors and touch rugby coaches. Learning topics include communication, motivation and focus; feedback and conflict resolution; time management and career management; food nutrition and cooking; community harmony and anti-gang behaviour.

### Time commitment

The programme runs one day a week from January to March. We require three volunteers per session and ask volunteers to sign up to more than one session to provide some continuity for the students. We require 8-14 volunteers for the practice interview session. Volunteers can sign up for whole days or half days.

### Training and support

All volunteers are invited to a briefing session.



25 boys take part in the scheme



100% of the 2014 cohort learnt new skills and now understand how to take these skills forward in life\*



£151,907 - *Game Changers* projected social cost saving per year\*

\* Activate Sport Game Changers 2014 impact evaluation report

## TOP THREE SKILLS

- 1 Interpersonal communication skills
- 2 Managing conflict, difficult situations, difficult people
- 3 Influencing skills

## FIND OUT MORE

[www.londonscottish.com/community/game\\_changers\\_news.php](http://www.londonscottish.com/community/game_changers_news.php)  
[www.db.com/gamechangers](http://www.db.com/gamechangers)

### Where

London Scottish RC, Richmond, London

A young Black woman with glasses is sitting at a wooden table, reading a newspaper. She is wearing a blue and white striped shirt and a necklace. The newspaper is open in front of her, and she is looking down at it. In the background, there is a colorful patterned bag and a glass of water on the table.

**“I NEVER THOUGHT I WOULD ENJOY  
READING A NEWSPAPER – BUT I DO!”**

Student, Year 12 Cambridge Heath College

# INFORMED

## FT Reading Groups

The Reading Groups use Financial Times content to strengthen students' acumen in businesses and finance and inspire them to think more deeply about global economic issues. This provides a practical way of enhancing students' current affairs knowledge and international perspective, improving their career prospects and progressions.

### What's on offer

In a pair, you will be matched to a sixth form group to facilitate round table discussions of content in the Financial Times. You will work with a group of ten 16-18-year-olds and you will facilitate monthly discussions on articles that have piqued their interest. Your support enables young people to discuss and debate with confidence, while developing your own commerciality.

The FT supplies free online licenses to the schools and to the volunteers.

### Time commitment

The sessions last 45 minutes to one hour and take place at the school, at a time that suits you and the school timetable. Volunteers are to commit to approximately seven monthly sessions (avoiding school holidays).

### Training and support

Full training on delivering the Reading Groups and child safeguarding is provided by our delivery partner Volunteering Matters.



Launched in 2012



Groups operating in 15 sixth forms



Programme designed by Deutsche Bank employees in Finance

## TOP THREE SKILLS

- 1 Presentation skills
- 2 Impact and presence
- 3 Interpersonal communication skills

## FIND OUT MORE

Emily Boylan  
[emily.boylan@volunteeringmatters.org.uk](mailto:emily.boylan@volunteeringmatters.org.uk)

Where  
Sixth forms and colleges in London

“WITHOUT STRONG AND  
EFFECTIVE GOVERNANCE OUR  
SCHOOLS SIMPLY WON'T BE AS  
GOOD AS THEY CAN BE”

Michael Wilshaw, HM Chief Inspector, Ofsted

# IMPACTFUL

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## School governors

School governance is one of the most important voluntary roles in education and a full, diverse governing body can be a source of enormous strength to a school. School governors support the Head Teacher with the strategic management of the school. This involves making decisions regarding budget, curriculum, building management and school policy.

### What's on offer

Governing bodies are responsible for the strategic management of a school and will make decisions about a wide range of issues.

The core responsibilities involved are:

- Ensuring accountability
- Acting as a “critical friend” to the Head Teacher
- Monitoring and evaluating the school’s progress
- Budgetary allocation and control
- Planning for the long-term future of the school
- Setting the school’s aims and values
- Appointing senior members of staff including the Head Teacher

The governing body is usually split into a small number of committees, each responsible for one area such as finance, health and safety, HR or fundraising. These committees will meet separately from the main governing body to discuss relevant issues in more detail. Discussion is then fed back at a full governing body meeting. You should expect to sit on at least two of these committees.

## TOP THREE SKILLS

- 1 Executive presence
- 2 Stakeholder management
- 3 Managing conflict, difficult situations, difficult people

### Time commitment

On average you will spend six to eight hours per month on the role. You should commit to at least a year.

### Training and support

Full training and support provided

### Remaining compliant

Deutsche Bank employees are required to disclose and obtain approval prior to engaging in Outside Business Interests, via the ETRA system. Any questions should be directed to **Compliance Direct**.

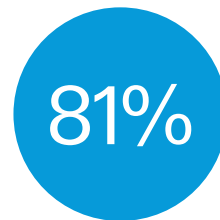
Relevant policy: Outside Business Interests Policy – Deutsche Bank Group.

### Indemnity position

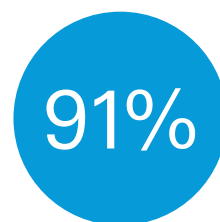
Deutsche Bank will provide indemnification to permanent UK employees taking up positions in connection with Corporate Volunteering UK subject to certain conditions. If employees wish to be indemnified by Deutsche Bank, they must find out whether any indemnities or insurance schemes are available to them from the external organisation and provide written evidence of this prior to indemnification being granted.

Relevant policy: Indemnification Policy – UK, Legal

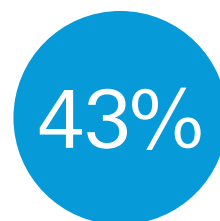
You must also notify Corporate Citizenship when you take up a role, and provide a quarterly update as requested.



81% of SGOSS volunteers find a school within 6 months\*



91% of SGOSS volunteers find being a school governor very or extremely rewarding\*



43% of schools request a governor with finance skills\*

\* Investing in futures: School governance and your business, SGOSS 2014

## FIND OUT MORE

[www.sgoss.org.uk](http://www.sgoss.org.uk)

Where  
Schools throughout England

**"I WISH WE HAD HAD A SIMILAR PROGRAMME WHEN I WAS AT SCHOOL. IT GAVE A GOOD BIG PICTURE VIEW AND THE CONTENT WAS VARIED. THE TEAMWORK SESSIONS WERE GREAT- OUR TEAM WAS CERTAINLY ENTHUSIASTIC."**

Volunteer

# INSTRUMENTAL

Photograph by  
Tony Hussy



## Getting Ahead

Getting Ahead – designed by Tower Hamlets Education Business Partnership – is a programme of employability skills for Tower Hamlets secondary schools. It focuses on first impressions, employer expectations, teamwork, problem solving, applying for a job, interview skills, and so on. The programme provides youth with the best chance for taking their next steps into further education or employment.

### What's on offer

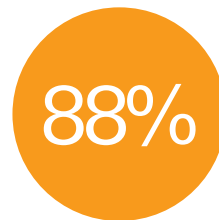
Volunteers work with seven to eight students aged 14 to 15 through several workshops over a school day. Your role as a 'Group Advisor' is to guide, support and motivate your student team as they progress through the workshops, while also maintaining the order and focus of the group. The Group Advisors act as role models and add real experience and credibility to the conferences. The conference is designed to be useful for all students whatever plans for post-16 they may have. The workshops are short, active and fun.

### Time commitment

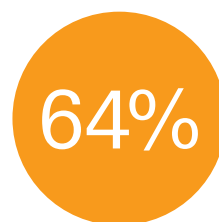
Getting Ahead conferences run from 8.30am to 3.30pm. Volunteers are required to attend the full session. Engagement with the sessions can be one-off or volunteers can register for several sessions throughout the school year.

### Training and support

Before the day, you will be given information on your role, a timetable and directions to the venue. You will be thoroughly briefed on the morning of the event and you will also receive guidelines and materials - a Group Advisor 'pack' - to use in each session.



88% of students felt more prepared for the world of work\*



64% of Tower Hamlets pupils have English as a second language\*



During the 2013/14 academic year 522 volunteers from 42 organisations worked with 1933 students\*

\* Getting Ahead Annual Report 2013/14

## TOP THREE SKILLS

- 1 Interpersonal communication skills
- 2 Managing others
- 3 Impact and presence

## FIND OUT MORE

<http://thebp.org/programmes/getting-ahead>

### Where

At secondary schools and community venues across Tower Hamlets

# PREPARED

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“IT WAS MY FIRST TIME AT A CITY FIRM AND IT WAS REALLY FASCINATING AND INTERESTING TO LEARN ABOUT ALL SORTS OF JOBS OUT THERE.”

Participant, Mulberry School for Girls





## The Brokerage Citylink

The Brokerage works with corporates in the City to increase aspirations and prospects of local young people, and raise awareness of the multitude of career opportunities available to them right on their doorsteps. Visiting offices and meeting City professionals provides a useful and realistic understanding of what it takes to be successful.

### What's on offer

#### Being interviewed by a student

In groups of 4-5, students will be asking a range of questions about your career, your background and your experiences. You can expect a wide range of conversation topics, but typically students will ask about your job role and responsibilities, your qualifications, your previous work experience and the hours you work. Each interview should last 15 to 20 minutes and then you will move onto another group.

#### Interviewing students

Volunteers will conduct a series of very short mock interviews with small groups of students. You will spend around five minutes asking provided interview-style questions to the group (3-5 participants) which each student will then answer. During each round, you will be asked to complete a very short and simple feedback form for each student to provide them with details of both their strengths and areas that they may need to develop.

### Time commitment

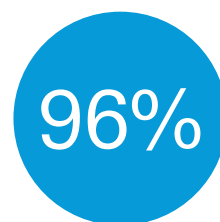
Usually one hour in the afternoon, at various dates throughout the year during school term time. This programme is very popular and volunteer slots fill up quickly. Corporate Citizenship UK will try to ensure that the volunteers represent a range of business areas to provide the students with an insight into the variety of careers available at a bank.

### Training and support

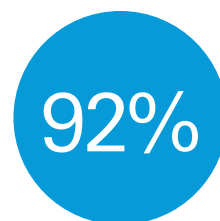
You will be sent a briefing note on what to expect and how to prepare.



Over 2500 students attend a City workshop every year\*



96% of students have higher career aspirations after attending a workshop\*



92% of students are more likely to put more effort into their studies\*

\* The Brokerage Citylink Working in the City annual review 2011/12

## TOP THREE SKILLS

- 1 Presentation skills
- 2 Interpersonal communication skills
- 3 Impact and presence

## FIND OUT MORE

### Where

Deutsche Bank offices, London

**“THE STUDENTS HAVE GOT HUGE AMOUNTS FROM BEING MENTORED, NOT ONLY IN TERMS OF THEIR MATHS BUT ALSO IN REGARDS TO THEIR UNDERSTANDING OF JOBS AND COMMUNICATING WITH ADULTS.”**

Isabelle Harris, Maths Teacher, Lordswood Academy Boys

A photograph of a female teacher with blonde hair, wearing a white blouse and a grey vest, sitting at a desk. She is looking down at a worksheet. A male student with dark hair is leaning over her from the left, also looking at the worksheet. The background shows a classroom with colorful posters on the wall, including one with the number 'trois' and another with 'huit'. A computer monitor is visible on the right. The word 'TUTORED' is overlaid in large, bold, purple letters across the bottom half of the image.

**TUTORED**

## Reading, maths and language partners

One-to-one support and guidance for secondary school students will boost confidence and educational achievement. It is recognised that students respond to positive role models and in some cases mentors can provide all-important adult contact which may fill a gap for children who lack stable adult figures at home or who experience anxiety about school.

### What's on offer

You will be matched with an 11-15 year-old to support them as:

- A reading partner, helping to raise the literacy levels often with students with English as a second language;
- A maths mentor, helping gifted and talented students to reach their full potential or working with students who struggle with maths helping them to do the best they can;
- A language partner to improve conversational skills in French and Spanish.

### Time commitment

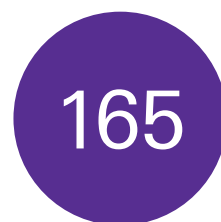
Volunteers are required to participate in the scheme for a minimum of one term (usually 12 weeks). Sessions take place at varying times of the school day, and last 40 minutes to an hour.

### Training and support

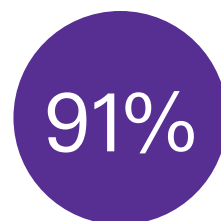
Full training provided.



Volunteering Matters started in 1999



165 Deutsche Bank volunteers in 2013



91% of volunteers see a change in their mentee's attitude, aptitude and confidence

\* Volunteering Matters 2013/14 Deutsche Bank Volunteer survey

## TOP THREE SKILLS

- 1 Interpersonal communication skills
- 2 Impact and presence
- 3 Managing conflict

## FIND OUT MORE

Emily Boylan  
[emily.boylan@volunteeringmatters.org.uk](mailto:emily.boylan@volunteeringmatters.org.uk)


### Where

Partner secondary schools in London and Birmingham

# ALTERNATIVE CORPORATE VOLUNTEERING ACTIVITIES







In addition to volunteering on our *Born to Be* youth engagement programme, we work with a number of charities to provide both teams and individuals with opportunities to both develop their skills and provide team building.

Whether it's a day renovating a school playground, a long-term placement serving on the board of an arts charity or a consultancy assignment abroad there's something for everyone.

“WE REALLY COULDN'T HAVE DONE IT WITHOUT  
DEUTSCHE BANK'S SUPPORT – THE CHILDREN WILL  
BE VERY EXCITED TO SEE THE TRANSFORMATION  
OF THEIR PLAYGROUND”

Head, St John's Walworth



TEAM PLAYER

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## Community Challenges

With resources at an all time low, many charities and community groups struggle to make their spaces fun and engaging for the community groups they serve. Community Challenges address this issue and, over a defined period of time, a team of Deutsche Bank employees paint, plant and build. Not only is this an opportunity to do something for others – it’s also a chance to get to better know the people you work with.

### What’s on offer

Manual team challenges can include a wide variety of activities such as redeveloping community growing spaces, designing and painting murals in schools, working on city farms, building benches for adventure playgrounds, clearing parkland and open spaces, cooking and serving breakfast to the homeless.

You can also share your skills as a team by conducting CV workshops and mock interviews; delivering educational workshops in schools; and fundraising for our Charities of the Year.

Corporate Citizenship UK source opportunities for teams based on the following:

- Number of participants
- Month you would like to volunteer
- Any preferences of activity / beneficiary
- Available budget for tools and materials

### Time commitment

Team leaders are required to attend a site visit in advance of the challenge to familiarise themselves with the task at hand. Some challenge hosts will organise all tools and materials for the challenge day, however not all are able to provide this service so you may also need to set aside time to plan and order the necessary equipment to complete the tasks. Team challenges are generally one-day opportunities, running from 9.30am to 4.30pm.

If you can’t get a team together, Corporate Citizenship UK hosts several One Bank Challenges. Contact [alex.crouch@db.com](mailto:alex.crouch@db.com) to register your interest.

### Training and support

The Corporate Citizenship UK team will provide branded T-shirts and advice. The Bank conducts a full risk assessment of all events and the challenge host will provide a health and safety briefing to the team.



£30pp approx should be set aside for tools and materials



60 days of challenges completed in 2014



Over 900 volunteers involved in 2014

## TOP THREE SKILLS

- 1 Interpersonal communication skills
- 2 Teamwork
- 3 Problem solving

## FIND OUT MORE

### Where

Various locations across London and Birmingham

“IT WAS AN EXPLOSION OF NEW  
AND SURPRISING EXPERIENCES.”

Volunteer



**CONSULTANT**

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## Corporate Community Partnership

Deutsche Bank's global volunteering programme offers permanent employees the opportunity to take paid leave in order to pursue their personal and professional development during a project assignment abroad. Whilst on sabbatical, you will provide top quality assistance to charities or financial institutions through targeted and results-driven missions.

### What's on offer

Working in teams of up to six from Deutsche Bank offices around the world, you will each have a set of objectives to deliver while experiencing a culture different to your own. Projects in the past have included analysing investment opportunities for a socially-responsible investment fund in Mexico; developing a marketing and communication strategy for a children's charity in the Philippines; and teaching financial literacy in India.

### Time commitment

Projects vary in duration from two to six weeks. There is a thorough selection process, so those interested will need to make time for (telephone) interviews with the Corporate Citizenship team and project host and also provide a full written evaluation at the end of the project.

Costs of the programme are shared between Corporate Citizenship and your business area. Applicants must have a minimum of two years service at Deutsche Bank.

### Training and support

Any training required, such as local language (to learn a few useful and polite expressions) will be provided in advance of your departure.

The local Corporate Citizenship team will be in regular contact with you throughout the secondment.

## TOP THREE SKILLS

- 1 Coaching skills
- 2 Personal brand
- 3 Impact and executive presence

## FIND OUT MORE

<https://mydb.intranet.db.com/groups/ccp>

### Where

Across the globe



43 project assignments completed over 2045 volunteer days\*



80 volunteers\*



18 countries supported\*

\* All stats from 2008

“MY TRUSTEE ROLE HAS GIVEN ME A BETTER APPRECIATION OF STRATEGY AND THE IMPACT OF DECISION-MAKING ACROSS A WHOLE ORGANISATION. BEING TAKEN OUT OF MY OWN ENVIRONMENT HAS QUICKLY ENCOURAGED ME TO DEVELOP A RANGE OF NEW SKILLS AND COMPETENCIES.”

Kito Mojica, trustee of London Bubble Theatre

# INNOVATIVE

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## Trustee roles in arts organisations

Arts organisations and museums need to be well governed in order to flourish. The Board Bank and Young Professionals on Arts Board programmes place business volunteers on boards of arts organisations to help set goals and manage long-term development. Joining a board within the arts enables experienced business managers to make a vital contribution to the UK's vibrant arts scene, while enjoying a new and stimulating personal challenge.

### What's on offer

#### Board Bank

If you are a VP or above and want to apply your skills in the arts world, consider taking a leading role as a non-executive board member in the arts. You will share responsibility for governing an organisation and deal with many aspects of organisational management.

#### Young Professionals on Arts Boards

This programme is aimed at high potential young professionals (aged 18 to 30) who want to gain real and valuable experience on the Board of an arts charity in the UK. This is recommended for Associate and above. Working as a non-executive director or trustee, you can further develop key skills at an early stage in your career in areas such as strategic management, leadership, influence and negotiation, problem solving, creative thinking, confidence building, citizenship, networks and relationships.

#### Time commitment

Boards typically meet every two or three months for around three hours a time. Many boards have optional sub-committees too, on subjects such as finances and risk, which you may also be expected to attend. Many charities do not specify a minimum or maximum length of commitment for their trustees, but you should try to commit for at least a year, and perhaps think about moving three to five years later. Those applying for Young Professionals on Arts Boards will also be paired with an experienced mentor. There is also an organised programme of social and cultural

events throughout the year. This is a competitive programme, with an annual enrolment, with the process starting in July.

#### Training and support

You will be trained in good board practice and matched with a board that suits you.

#### Remaining compliant

Deutsche Bank employees are required to disclose and obtain approval prior to engaging in Outside Business Interests, via the ETRA system. Any questions should be directed to **Compliance Direct**.

Relevant policy: Outside Business Interests Policy – Deutsche Bank Group.

#### Indemnity position

Deutsche Bank will provide indemnification to permanent UK employees taking up positions in connection with Corporate Volunteering UK subject to certain conditions. If employees wish to be indemnified by Deutsche Bank, they must find out whether any indemnities or insurance schemes are available to them from the external organisation and provide written evidence of this prior to indemnification being granted.

Relevant policy: Indemnification Policy – UK, Legal.

You must also notify Corporate Citizenship when you take up a role, and provide a quarterly update as requested.

100+

Over 100 Deutsche employees volunteer on the board of arts charities in London

1999

Relationship started in 1999

6-10

6-10 people represents a typical size of an arts board

12hrs

Volunteers give approx 12 hours per month (outside work time)

## TOP THREE SKILLS

- 1 Executive presence
- 2 Stakeholder management
- 3 Managing conflict, difficult situations, difficult people

## FIND OUT MORE

<http://artsandbusiness.bitc.org.uk/business/engage-and-develop-your-employees>

Where  
London

## FIND OUT MORE

Alex Crouch, Volunteer Manager

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