



# How a Financial Institution Transformed Promotions with Knockri

CLIENT  
**Financial Institution**

TIME  
**6 Months**

NUMBER OF EMPLOYEES  
**1800+**

## THE CHALLENGE

With over 7,000 employees, the financial institution faced challenges in promoting the right internal talent to leadership roles. Its manual, subjective promotion process often led to delays and inconsistencies, making it difficult to fill key leadership positions efficiently. Additionally, the organization aimed to boost diversity in leadership roles, particularly among technical teams, but needed a structured and bias-free approach to identify high-potential talent across diverse backgrounds.

The company sought a streamlined, objective solution to assess and prepare employees for leadership, creating a strong internal pipeline for promotions.

**\$250,000**

saved in six months

**77%**

Reduced average  
time to promote

**35%**

Increased diversity  
in leadership

*"Knockri has helped us advance the right talent swiftly and inclusively. Their platform has not only improved the efficiency of our promotion process but also provided invaluable insights into our internal talent, ensuring that we're preparing the right people for future leadership."*

Head of Talent Development

## THE KNOCKRI SOLUTION

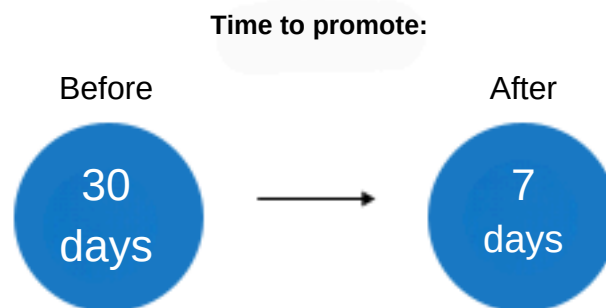
Over a six-month period, Knockri deployed an AI-powered assessment framework aligned with the institution's key competencies for leadership, including strategic thinking, financial acumen, and risk management. The platform evaluated over 1,800 internal employees, providing data-driven insights on each individual's strengths and readiness for advancement.

Knockri's automated assessments created a pre-qualified talent pool for leadership roles, enabling HR and department heads to fill positions in as little as one week. Each individual received personalized feedback on their performance and areas for development, promoting a culture of continuous improvement. The advanced analytics provided by Knockri also allowed the organization to track diversity metrics and optimize their internal promotions for equity and inclusion.

## THE IMPACT

Knockri's solution had a transformative impact on the company's promotion process, helping it achieve faster, more cost-effective, and more inclusive talent management outcomes. Key results included:

- **Significantly Faster Promotion Cycle:** The average time to fill leadership positions dropped from 30 days to just 7 days, a 77% improvement, allowing the client to address leadership needs rapidly and efficiently.
- **Increased Diversity in Leadership:** The platform contributed to a 35% increase in representation of women and minorities within the executive pipeline, supporting the institution's commitment to building a more inclusive leadership team.
- **Cost Savings:** By automating the assessment and promotion process, Knockri reduced the cost per promoted employee by 50%, saving the organization over \$250,000 in administrative expenses over six months.



**Streamline your talent management process**

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