



How Knockri Helped a Regional US Bank Promote the Right Talent

CLIENT
US Regional Bank

TIME
3 Months

NUMBER OF EMPLOYEES
1200+

THE CHALLENGE

The bank, with over 5,000 employees, faced difficulties in promoting the right talent to leadership positions. The traditional promotion process was manual, time-consuming, and subjective, which led to delays and created barriers to promoting diverse candidates. This inefficiency prevented the bank from promptly filling key positions, leading to leadership gaps that impacted team performance. The bank also aimed to increase representation of women and minorities at the executive level but lacked a reliable, data-driven way to ensure fairness and equity in promotion decisions.

50%

Reduced cost per employee

75%

Reduced average time to promote

35%

Increased diversity in leadership

“Knockri has transformed how we approach promotions, allowing us to advance qualified talent faster while promoting a fair and inclusive environment. The data and insights provided by Knockri give us confidence that we’re building a future-ready leadership team.”

Chief Talent Officer

THE KNOCKRI SOLUTION

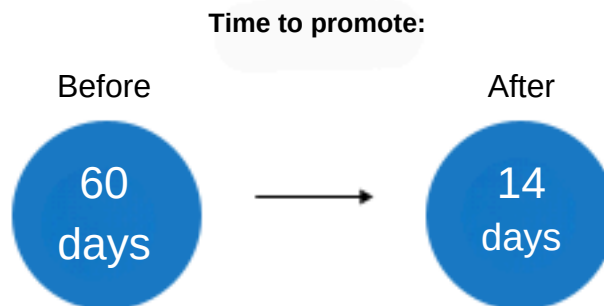
Knockri implemented an AI-powered solution tailored to the bank's leadership competencies, evaluating nearly 1,200 employees over a three-month period to identify and pre-assess high-potential individuals for promotion. Knockri's assessment platform provided a clear, objective evaluation of leadership skills such as strategic decision-making, adaptability, and cross-functional collaboration.

By pre-assessing talent and creating a promotion-ready pool, Knockri helped the bank reduce the time required to fill key positions by up to 75%, allowing managers to promote from a qualified group in as little as two weeks. Each employee received tailored feedback, highlighting both strengths and areas for growth, while the bank gained access to advanced analytics to track the diversity and readiness of its leadership pipeline.

THE IMPACT

Knockri's platform produced swift, measurable improvements in the bank's promotion process and diversity goals. Key results included:

- **Faster Promotion Process:** Knockri's assessments enabled the bank to fill open leadership roles in as little as two weeks, compared to the usual two-month internal promotion cycle—a 75% reduction in time-to-fill for critical roles.
- **Increased Diversity in Leadership:** Representation of women and visible minorities in leadership positions increased by 30%, significantly advancing the bank's DEI objectives and contributing to a more inclusive workplace culture.
- **Cost Savings and Efficiency Gains:** By automating assessments, the bank saw a 50% reduction in the cost per promotion, saving over \$200,000 in administrative expenses across the three-month assessment period.



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