

MANAGING DIGITAL CHANGE IN FINANCIAL INSTITUTIONS

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Presenter introductions



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Agenda

Breaking down digital transformation



Becoming more strategic – digital strategy



Digital technology



Data driven enterprise



Digital & security



Modernizing your culture



Jumpstarting your digital journey



BREAKING DOWN THE DIGITAL TRANSFORMATION

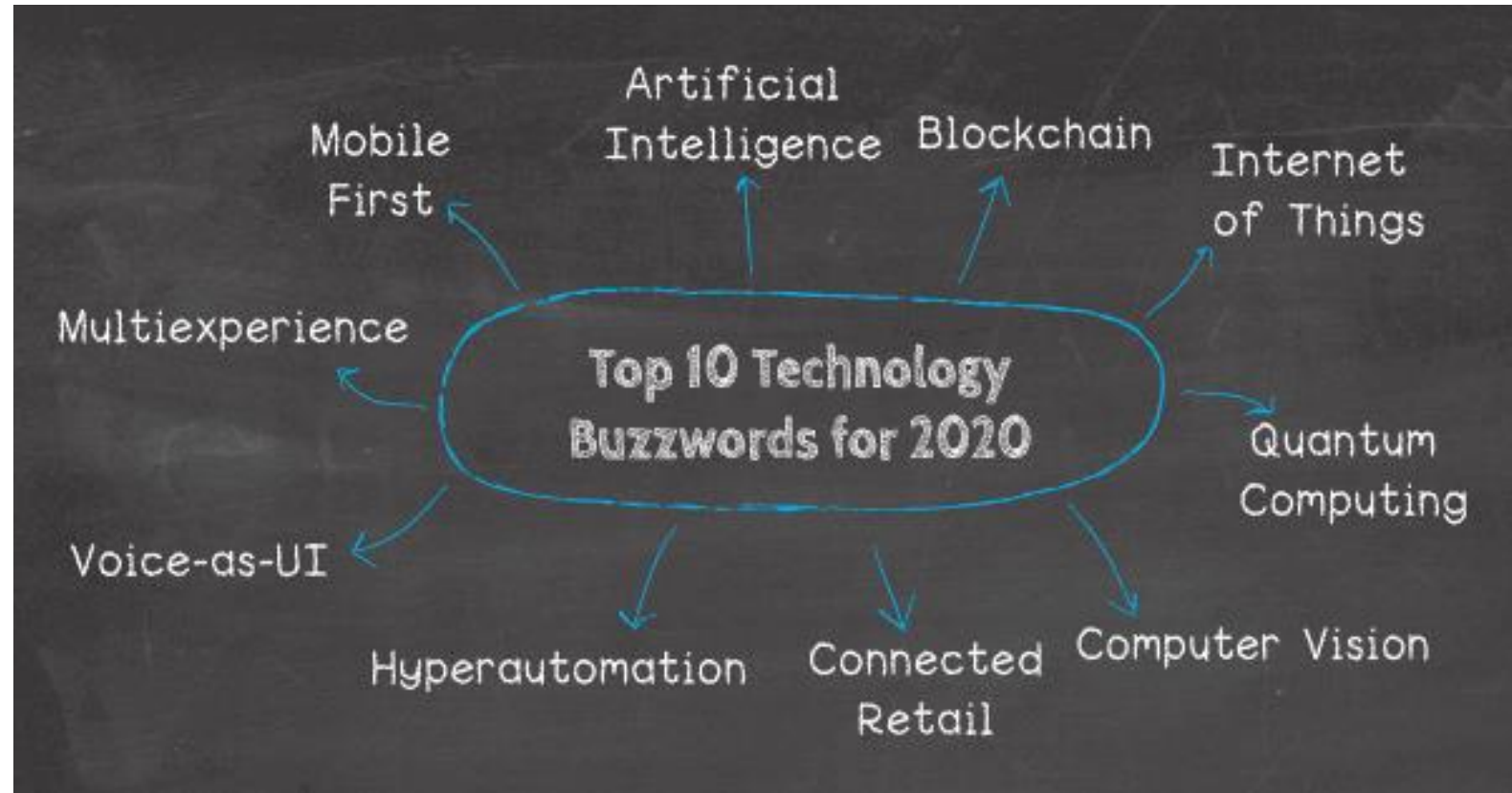


What is digital???



Digital = Social media???

Digital = Technology???



What is digital???



Don't get lost or into 'Holy Wars' on the definition of digital...

It's more a spectrum of **technologies**, **people** and **processes** that **define your business model**

IS DIGITAL INCONCEIVABLE?!?

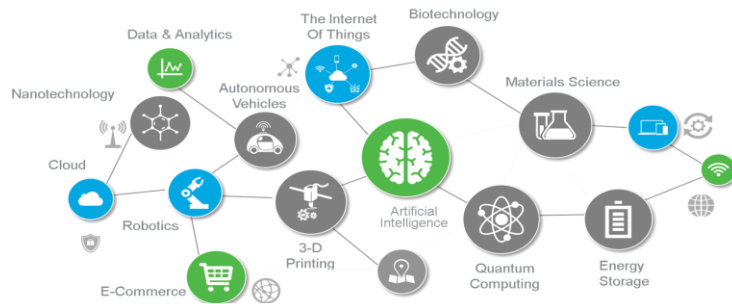
“ Digital strategy is your business strategy. It's because a company is like an organism. If you try to optimize the parts you will sub-optimize the whole. You don't need a strategy for digital, finance, or HR – just a strategy for the business. ”

Vivek Mehta,
Research Director, Digital Practice,
Info-Tech Research Group

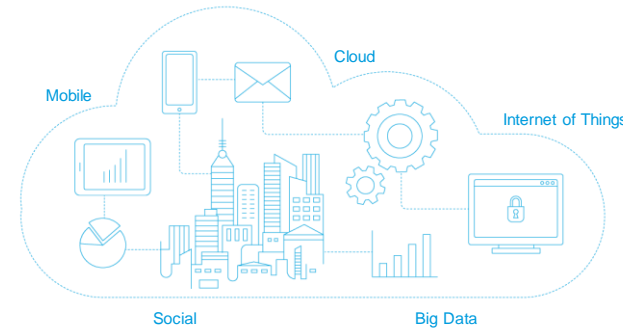
The digital imperative—not just about the technologies...

Digital Transformation is a People, Process *and* Technology Journey

Enabling Technologies



Organizing Constructs



A Digital Strategy has elements of digitizing and digital

Digitizing

&

Digital

Operationally focused, efficiency

Disrupting the model in your industry

'Being good at the game'
'Get in the game'

'Playing a different game'
'Change how game is played'

(automation, cost)

(doing differently & different things)

Marriott

Walmart

redbox

Amazon

NETFLIX

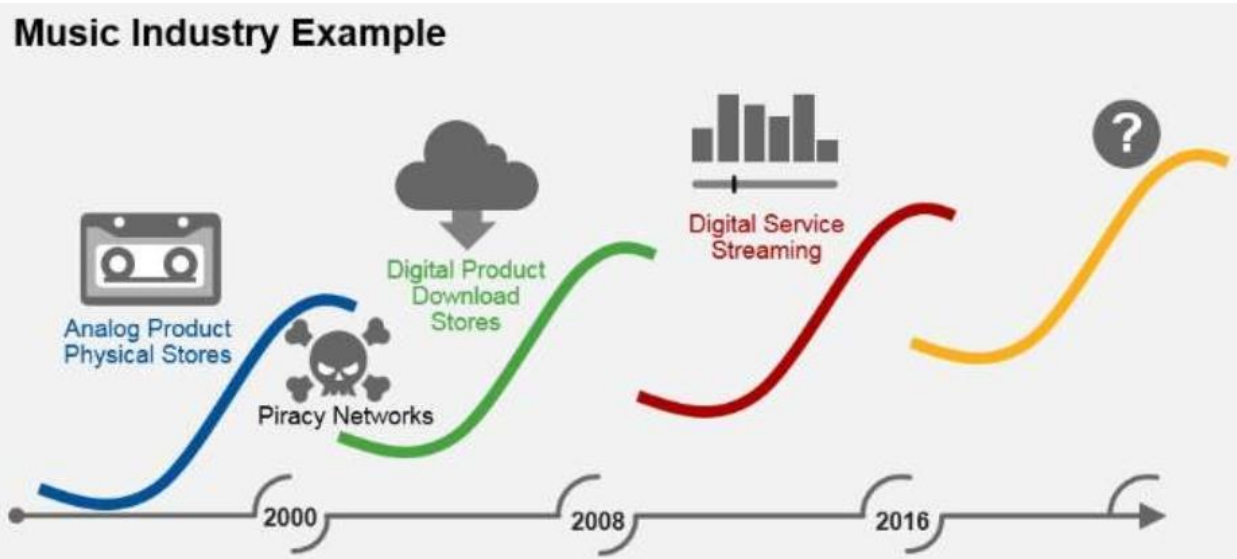
airbnb



Disruptions to business models—digital technology driven...

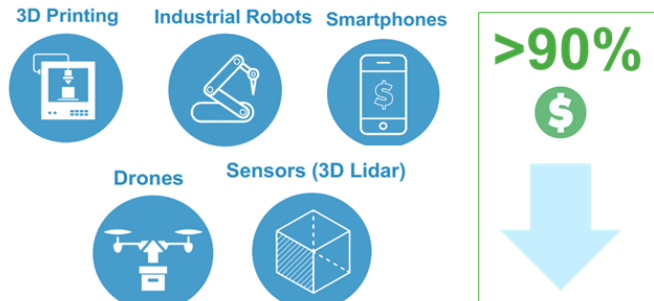
Model Driven Disruption

Music Industry Example



Source: Gartner, 2018 ID:335981

Cost Barrier Disruption



Source: World Economic Forum: Digital Transformation Initiative, May 2018

'Amazonization' of Grocers



Challenging Model Assumptions in Disruption

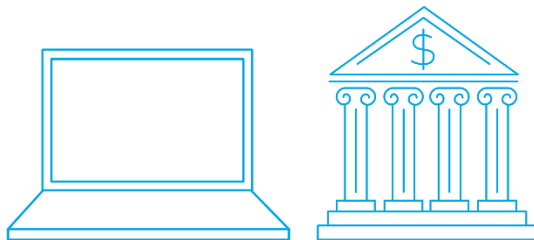


Digital business model innovations

Ally Bank

“Finding new ways to deliver opportunity”

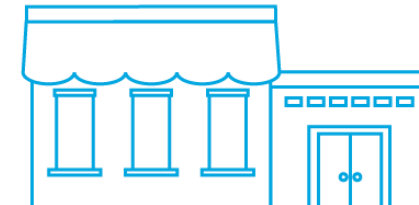
- Full-service branchless bank, providing a one-stop-shop for banking customers
- Business and teams are built to constantly innovate and reinvent to bring our best products and services to our customers
- Every innovation, product and interaction is designed to do best for our customers and their financial well-being



SHAKE SHACK

“A modern version of the traditional”

- Tech-enabled hospitality and innovative design
- Drive-thru KPIs: highest quality food that is consistent with the Shake Shack brand
- Innovation kitchen that allows for continued menu growth with new items
- 2 million new guests added to the Shake Shack app last year
- Management Information systems that focus to increase operational effectiveness, internal communication and data analysis



Digital business model innovations

Noodles & Company

“We do not want to be too far out in front of trends. Instead, we want to be on trend”

- Conducts trend-spotting trips and gather useful insights from vendors, customers
- Develops one batch of ideas every six months
- Carefully weighs the optimal number of products to introduce at one time to avoid diluting their impact
- Customers can sign up to “NoodleGrams” to learn about new products, grand openings, special events – and to receive coupons and special offers



Whole Foods

“A modern version of the traditional”

- Digitizing the business model of in-store shopping, bringing food shopping online
- Deep focus on capturing the digital customer & the millennial household
- Created in-store, smartphone-enabled self-checkout technology to enable success months before the covid-19 pandemic
- Seeking to connect with smart refrigerators in the future and connecting with Amazon Alexa



RSM digital framework—about the *business model*

Digital is not just about technology—it's about how an organization can use technology to enable and reach their goals.



Customer Engagement: How you leverage technology to engage your customers and external stakeholders including how they interact with your business.

Is your customer engagement powered by mobile, social, analytics for personalization?

Operations: Using the right technologies and systems to transform how you operate, creating higher levels of efficiency and accuracy in day-to-day activities.

Is your digital approach just about incremental cost savings?

Organization: Giving your teams the digital tools, capabilities and culture to be more effective and increase value contribution on a regular basis.

Are you making the cultural changes necessary for digital?

Data: Capturing and using data to create better insights, deliver more personalized experiences and improve decision making.

Are your decisions data driven? Is data at the core of your business?

Technology: All of the people, processes and systems necessary to maintain the systems, infrastructure and security.

Is your technology platform placing your brand/company at risk?

The digital journey—where are you & where do you need to be?

A key output of the Digital Strategy Roadmap is determining the target level of maturity for each domain that is needed to support your business strategy



» *Customer Engagement*



» *Employee Enablement*



» *Secure & Stable Technology*



» *Business Operations*



» *Data and Integration*

*‘Being good at the game’
‘Get in the game’*

LEVEL 1: NON-EXISTENT

- Little-to-no use of technology to facilitate daily operations.

LEVEL 2: BASIC

- Limited use of digital solutions to perform specific tasks – and typically accompanied by additional manual efforts.

LEVEL 3: MARKET CONTENDER

- Most day-to-day tasks are facilitated through technology and managed through current systems

LEVEL 4: INDUSTRY LEADER

- Competitors and similar organizations view your organization as the benchmark for digital maturity and transformation

LEVEL 5: TRUE INNOVATOR

- Your organization is on the cutting-edge of technology, and recognized as a digital pioneer by peers and competitors alike

*‘Playing a different game’
‘Change how the game is played’*

Technology as Operating Cost

Digitizing for Process Efficiency

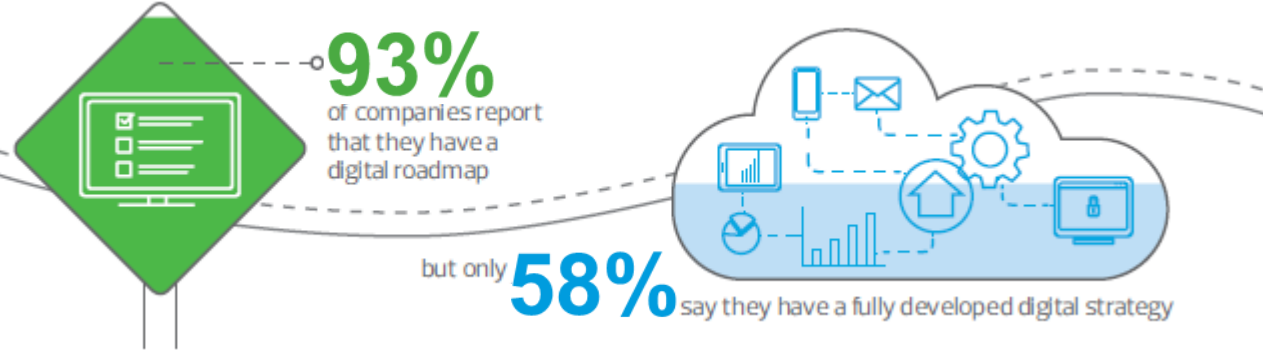
Digital as a Strategic Advantage

BECOMING MORE STRATEGIC—DIGITAL STRATEGY



Current state of digital transformation in the middle market

Recently, RSM surveyed middle market Executives to understand their thinking about Digital Transformation. Overall, Digital Transformation is a significant priority for middle market executives over the next 1-3 years.



89% of organizations will **increase digital transformation spending** over the next three years

but **34%** are concerned with determining the success of their digital efforts and adoption within the organization

and **72%** of Executives are significantly concerned with organization's ability to achieve digital goals

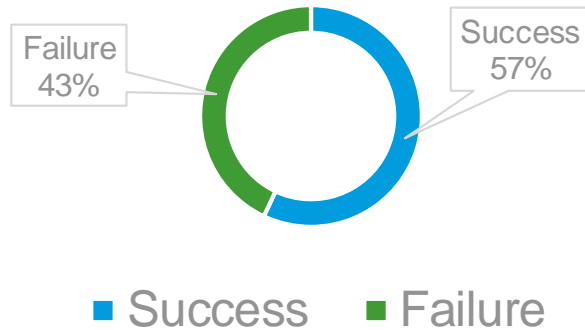
Many companies are pursuing digital investments, however some

- do not have a fully developed (or aligned) **digital strategy**, and
- are concerned about their success and adoption of digital

Digital strategy → Digital innovation in the middle market

Home-grown success

Middle market firms that engage in the innovation process execute their **innovation projects effectively**.



*Middle market executives indicate that **57% of innovative ideas** they generated last year made it to market*

✓ On average, middle market firms earned a **27%** profit on their most recent innovation, based on an initial investment of **\$1.5 million**

Key Takeaways For Success

- **Managing** innovation risk carefully
- **Generating** Innovative Ideas using their own internal resources
- **Focusing** on fewer innovation projects which allows to spread investment dollars
- **Executing** projects that are inside markets executives understand

** Effective innovators are much more likely than their peers to have formal processes in place for selecting, generating, and implementing ideas. Senior Management is involved throughout all phases of the innovation process*

COVID impact on digital innovation—an accelerator...



90%

believe that the COVID-19 crisis will fundamentally change the way they do business over the next 5 years

85%

are concerned that the COVID-19 crisis will have a lasting impact on their customers' needs and wants over the next 5 years

21%

have the expertise, resources, and commitment to pursue new growth successfully

2/3

believe that this will be the most challenging moment in their executive career

Key actions from CEOs include:

- Adapting the core to meet shifting customer needs
- Identifying and quickly addressing new opportunity areas being created by the changing landscape
- Reevaluating the innovation initiative portfolio and ensuring resources are allocated appropriately
- Building the foundation for post crisis growth in order to remain competitive in the recovery period

McKinsey, 2021



Digital success factors

Middle market executives were asked to identify themselves as leading or lagging in digital – In addition, they were asked to identify the key factors leading to a success or a lagging digital transformation

Keys to a Successful Digital Transformation

Top 3 Reasons Organizations give for being Leaders:



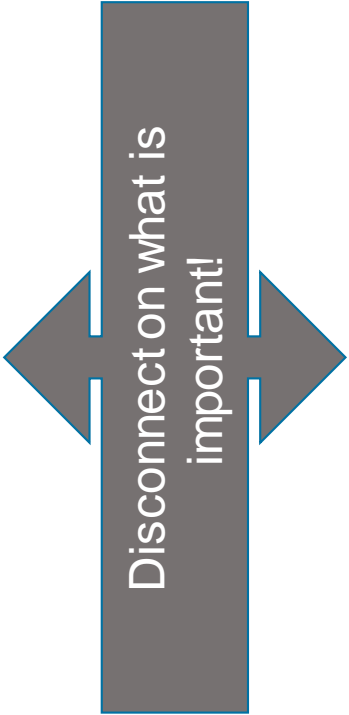
Strategic alignment between Digital & Business



A level of **digital maturity** that decreases time to value



A **workforce** that has been **trained** in digital technologies



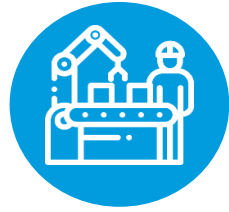
Top 3 Reasons Organizations give for Lagging:



Lacking Best Practice across key business areas



Inadequate investment in digital technologies



Technology bias toward 'older' solutions



The impact of digital done right

Significant Returns on Digital Investments



Leaders outperformed followers 70% vs 30% in labor productivity returns on investments across most industries.

Case Study Examples

Operations



Digital Transformation Investments resulted in a **10% reduction in cycle time** in the buying process across channels



Automation was used to automate >70% of the payment process, **reducing payment processing time from 60 to 7 days** along with >40% cost savings

People Enablement / Organization

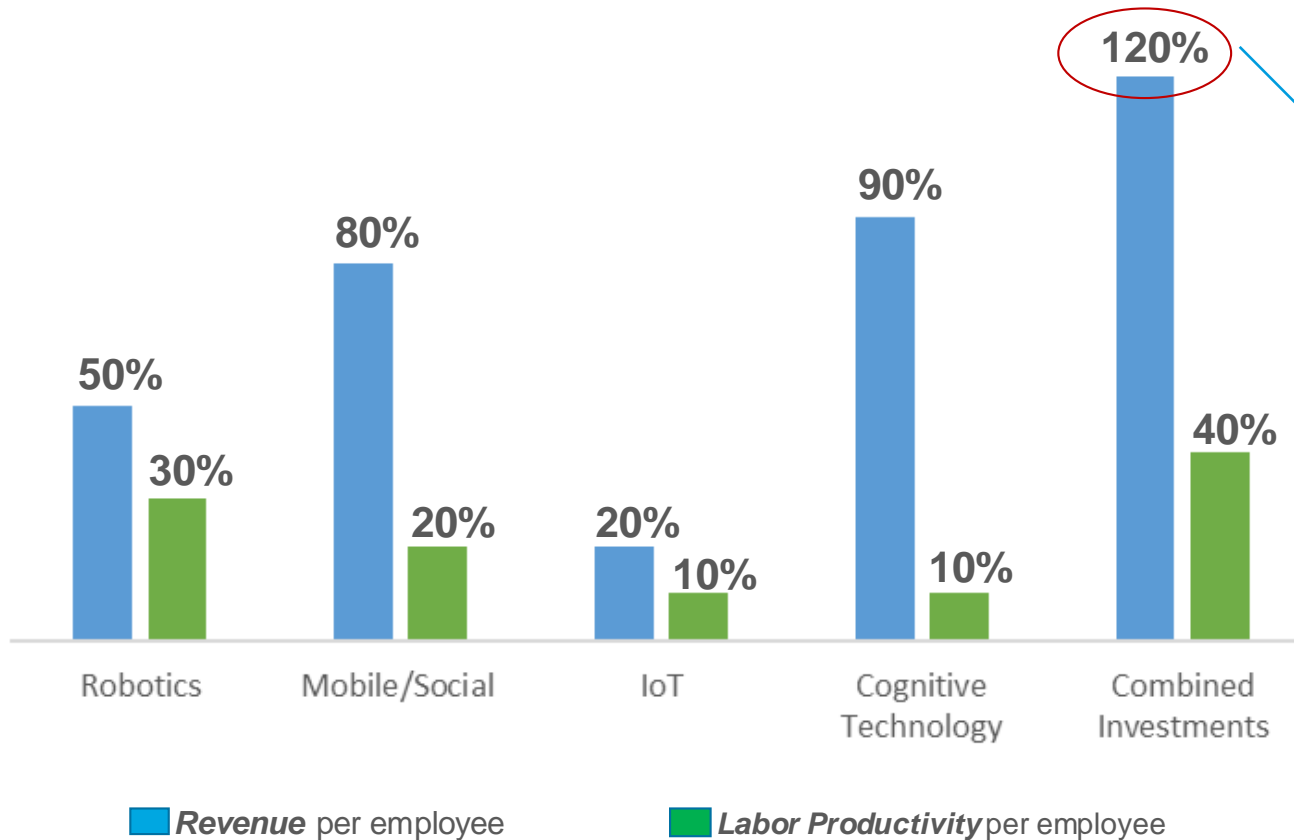


Significant investment in Digital skills led to a **40% reduction in development cycle time** and a **32% decrease in time to revenue.**

Source: World Economic Forum: Digital Transformation Initiative, May 2018
Source: APQC: Technology Advancements, March 2020
Source: APQC: Process-Led Digital Transformation Case Study, 2020

Digital investment impact on revenue & productivity

Significant Improvements can be made in **Revenue** and **Productivity**

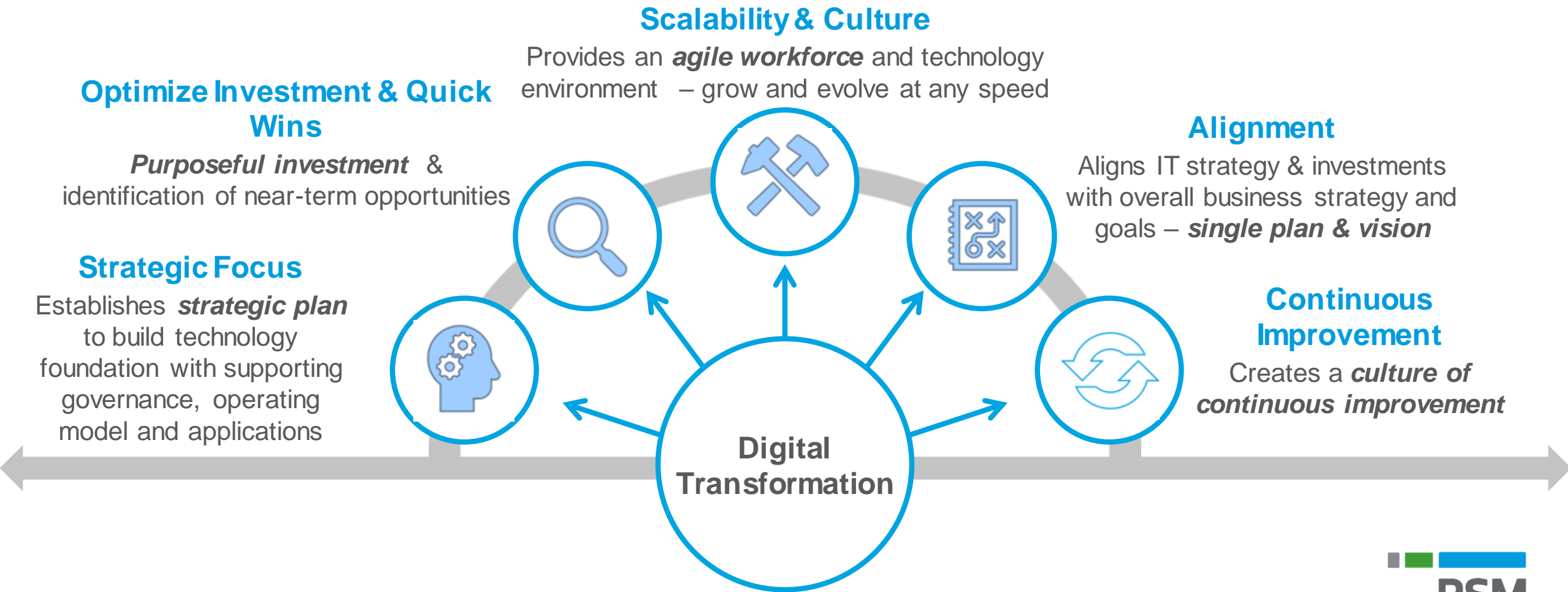


Key analysis insights:

- **Combined Investment gains** far exceed a single technology investment:
Which means, companies need clear **strategic objectives** and **plan** for digital investment.
- Digital is **more than just technology** which drives the need for a holistic approach

Benefits of digital strategy & transformation

Some of the key benefits to undergoing a digital transformation include:



DIGITAL TECHNOLOGY



Digital capabilities—which technologies are a priority?

As part of the executive survey, RSM asked middle market executives to identify the key digital technologies being discussed at their firms

Digital Transformation Priorities

Primary Responses:



Enterprise Mobility



Mobile Technologies



Artificial Intelligence (AI)

Other Notable Responses:



Cloud



Blockchain



Data & Analytics



ERP



Cyber Security



Robotic Process Automation (RPA)



CRM



Digital Marketing



Internet of Things (IoT)



Digital technology—a look at automation

Digitally Enhanced Organization



Highly Integrated
Enterprise Technology

Digitally Fluent &
Empowered Workforce

Greater Productivity &
Agility

Optimized Digital
Experience

Automation solutions



Point Automation
Solutions



Robotics



Computer
Vision & NLP



Machine
Learning



Advanced
analytics

Value drivers



Scalability



Speed



Costs



Enterprise
Value



Vision

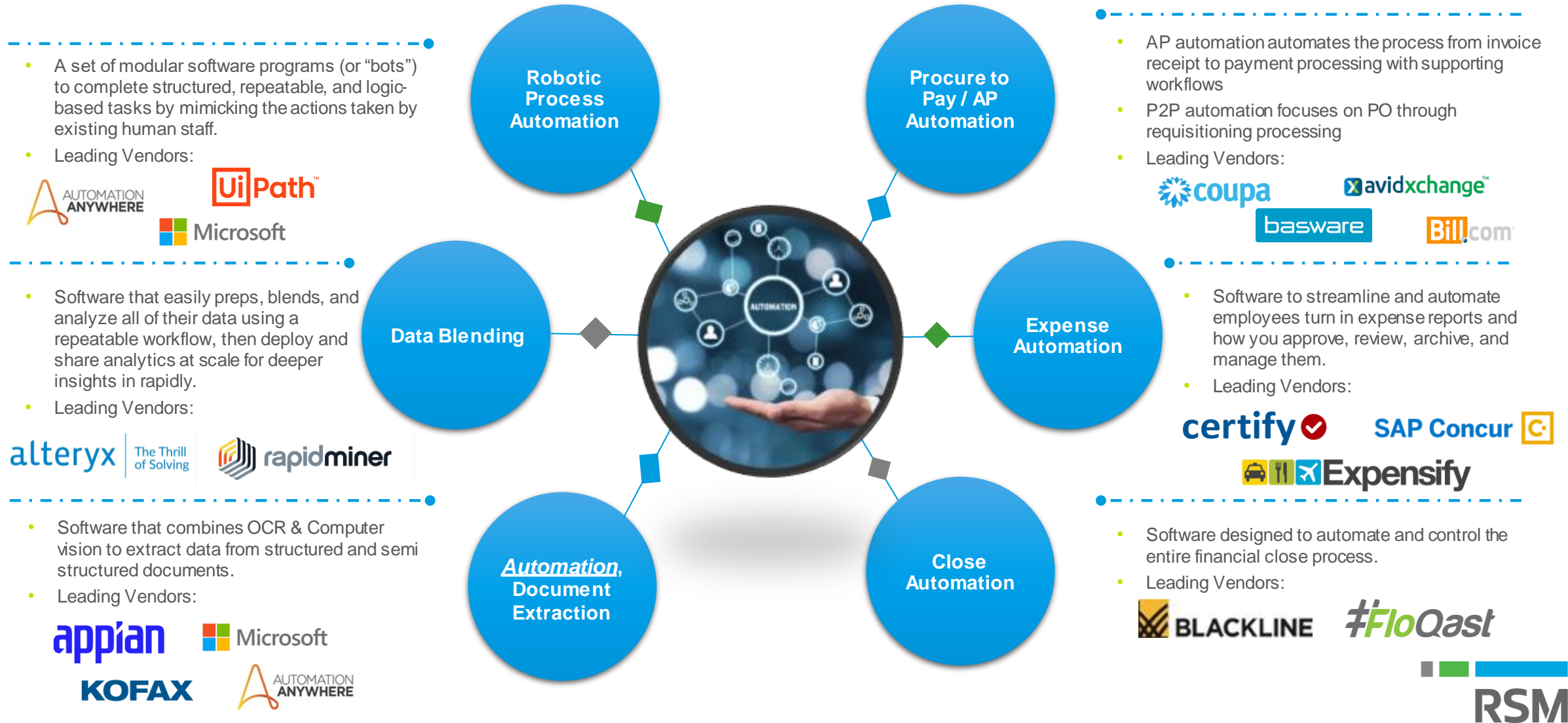


Control



Insight

Prevalent mid-market automation technologies



Financial services automation use case



Loan Fulfillment

- Mortgage Origination
- Mortgage Servicing
- Credit Card Application Processing
- Underwriting
- Data Acquisition
- Fraud Detection
- Fulfillment Status
- Loan Processing



Wealth & Asset Management

- Client Onboarding
- Portfolio Management
- Performance Reporting
- Confirms Management
- Settlements
- Payments & Automated Account Transfers (ACAT)



Customer Service

- Account Opening & Closure
- Address Verification
- Customer Updates & Data Consolidation
- Account Statements
- Complaint Processing
- Call Center Support



Compliance

- Know Your Customer (KYC) Data Checks
- Anti-Money Laundering (AML)
- OFAC Sanctions Verification
- Flood Zone Tracking
- Regulatory Reporting



Data Management

- Data Mining
- Data Validation
- Legacy System Data Migration
- Compliance & Internal Audit Data Testing



Finance

- GL Reconciliations
- Manual Journal Entries
- Treasury Operations
- Tax Master Data Management
- Accounts Payable/ Invoice Processing
- Accounts Receivable
- Management & External Reporting

DATA DRIVEN ENTERPRISE



Data innovation in the spotlight

THE WALL STREET JOURNAL.



The Morning Download: Pandemic Leads Manufacturers to Increase Spending on Data Tools

By Tom Loftus

In a race to get ahead of increasing uncertainty world-wide, manufacturers are expected to invest more in data management and analytics tools. “It’s a case of going from reactive analytics, reporting on what happened, to proactively analyzing what might happen and the suggested actions to take,” Michael Lerner, a principal analyst at ABI Research, [tells CIO](#)

North America Midmarket Priorities – 2017

1 BI/ANALYTICS	34%
2 CLOUD SERVICES/SOLUTIONS	27%
3 CYBER/INFORMATION SECURITY	23%
4 INFRASTRUCTURE & DATACENTER	22%
5 ENTERPRISE RESOURCE PLANNING	21%
6 NETWORKING, VOICE, AND DATA COMM	18%
7 INDUSTRY SPECIFIC APPS	12%
8 DIGITALIZATION/DIGITAL MKTG	11%
9 LEGACY MODERNIZATION	11%
10 MOBILITY & MOBILITY APPLICATIONS	10%

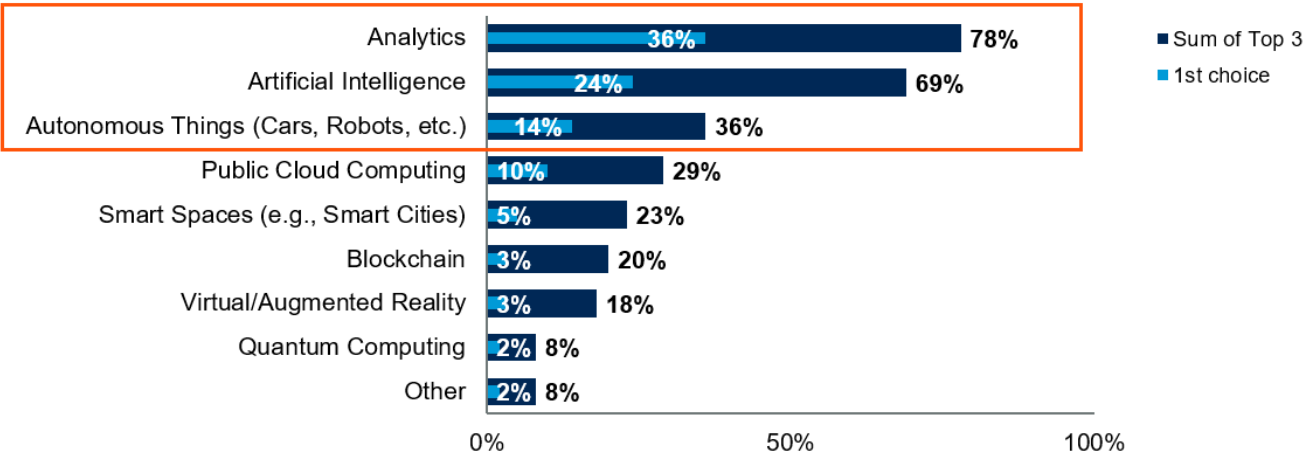
Skill Gaps - North America Midmarket

1 INFORMATION/ANALYTICS/DATA SCIENCE/BUSINESS INTELLIGENCE
2 SECURITY & RISK
3 PROJECT/PROGRAM MANAGEMENT
4 BUSINESS/SYSTEMS ANALYSTS
5 PROGRAMMERS/DEVELOPERS

Gartner

The Heat Is On — Boards of Directors Place Analytics and AI as the No. 1 and No. 2 Priorities

Top Game Changer Technologies to Emerge Stronger From COVID-19 Crisis



n = 255, All Respondents, excluding “can’t say”
Q. Which will be the top three game changer technologies for your industry to emerge stronger from the COVID-19 crisis?

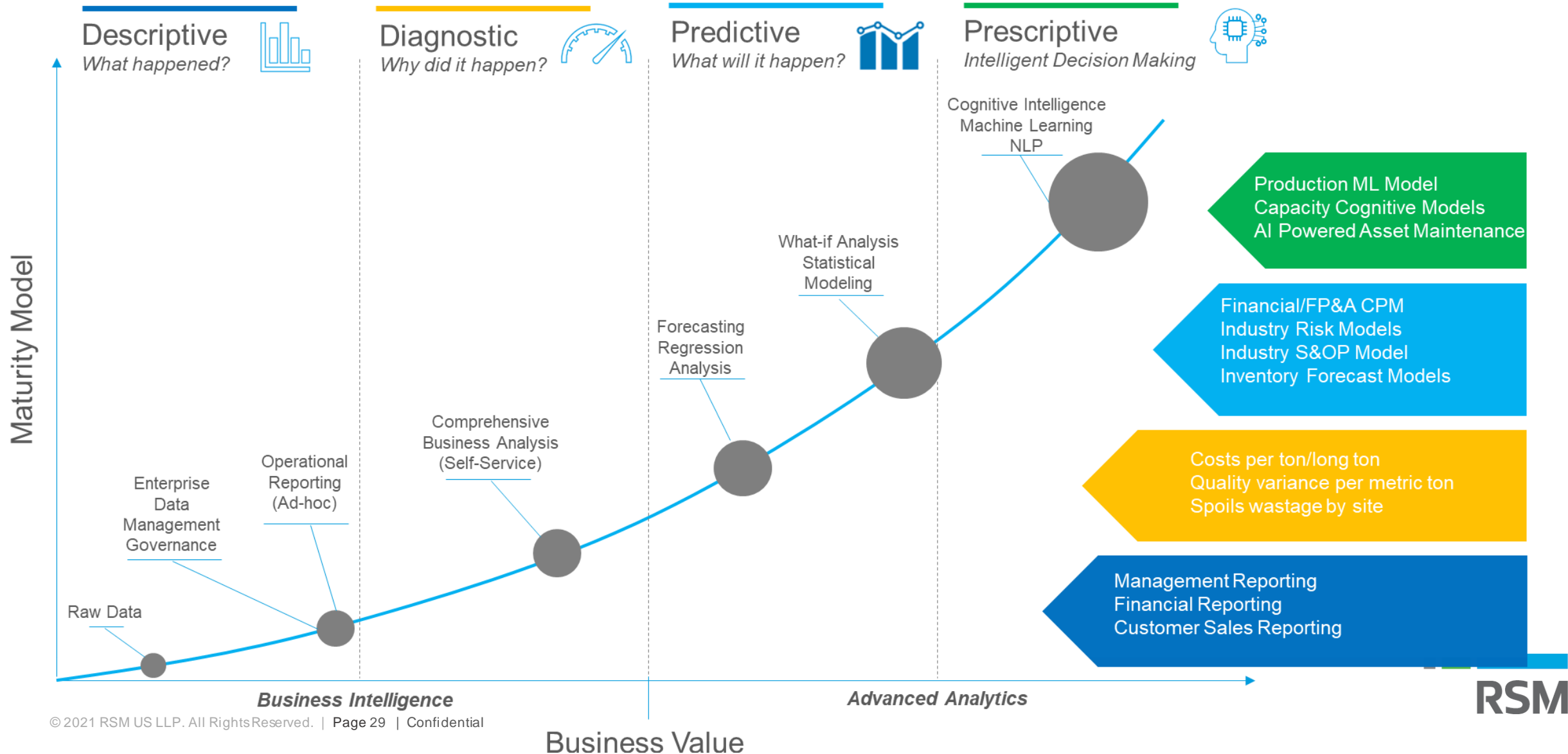
Source: View from the Board of Directors 2021, CIO Research, July 2020

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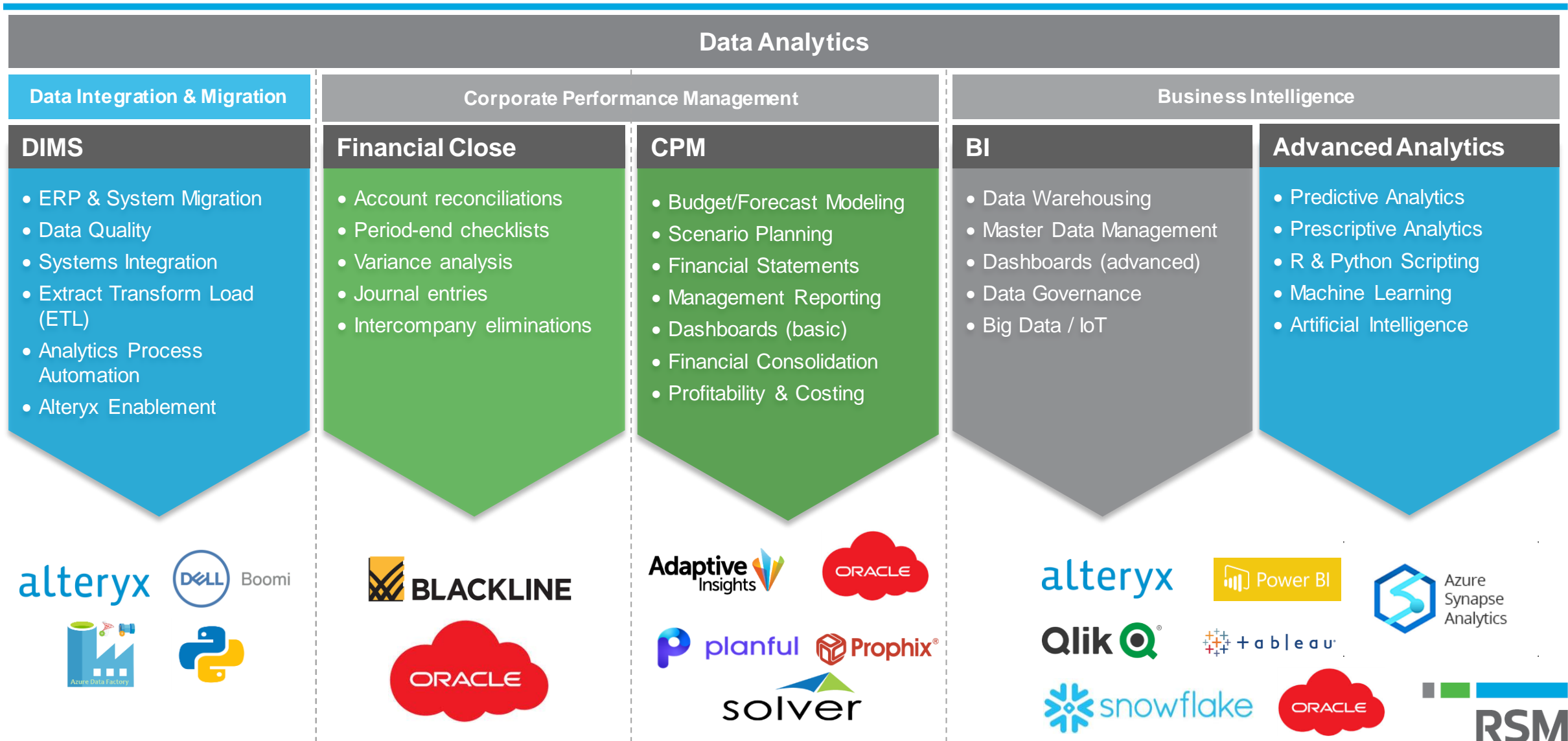
Gartner



Data & analytics maturity model

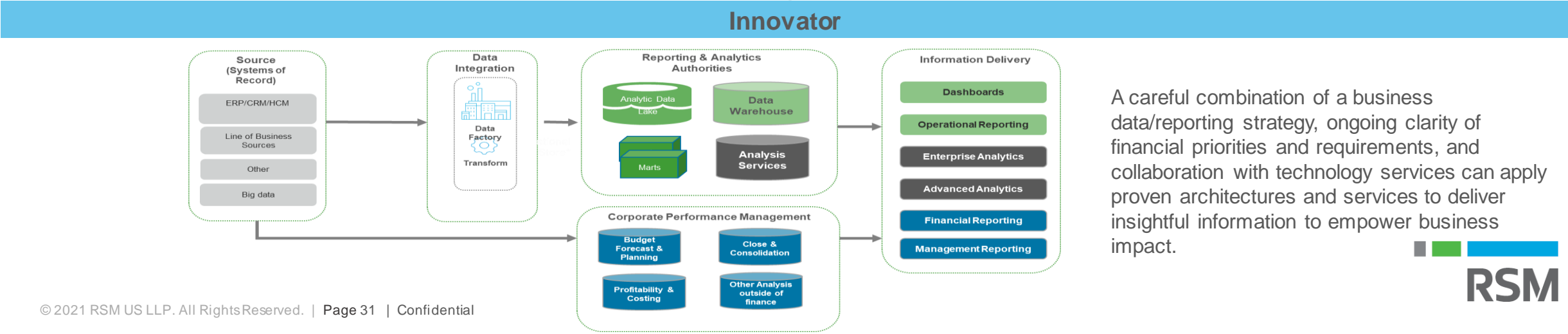
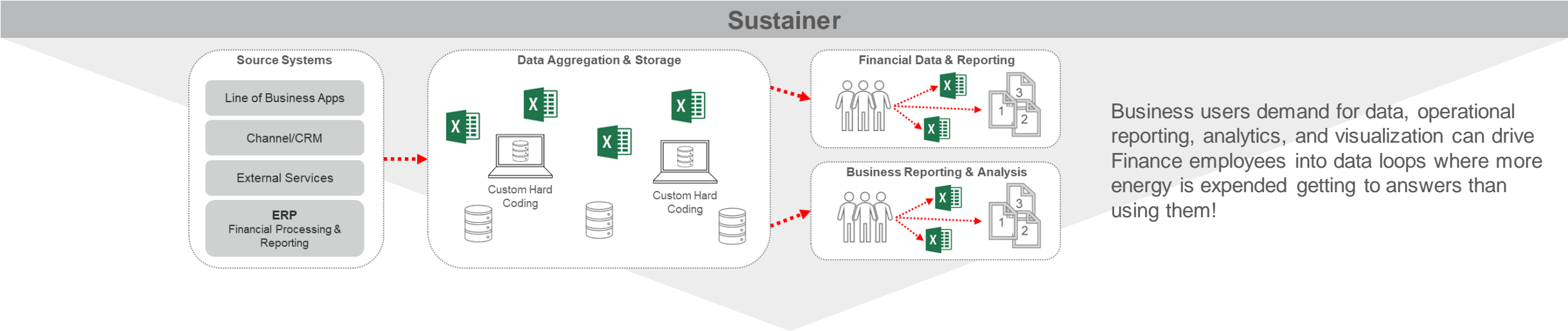


Data analytics solutions space



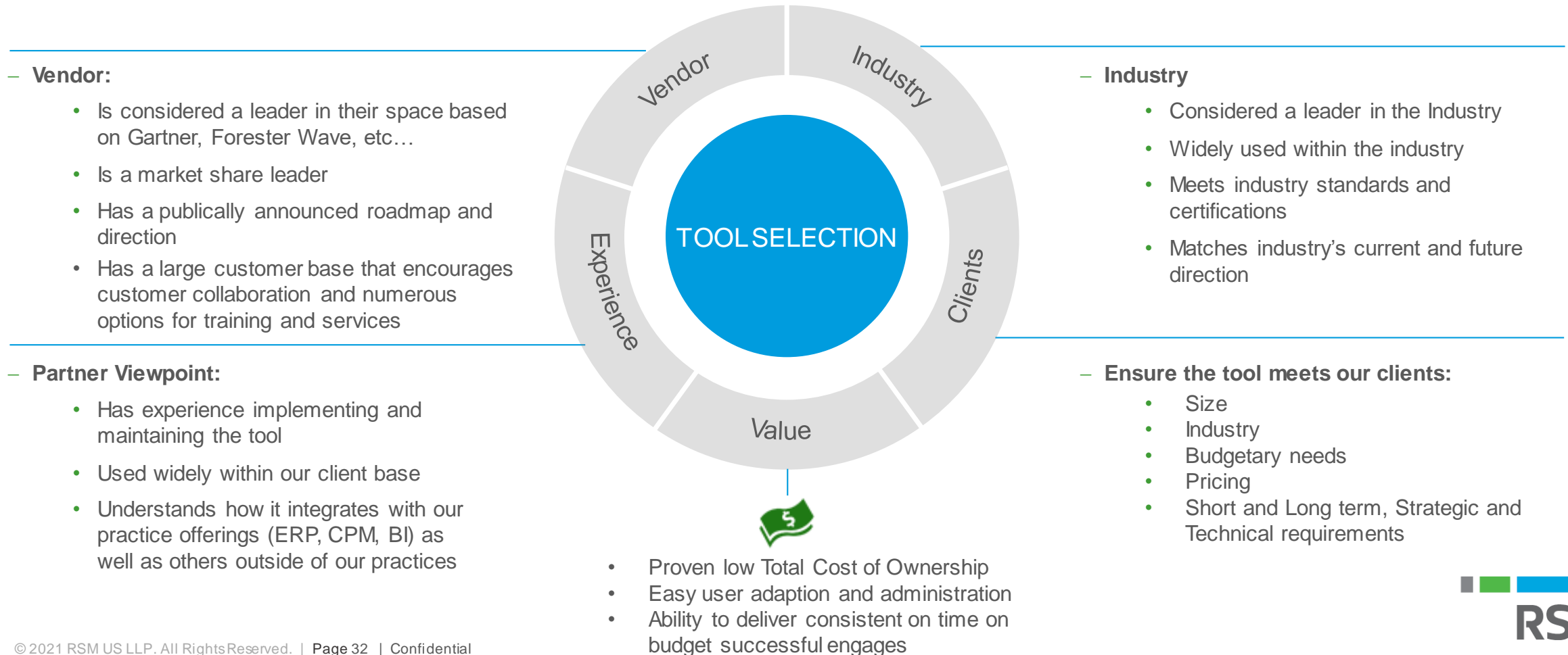
Data analytics empowers the enterprise & innovation

By moving to a Data Analytics Platform you can deliver insightful information to empower business and drive profitability.



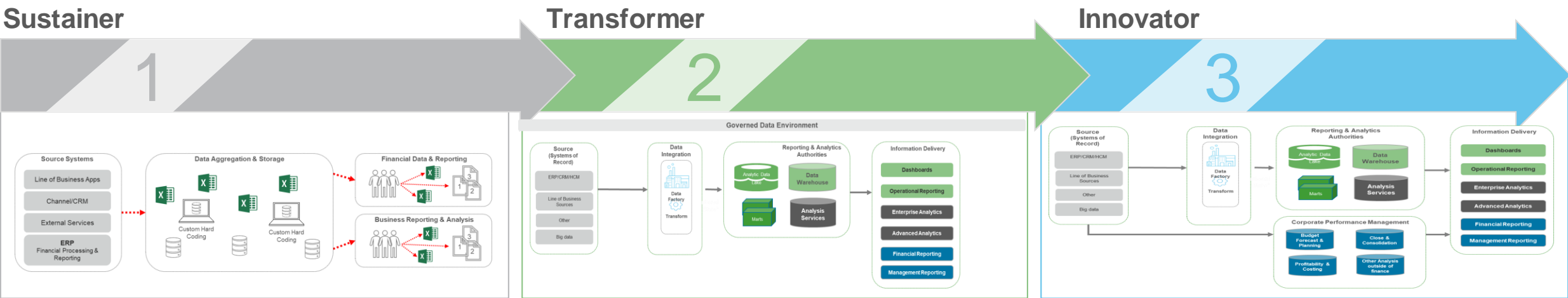
Common platform and tools

- Corporate Performance Management (**CPM**) and Business Intelligence (**BI**) solutions are comparable in some aspects
- Have a partner that understands specific advantages among common systems in this solution space in order to maximize value and effectiveness for your specific needs and maturity level.

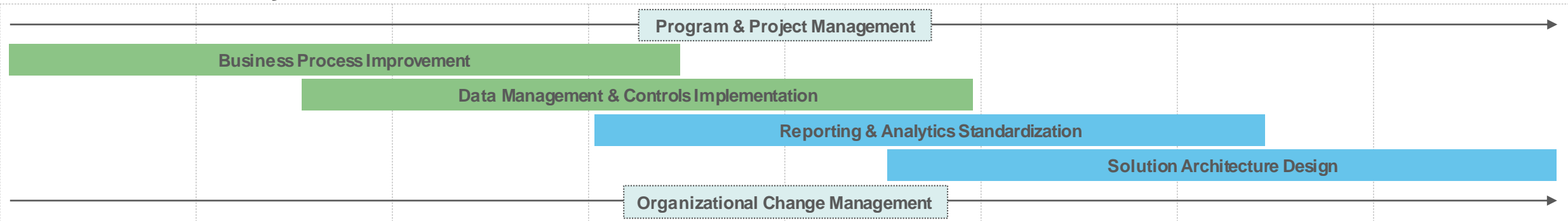


How do I get there: Map out a transition path

- To achieve target state and become an Innovator, organizations must undergo significant transformation.
- Moving beyond the sustainer mode, requires a strategic alignment and planning



Workstreams and Key Transformation Activities



Key aspects of data on strategy & innovation

Economic Trends

- COVID-19 Impacts to businesses
- Data literacy across the enterprise
- Automated/Intelligent production facilities (AI/ML)
- Data-Driven Culture – fact based decision making

Market Issues

- Increased trend towards intelligent automation
- Mid-Market companies lack significant advancement in IT/OT
- Diversity of workforce, veterans vs rookies, and adoption of cloud technology

Priority Solutions

- Strategy & Operations Assessments
- Data Governance, Security, and Management
- Data Analytics and Reporting
- Advanced Analytics (AI/ML)
- Data Integration & Migration Services (DIMS)

DIGITAL & SECURITY



Financial institution disruptions

External disruptions effect most industries testing the effectiveness of Financial Institutions infrastructure and security protocols. The best strategy to mitigate disruptions is to have a strategy and a plan.

Impacts and Top Recommendations for FS CIOs Dealing With a Major Disruption

Impacts	Top Recommendations
Resilience: Climate change, pandemics, natural disasters, political upheavals, cyberattacks and other external disruptions will test FSIs' long-term fitness.	<ul style="list-style-type: none">• Reduce initial time and effort to execute after a major disruption by creating a minimum viable strategy that allows execution to start earlier.• Conduct an assessment of areas impacted by past disruptive events (employees, customers and operations) to document areas of weakness where response was slow or failed. Prioritize those gaps against business plans and threat assessments to determine needed actions for 2020 and 2021.
Agility: Business and industry events such as bankruptcies, M&A, regulatory changes, falling bond yields, market deterioration, and other business-driven factors will force FSIs and their IT organizations to become more agile.	<ul style="list-style-type: none">• Ensure that the company is prepared for workforce and customer usage issues (such as more remote working and more digital transactions) that would emerge postevent by stress-testing your technology infrastructure to determine its capabilities.• Plan for technology solutions that help measure environmental and societal impacts of day-to-day transactions by using Gartner's Customer and Societal framework.
Optimization: Reduced IT investment, increased time pressure on IT, changes in consumer behavior and acceleration of automation will drive FSIs to focus on digital optimization.	<ul style="list-style-type: none">• Build a cost-benefit analysis that will help guide optimization efforts. Prioritize initiatives that both address disruption and provide ROI against business objectives such as delivering an enhanced client experience, or providing new capabilities, to ensure that they provide value to the bottom line.• Implement automation and emerging technologies to speed up transactions and provide real-time data to decisions makers to drive further optimization efforts.
Transformation: New market opportunities, demand for new revenue streams, a changing definition of value and other factors will accelerate digital transformation for many FSIs.	<ul style="list-style-type: none">• Immediately review technology priorities and spending by reprioritizing your investments to address the current situation and its long-term impacts. Revisit this plan semiannually at minimum.• Build a future jobs roadmap with business partners that recategorizes work tasks based on who is performing them (such as humans, technology, technology-enabled augmented humans or across the value chain).

Source: Gartner

Trend and comparison: 2010 & today

2010

- 10% of IT Spending on Cloud Computing
- Predominantly in-house environment
- Less vendor complexity
- No state laws on data protection

2021

- 70% of IT Spending on Cloud Computing
- 105 significant data breaches (over \$1 million)
- 53% of companies found 1000 sensitive files accessible by all employees

*Info-Tech Research Group 2019

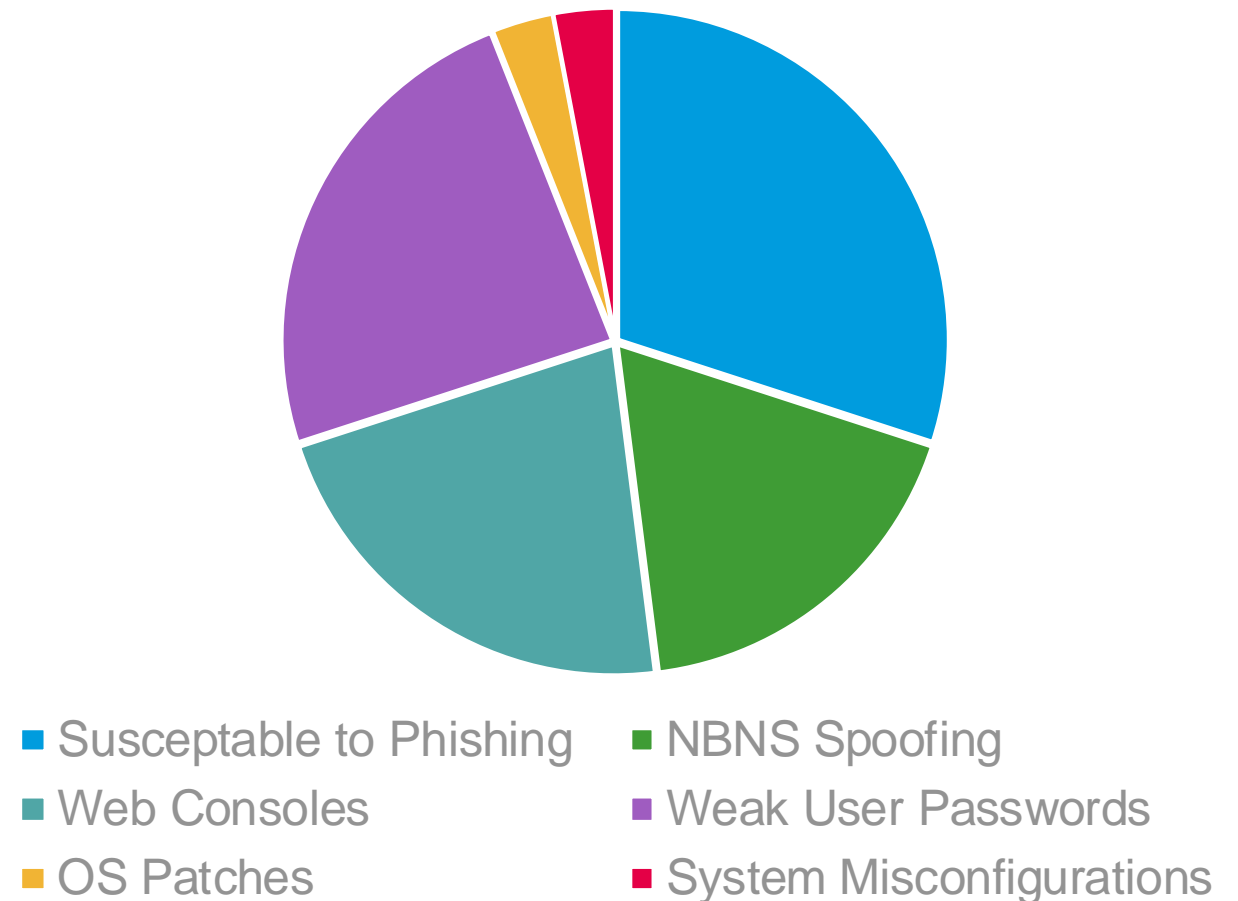
Other Trends

- It's estimated that nearly ½ of ALL organizations lack a system to monitor, manage, backup, & secure Cloud Environments!
- **In 2020, 99% of all vulnerabilities are known to Security & IT Professionals!**
- Security Outsourcing will be the #1 Service with 'Cyber Everywhere' mentality
- 58% of organizations found stale accounts

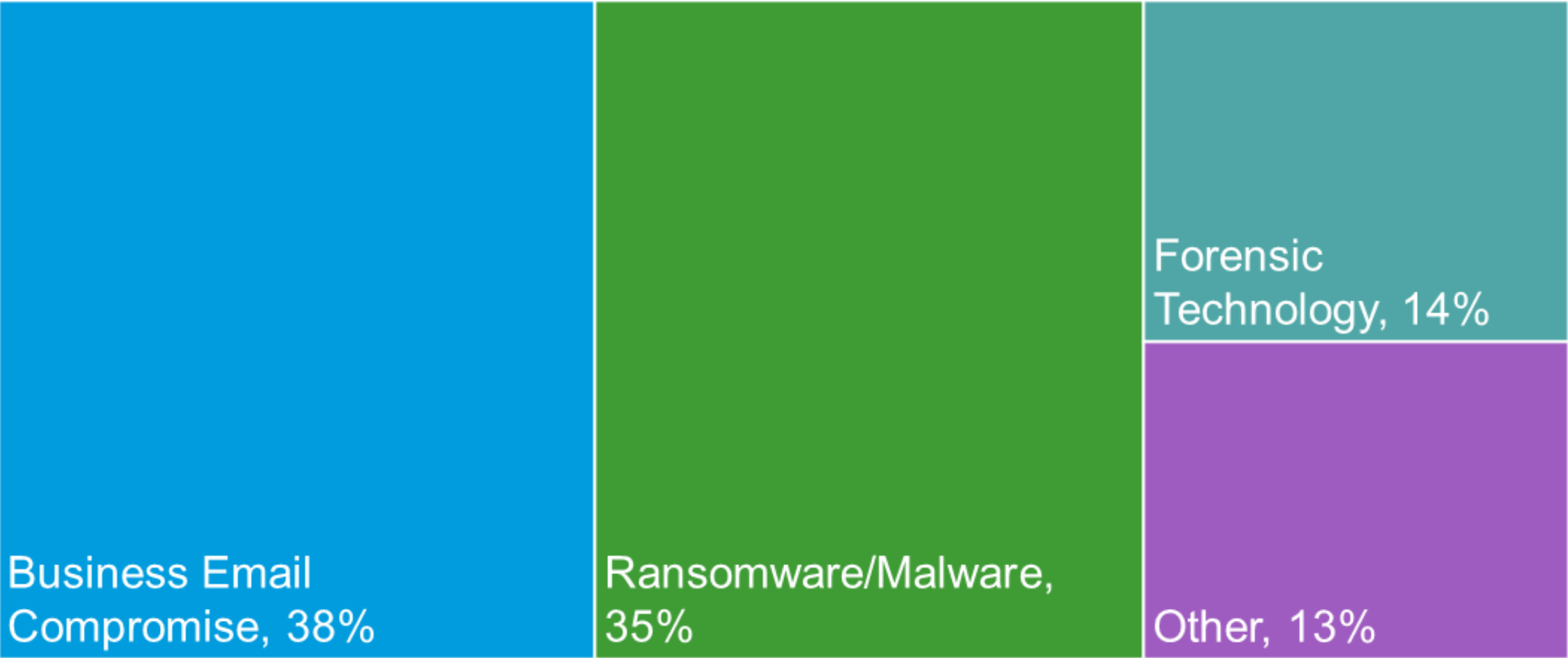
Most prevalent attacks—RSM penetration tests 2019-2020

- User awareness exploited more often than deficient technical controls
- Weak user passwords
- Phishing continues to be top overall attack vector
- Prevalent Windows vulnerabilities help further extent of compromise

Overall Attack Vector



RSM cyber incident types handled—FY 2020

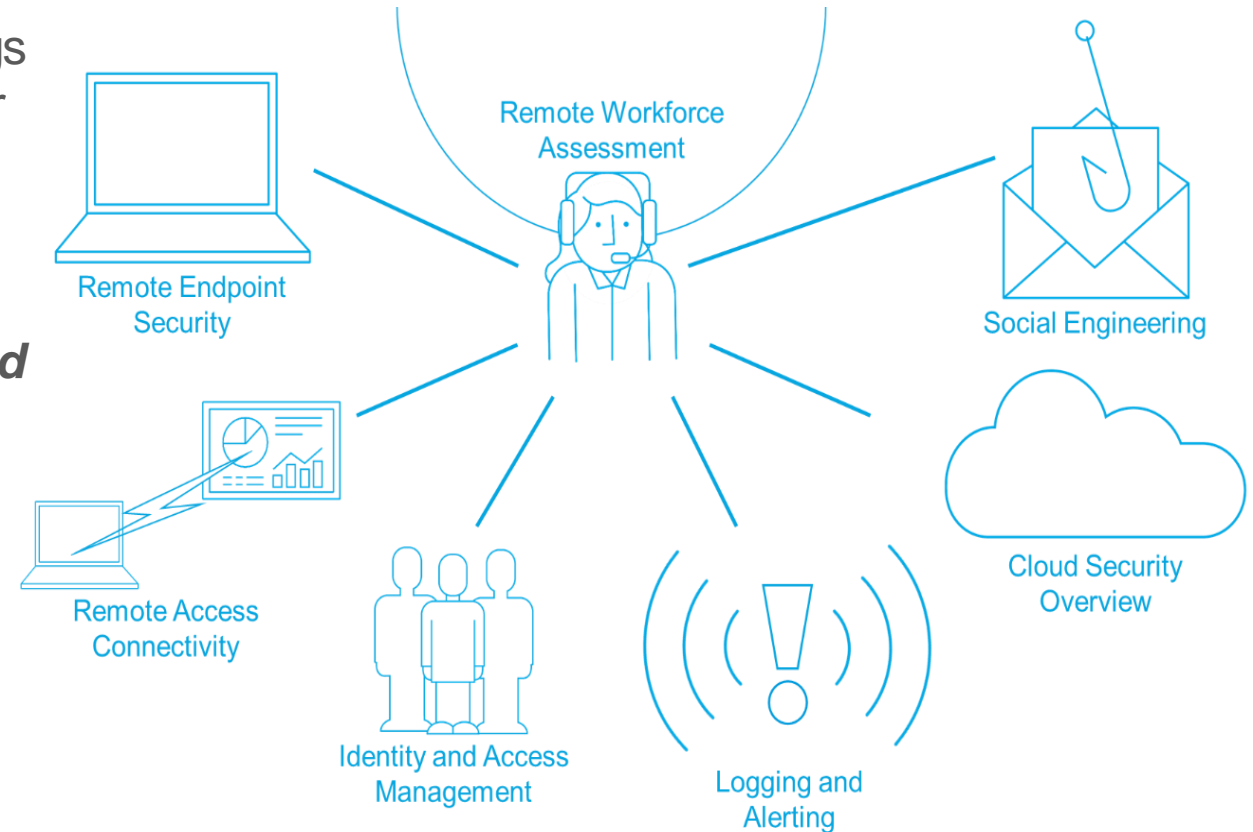


Source: Cyber incidents handled by RSM 5/1/2019—4/30/2020



Remote workforce

- The increased reliance on a remote workforce brings with it the risk of organizations losing control of their data—or just as importantly given current data privacy regulations—the data of their employees, customers, or partners.
- ***The quick onset of a global pandemic has forced many organizations to react in a significantly accelerated manner to ensure the continuity of business operations which may introduce unanticipated risks in the process.***



Remote workforce considerations

1

Changes/additions in and around the communication platforms may create security exposures that can go unnoticed.

2

Where is your data being stored? On cloud services? Employees' personal computers? Mobile devices? How is your data being transmitted?

3

Are there any weaknesses that could allow attackers to compromise your employees' remote networks or personal systems, potentially granting VPN access to the internal network?

4

Have your business processes been updated to account for remote operations (e.g., IT, accounts payable/receivable, payroll)

What we are hearing from examiners

- **Account for COVID** - Updating policies and training users how to account for shifts due to COVID and remote workforce
- **Enhanced security awareness training** - Role based training and customer focused training
- **Cyber Resilience** - DR Cyber incident response table top exercise. Test/restore back up solutions
- **Vendor Management** - Particularly Cloud providers (Securing and understanding IaaS)
- **Cyber Maturity** - NIST Cybersecurity Framework:
 - Implementing the NIST Cybersecurity Framework, completing the FFIEC Cybersecurity assessment, and performing a risk assessment are all feasible tasks that combined help minimize the threat of a cyber-attack
 - Many other regulations, such as FFIEC, reference the NIST Cybersecurity Framework, so implementation of the framework helps with compliance requirements

What can we do to prepare—top 5

- Evaluate and include Cybersecurity spending within the banks budget and strategic plan (People, Processes, Technologies).
- Continue to look at ways to enhance your cyber maturity over time as the attackers are only getting better.
- Train, train, and re-train your employees! It's human nature to be 'Iowa Nice'.
- Consolidated, robust controls defense-in-depth style are the most effective.
- With appropriate controls, it is now the attacker that has to 'be perfect', a single slip could alert defenders and result in them losing all access.

MODERNIZING YOUR CULTURE



Managed service differentiators

Key Differentiators

Quality managed services offerings leverage proven strategic planning, technical leadership, industry knowledge and a flexible business model to address critical business needs.

Strategic planning:

- Start with building a strategic foundation through chief financial officer, chief information officer and chief information security officer advisory services.

Technical knowledge and industry experience:

- Demonstrate that sound technical knowledge coupled with deep industry experience to enable a company to address their most critical business needs.

Scalability and coverage:

- Consultants on the ground to provide enterprise coverage and support.

RSM offers managed services to help companies continue operations and maintain essential back-office functions by providing tangible and attractive cost savings, proactively implementing best practices, and staying aligned with current trends and technologies.

Our core back-office managed service offerings include:



Managed IT services (MITS)

MITS encompasses fully managed and co-managed IT services that include strategic IT guidance, end user help desk support, 24/7 network monitoring, backup and recovery, threat protection, security awareness training, and Microsoft 365™ into a predictable monthly spend. RSM also offers a range of cloud and hosting alternatives to support applications on Microsoft Azure offering superior security, control and performance with a consistent operational spend. Our MITS programs include security solutions that improve the client security posture with enhanced CISO advisory services.



Finance and accounting outsourcing (FAO)

This solution enables organizations to scale finance resources (free of hiring, salaries, benefits and training), expand and contract as needed, and take advantage of advanced technology platforms to gain real-time business visibility and better manage finance and accounting operations.

CASE STUDY: Nonprofit gains efficiency and insight with finance and IT outsourcing

Business challenges	RSM managed services solution	Outcome
<ul style="list-style-type: none">• Two full-time accounting staff both left the organization in a three-month time frame.• Difficulty replacing the resources with experienced talent.• Its enterprise resource planning (ERP) solution was outdated, presenting challenges writing reports and limiting visibility into financial information and operational data.• It experienced performance delivery issues with its existing IT outsourcing provider and it did not have the vision to implement innovative solutions to advance the business.	<ul style="list-style-type: none">• The client saw the value in outsourcing its back-office functions instead of rebuilding the entire accounting department.• The FAO solution and technology stack allowed the organization to move onto a cloud-based ERP system.• RSM implemented a fully managed solution, serving as the organization's IT department.• The comprehensive platform includes virtual chief information officer services, help desk, email and engineering support.	<p>Instead of struggling to hire and retain the right personnel, the client can focus on its mission, secure in the knowledge that the right financial and IT resources will be available at the right time from RSM.</p>

Example of managed IT services for Office 365

Monthly per user subscription service designed to maximize the value of your Office 365 investment by bundling licensing with learning resources, access to experts, and other premium capabilities.

Components

- Microsoft Office 365 Enterprise Licensing
- End to End Office 365 Monitoring
- RSM Office 365 Concierge Service and Microsoft Roadmap Services
- QuickHelp™ Office 365 End User Learning Platform
- Comprehensive and unlimited Office 365 backup
- 24x7 Advanced IT Pro Support
- Implementation Advisory and Delivery *



Implementation advisory and delivery



Microsoft 365 experts on staff can be provided for additional services throughout your project lifecycle from planning to training




















Bring knowledge and experience to deliver solutions on Microsoft 365

- Resources include architects, product experts, implementation specialists, and implementation support
- Subject Matter Experts with real implementation experience ranging from configuration to custom development/integration
- Advisory services up front to mitigate risks and ensure a correct course of direction
- Access to the Microsoft Product teams for solution validations or Cloud Consults

Services		Services	
	Planning and Design		Collaboration
	Migrations		Automation
	Implementation		Mobility
	Customization		Productivity
	Training		Work Management
	Support		Core Office 365
			Azure Cloud PaaS

Partner and non-Microsoft product knowledge

Select best of breed partners to implement solutions across the Microsoft 365 environment. Require vendor training, certification, and elevated support within these relationships.

Automation	Productivity	Migration	Monitoring/Backup	Learning	Alternative
»»»					
	  	   	  	 	

JUMPSTARTING YOUR DIGITAL JOURNEY



How to get started...

To succeed in digital transformation and achieve impactful revenue and cost benefits:

1. Must have an aligned digital strategy (need to know where you are going and why – it's a journey...)
2. Need to have an emphasis on the non-technology related aspects as well
3. Must ask the hard & complex questions that challenge business model assumptions and investment strategies




Starting Point: Digital Strategy Assessment





QUESTIONS AND ANSWERS?



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