Zencode CASE
STUDY

ZENCODE

Helps bring a Soverign Wealth Fund's team spread across 40 countries together

Bringing Ideas together in the Gig Economy

AT A **GLANCE**

Talent Matching

Within the company's organisation there was a occurence of minimal interaction between offices in different countries, which increased the tension in the workplace and minimised the collaboration to grow th organisation. It also lead to high turnover as staff satisfaction in the workplace was at a low.

However with Zencode it was able to use Zencode's consulting and application development expertise to understand large datasets and build team matching systems for better organisational cooperation on internal projects.
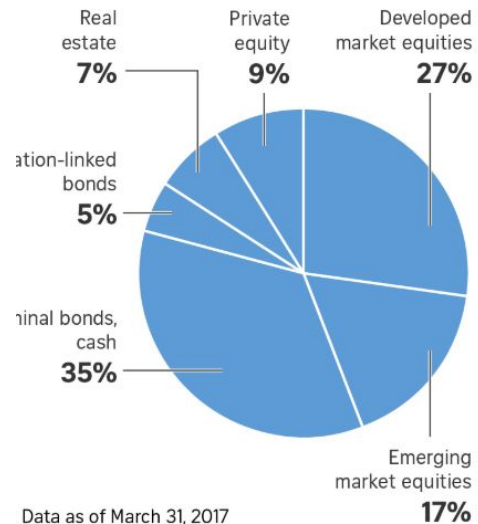
SERVICES

Industry   : **Sovereign Wealth Fund**

Location   : **Global**

Employees   : **3,000**

Services   : **Consulting, Application Development and System Integration**

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THE **ORGANISATION**

holdings in its main asset classes almost unchanged last year

Real estate
7%

Private equity
9%

Developed market equities
27%

ation-linked bonds
5%

minal bonds, cash
35%

Emerging market equities
17%

Data as of March 31, 2017

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Established in 1981, managing a country's foreign reserves, the sovereign wealth fund is a global long-term investor with well over US$100 billion in assets in over 40 countries worldwide.

They work to secure the country's financial future by investing across a range of asset classes in the public and private markets.

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THE **CHALLENGE**

Faced with the challenge to link such a global company together with so many distributed teams across 40 countries. With difficulty in initiating just even the initial contact between team members across different locales, much less the challenge of sparking innovation within the organisation

But besides initiating the contact, there was a need to track the progress of projects and keep team members updated about other projects.

And there was a need to overcome the hesitation by team members to start projects due to perceived notions on needing to start large scale projects
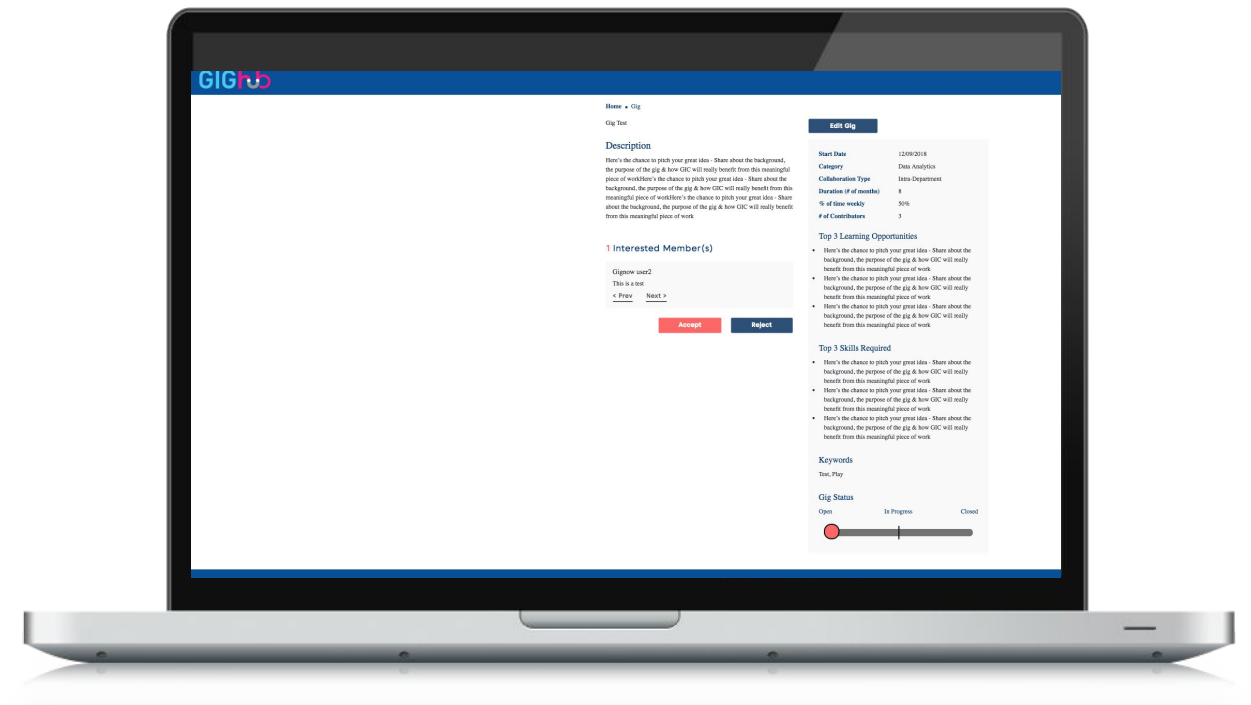
CASE STUDY

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THE
SOLUTION

To use Zencode's conceptualisation capabilities and application development.

Zencode consulted with client in understanding the obstacles the team had in starting projects together with other members from around the world.

Then using gamification theories and organisational psychology, created a solution to lower the obstacle of starting projects and help team members take the first steps towards innovation in the organisation

CASE STUDY

With *Zencode's* Application Development and System Integration Expertise

Zencode developed this application in .NET on Microsoft's Sharepoint Server, unlocking the full capabilities of the robust Sharepoint ecosystem, yet allowing a great deal of customisation to fit the business requirements.

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d Member(s)

t >

Accept   **Reject**

Start Date	12/09/2018
Category	Data Analytics
Collaboration Type	Intra-Department
Duration (# of months)	8
% of time weekly	50%
# of Contributors	3

Top 3 Learning Opportunities

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