SUCCESS STORY

SOCIETE GENERALE

365 TALENTS
a docebo company

How Societe Generale transformed career development by centering skills

"In an era of accelerated digital transformation, the key HR challenge is personalizing the employee experience to drive engagement—a mission that is vital to both customer satisfaction and building the bank of tomorrow."



Cristèle Pernoud
Head of HR Information System and Operational Model Strategy
Société Générale



25 000
oppportunities consulted in each month

74 000
employees in the system

1 500
skills declared “to develop” each month

1
Award won at “Nuit de l’Innovation” by Republik RH for ACE Project

Société Générale

Founded in 1864 and operating three distinct business units in 62 countries, with 119,000 employees, Société Générale is one of the most significant financial services companies in Europe, driven by a mission to foster progress and economic development.

Société Générale's skills-centered career development project was designed to transform and personalize its HR processes to better attract, retain and empower talent across a rapidly digitalizing financial services landscape.

Challenge

Build a unified skills framework to unlock internal mobility and enable skills-driven workforce transformation.

In 2017, Société Générale needed to think differently about how its people grow and move within the group. The goal: build a unified skills framework that would unlock internal mobility, put career ownership back in employees' hands, and scale across the entire group.
Key objectives:

- Build a group-wide skills framework
- Unlock internal mobility through skills mapping
- Empower employees to own their career development
- Retain and attract aligned talent at scale

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Solution

With 365Talents, Société Générale has pioneered a fundamental shift in HR. Rather than relying on static competency frameworks to build development tools, the Group now leverages **semantic analysis** to drive a dynamic skills ecosystem perfectly aligned with the bank's evolving needs.

Through a single intelligent platform, 365Talents delivers value at three levels:

- **For Employees**: They can showcase their full range of expertise—including skills acquired in previous roles or personal life—to proactively shape their professional projects.
- **For Managers**: They can identify specific, real-time resources available across the company to staff projects with the right expertise.
- **For HR Manager**: They gain a real-time global view of existing skills, allowing them to precisely map and plan for future talent requirements.

365Talents addresses the dual challenge of **organizing and activating HR data** to improve overall strategy. By industrializing data collection, the platform identifies "hidden" expertise and captures new skills as they emerge. Today, Société Générale can suggest personalized skills to its employees, offer job opportunities tailored to their profiles, and identify critical skill gaps based on the evolution of the industry.

"The best competency and talent management solution I have worked with".



Yacine Nejjar
SWP Project Manager
Société Générale

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Results

Launched in 2017, the platform surpassed engagement expectations, demonstrating the impact of a skills-first approach to career development at enterprise scale.

25 000
opportunities consulted each month

74 000
users currently deployed

1 500
skills declared as ”to develop” every month

1
Award won at “Nuit de l’Innovation”

Dynamic skills framework :
Replaced rigid, static skills models with an AI-driven semantic framework that automatically adapts to real job positions across the entire group.

Skills data turned to action :
Every month, 1,500 skills are declared as "to develop" by employees themselves. Turning personal growth goals into continuous, real-time workforce intelligence.

Strong engagement :
Each month, 25,000 opportunities are consulted by employees, proving that AI-powered, skills-based matching translates directly into active career exploration.

External recognition :
Recognized at “Nuit de l'Innovation RH”, the project set a new benchmark for skills-driven transformation at enterprise scale across 62 countries.

The success of the project Société Générale x 365Talents

Thanks to its skills-centered career development project, Société Générale was awarded at the "Nuit de l'Innovation RH" organized by Républik RH. This recognition celebrates the dedication of the teams who made 365Talents a true driver of employee empowerment, HR innovation, and organizational transformation, delivering a personalised, skills-first experience to tens of thousands of employees across 62 countries, with measurable results.



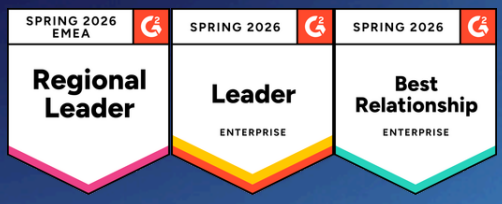
Nuit de l'Innovation RH par Républik RH : la photo des lauréats - © D.R.

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Skills to help you achieve your ambitions.

Book a demo

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365Talents is the AI-powered talent management platform that helps you manage your skills and talents and boost HR efficiency.
With over two million users worldwide, available in more than 45 languages, and integrated with over 100 HR systems, we are the European leader in Talent Experience and Skills Intelligence.

www.365talents.com