

How a Fortune 50 Bank Unified Employee Programs Across 67 Countries

Case Study | Mentoring, Employee Groups, and Volunteerism at Enterprise Scale

350 Disconnected Mentoring Programs.

600 SharePoint Pages.

No Centralized System For Volunteering Programs.

One of the **world's largest financial institutions** had built some of the most ambitious employee engagement programs in the industry and almost no infrastructure to hold them together.

When they came to **Teleskope**, the challenge wasn't a single broken system. It was dozens of them.

At A Glance:

- **Company:** Fortune 50 Bank
- **Industry:** Financial Services (FDIC-regulated)
- **Global Footprint:** 67 countries
- **Programs:** Mentoring, Employee Groups, Volunteerism
- **Platform Modules:** Teleskope Talent Peak, Teleskope Affinities
- **Partnership:** 2+ years

The Problems Worth Solving

Mentoring: Scale Without Structure

- Approximately **350 individual mentoring programs**, each independently managed with no connection to the others.
- **No central place** for employees to find a mentor or identify the right program to join.
- The one-to-one format alone was creating **participation barriers** for employees who found that level of commitment too high a bar.

Employee Groups: 600 SharePoints Pages, No Single Source Of Truth

- **14 employee groups** operated across **67 countries** through **400+ chapters**, each with its own **SharePoint** site.
- When **chapter leadership** turned over, institutional knowledge **walked out** with them
- The firm was paying monthly **licensing fees** on hundreds of **redundant** or **inactive pages**.

Volunteerism: Compliance Obligations, No Compliance Infrastructure

- **Volunteers** engaged with thousands of partner organizations worldwide.
- As an **FDIC-regulated institution**, the firm was required to screen those partners, with no centralized system to do it
- Photos and records were **scattered** across **email threads**, **shared drives**, and inconsistently named **spreadsheets**.

What Telescope Built With Them

This Fortune 50 financial institution needed a way to modernize, unify, and scale its mentoring, ERG, and volunteer programs. The firm brought real operational problems, and Telescope built around them.

Mentoring Circles: A Format That Didn't Exist Before

The firm asked a direct question: employees want mentoring, but one-to-one feels like too much commitment. Can you build a group-based alternative?

Telescope built it. Mentoring circles now allow employees to connect around shared topics — career development, leadership, caregiver navigation — without the pressure of a formal individual relationship. The firm has since extended this into lean-in circles designed for specific workforce populations.

- 350 fragmented programs → **5 consolidated programs**
- **500+ active mentoring circles and growing**
- **Employees discover circles** by keyword, topic hashtag, or HRIS-linked filters: geography, job level, department

Employee Groups: One Platform For 400+ Chapters

All 14 employee groups and their 400+ chapters now operate through a single Telescope environment. Content stays on the platform when leadership changes, not in someone's outbox.

The firm made one deliberate design call: they chose not to categorize groups. Their reasoning: employees don't think in those distinctions, and the platform shouldn't ask them to.

- 600+ SharePoint pages → **one centralized platform**
- **Content continuity** through every leadership transition

A Compliance-Grade Volunteer Infrastructure

Telescope built a dedicated partner organization database to support the firm's FDIC screening requirements, purpose-built for the compliance demands of a regulated global institution.

- **2,000+ partner organizations** in a managed, vetted database
- **74,000 unique volunteers** tracked across the platform
- **367,000+ volunteer hours** recorded in a single year
- **Volunteer photos centrally available** for marketing with no manual curation



Results At A Glance

This Fortune 50 financial institution needed a way to modernize, unify, and scale its mentoring, ERG, and volunteer programs. The firm brought real operational problems, and Telescope built around them.

Before Telescope	After Telescope
<ul style="list-style-type: none">• 350 fragmented mentoring programs• No mentoring circles• 600+ SharePoint pages• No centralized volunteer tracking• Scattered volunteer hour records• No centralized system to screen partner organizations	<ul style="list-style-type: none">• 5 consolidated mentoring programs• 500+ active mentoring circles• One centralized platform for employee programs• 74,000 unique volunteers tracked globally• 367,000+ hours logged annually• 2,000+ partner organizations in a managed, screened database

Why It Worked

The group mentoring format that now has 500+ active circles didn't exist before this firm asked for it.

The partner organization database was built in direct response to a compliance requirement unique to regulated financial institutions.

That's the throughline: the platform was built around how the firm actually operates.

The result was a single system replacing the fragmented infrastructure, one place for employees, chapter leaders, program managers, and administrators across 67 countries. And for a globally regulated institution, that also means consistent governance at a scale that spreadsheets can't support.

What's Next

With Telescope, the firm has developed internal migration playbooks from what they learned through implementation, making it faster to onboard new programs. Their Global HR Employee Engagement team is actively expanding into additional program areas.

The infrastructure is in place. The model is proven. The work continues.



I can't even begin to quantify how much time saved, cost saved, and reputational risk control Telescope has been able to provide to the firm.

Organizations that prioritize employee experience and program efficiency gain a competitive edge.

Telescope makes it possible.

Ready to see how Telescope consolidates and scales programs like these for your organization?

[Schedule a demo to see how Telescope works](#)