Rejuvenating Talent Strategy
Get to the future, faster

Suresh Bethavandu
Chief People Officer
Talent Highlights

**Headcount (Q3 FY22)**
31,959

**Attrition (Q3 FY22 LTM)**
21.9%

**Nationalities**
80+

**Diversity & Inclusion**
Women: 32.3%
Veterans, LGBTQ+ and Differently abled

Our Work Ethos

- Anchored by **PURPOSE**
- **CARING**
  For People
- **LEARNING**
  With Curiosity
- Delivering Ambitious **RESULTS**
Evolving Talent Trends

- **Flexibility in Location and Working Hours**
- Faster **Career Progression**, Customized **Rewards**
- Opportunity to Work on **Cutting-edge Technologies**
- **Empathy** and an Inclusive Environment
- Comfortable With **Trying Out New Things**
- Multiple **Opportunities**, Less Hesitation to Switch Jobs

Considerations that influence long and short-term strategy
Rejuvenating Our Talent Strategy

“ONE SIZE FITS ONE”
Customized & tailored strategy based on technology services & employee profile

IN PURSUIT OF “BETTER EXPERIENCE”
Making it an impactful experience for candidates and employees

“GO TO TALENT”
Focus on getting to the right talent, at the right place, at the right time
“One Size Fits One”

**Targeted Interventions By Segments**
e.g., Trainees, early career, middle and senior leadership.

**Meeting Evolving Aspirations**
for each of the segments.

**Aligning Policies & Value Proposition**
in line with expectations. Refresh continuously.
In Pursuit of “Better Experience”

**Candidate Experience**

*Shorter Term*

From interview process to offer rollout, onboarding, seamless transition into the organization

**Employee Experience**

*Longer Term*

Employee touchpoints across learning & development, performance, career management, and other interactions

Operational Excellence  |  Best-in-class Systems  |  Last-Mile Delivery

Welcome to possible
“Go to Talent” Strategy

Expanding Our Delivery Footprint

- Kolkata, Coimbatore, Warangal
- Canada, Poland, Spain
- Expansion in Pune, Hyderabad, Chennai

Exploring New Ways to Attract Talent

- High share of internal referrals
- Green channel for ex-employees
- Returnship program
- Enhanced brand recall

Targeted Approach for Freshers & Trainees

- A differentiated campus strategy
- Mindtree EDGE
- Career-building programs
Taking talent to their aspirations, faster
Q&A