

## **Campus culture that residents should nurture**

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A warm welcome to each one of you! We are certain that you are excited, curious and happy to be part of Mindtree. As you step into the portals of the corporate world and your career, we wish to equip you with the first level information about our Global Learning Centre at Mindtree Kalinga, Bhubaneswar, India. This is where you will begin your journey into the professional world. Welcome to Mindtree!

This campus is created keeping you in mind. The thrust is on integrated learning. Right from the physical design, learning approaches and methodology, you will find it unique and absorbing. It is here that you will experience learning through multiple holistic courses that would steer you towards a business, engineering and social mindset. This is also the place for you to explore Mindtree's culture.

To nurture thoughts beyond self, provide a sense of community and foster pride in "Mindtree culture", we have designed Mindtree Kalinga as the place to hand-hold and groom our Campus Minds, which is YOU.

As you step into the threshold of corporate life, you may seek to understand what our culture would be and why we should care. We believe our Campus and Behaviour Biome should influence the way we think and behave. Our actions would encompass in the way we display values, understand varied perspectives and the way we dress as well.

What behaviours are welcome in the Global Learning Centre?

- Curiosity and Courage to imbibe the spirit of continuous learning
- Responsibility towards the self and environment
- Courage and Responsibility to adopt and demonstrate Mindtree values and Integrity

What we would strive for and every resident must nurture and protect?

- Provide the best learning opportunities and creating ample scope to unlearn and learn both at a personal and professional level
- Encourage learning from mistakes as a process of natural growing up
- Provide a vibrant campus culture filled with openness, creativity and experimentation that require "stretch-thinking" to solutions
- Focus on nurturing Campus Minds to respect time, view-points, approaches and trade-off's for the larger good
- Making the code of conduct of Campus Minds less prescriptive and more collaborative
- Modest dress codes
- Campus friendly policies that would be conducive to balance academics and social life
- It is for each Campus Mind to responsibly carry the cultural nuances

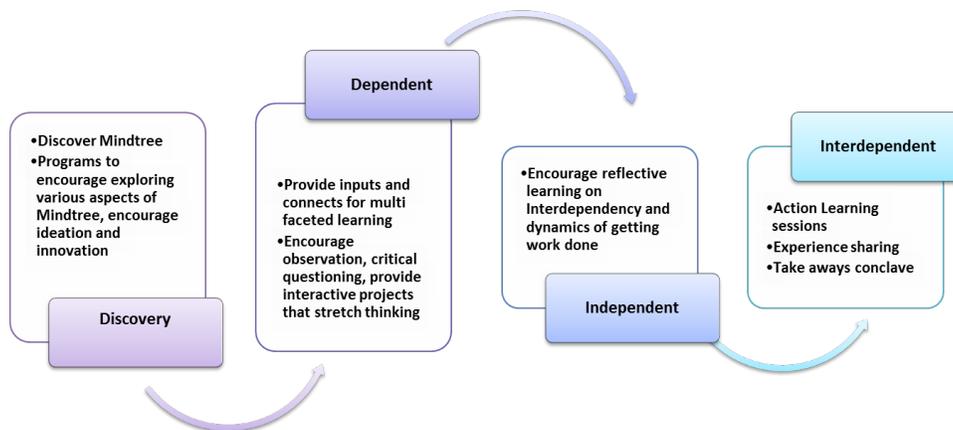
To reinforce, the way we do things in our Global Learning Centre will define our future organization. So, it is each of our responsibility to co-create, nurture and protect Mindtree Culture.

Did you know that you would be exposed to working in a specific group right from the onset of your journey? You will be part of a group. You would work with this group on projects during your Campus learning program that is a unique blend of Self Learning, Group Learning and Expert led Learning. We believe working in groups will help in creating immense learning opportunities from the diverse experience that the group brings. Research has it proven that working in diverse groups prepares us to understand, live and work seamlessly in the real world.

So, what learning environment and approaches would you face? A serene one for sure! You would learn through experimentation, observation, consulting and connecting the dots. We have woven Learning with professional development and work trajectories. Talk sessions, exchange programs, programs that focus on sense-making across the organization are a few steps towards grooming a Campus Mind. As the industry focuses on the “Now”, we strive for the Campus Mind to see beyond. We expect every Campus Mind to own her Learning trajectory, participate and co-create a continuous Learning culture.

At Mindtree, induction is called “Assimilation”. How would we enable you to understand our organization better through the assimilation process? We believe every Campus Mind comes with innate talent and potential. To nurture and protect such talent is our responsibility. With this as the backdrop, we know a powerful culture of Assimilation will be the trigger to a meaningful engagement. We have a four phased approach to Assimilation. Every stage has targeted programs that enable you to quickly integrate and understand the nuances of the corporate world.

## Mindtree Kalinga Assimilation Approach



We strive to create a differentiated living and learning experience at Global Learning Centre, a cultural experience to cherish. We are driven to lay the foundation for our future leaders by developing a technical, business and social mindset. We believe that every Campus Mind will demonstrate Curiosity, Courage and Responsibility. We hope that Campus Minds will nurture and preserve Mindtree’s culture with pride. Welcome aboard!

Welcome to possible