

Possibilities Summit





Suresh Bethavandu

Chief People Officer

UP NEXT

Rejuvenating Talent Strategy

REJUVENATING TALENT STRATEGY

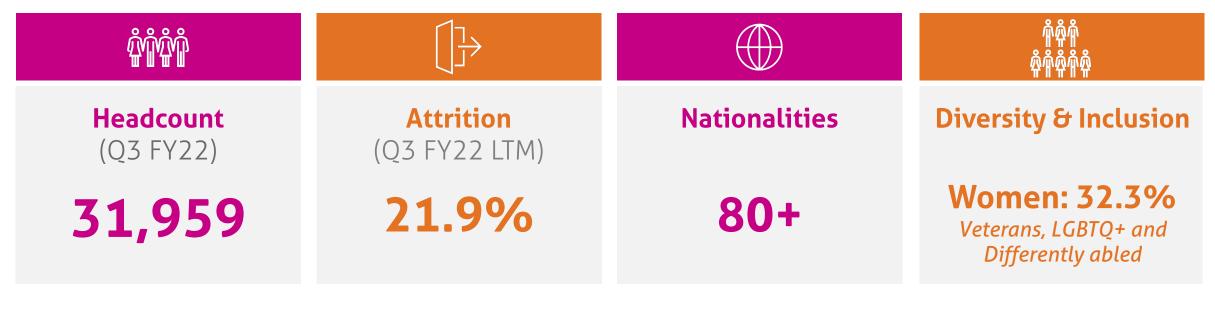
Get to the future,

+ faster.

Suresh Bethavandu Chief People Officer Mindtree

A Larsen & Toubro Group Company

Talent Highlights



Our Work Ethos





Evolving Talent Trends



Flexibility in Location and Working Hours



Empathy and an Inclusive Environment



Faster Career Progression, Customized Rewards



Comfortable With Trying Out New Things



Opportunity to Work on **Cutting-edge Technologies**



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



"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*





Welcome to possible

