



Possibilities Summit



# INVESTOR DAY

February 23



**Suresh Bethavandu**

*Chief People Officer*

UP NEXT

# Rejuvenating Talent Strategy

REJUVENATING TALENT STRATEGY



Mindtree

A Larsen & Toubro Group Company

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

# “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

