

HEXAWARE INVESTOR & ANALYST MEET 2019



Talent Management

Talent implications of Industry 4.0

Operating environment has changed

Talent requirements have changed

- Automation, Cloud, Agile etc. are driving demand for new, multi-faceted workforce
- Soft skills are as important as technical skills
- Generic skills are ineffective; our new disruptive services need specialists



Business demands agility

- Shorter lead times to launch projects
- Usable bench, higher deployability



There is a war on talent

- New gen skills are tough to find, expensive
- Near zero unemployment in the US, visa restrictions

Multiple Stakeholders, multiple needs



For our Customers

- Associates with multiple skills and effectiveness in their current roles
- Up-skilling/Cross-skilling ability for changing business needs
- Full stack capabilities, Soft Skills and Domain knowledge



For the Organization

- Multi-skilled workforce
- Quick skilling and deployment on client projects



For our employees

- Growth by preparing them for aspirational roles
- Continuous learning to stay relevant

A Fresh Approach to talent – Hexaware’s Framework



Hire Differently

Hire for attitude-train for skills, diversity

Train differently

Foundation, role-specific & Customer/Tower specific



Develop People Within

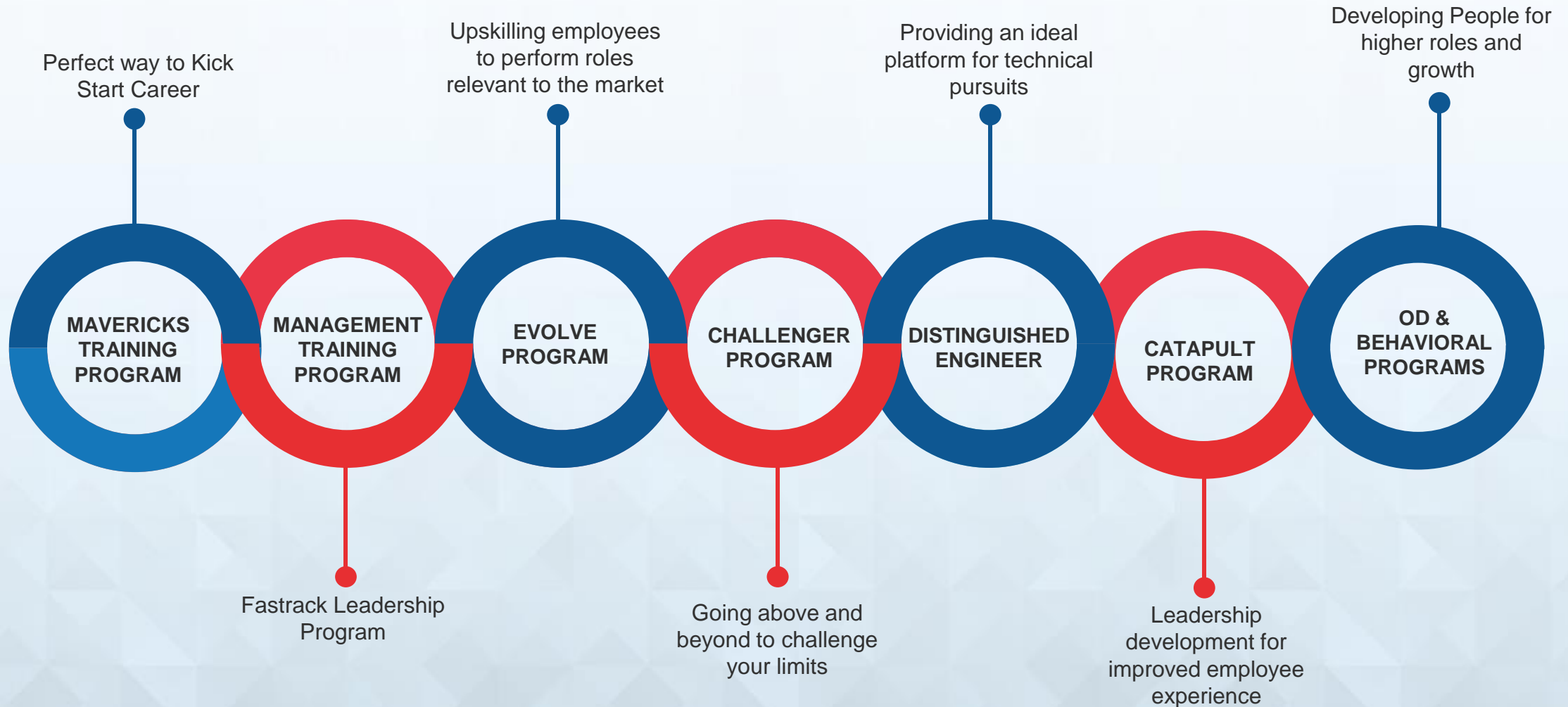
Distinguished Engineers
Creative pursuits through Challenger
Leadership Development
Campus Graduate Development



Sustain

Encourage Ground-Up Innovation and automation ideation - Brainbox awards, BUD, Boosters for CVA

Holistic Talent Development Programs to make Hexawarians Future Ready



Strong learning culture backed by next gen processes & technology

✓ **Paradigm shift to 'Role Based Learning', not just skills**

- ❑ Certify consultants as fit for a role
- ❑ Strong Foundation
- ❑ Combines technical and soft skills

✓ **Focus on ability to apply learnings**

- ❑ Hands on learning, stringent evaluations for certification
- ❑ Certified people rated higher on potential

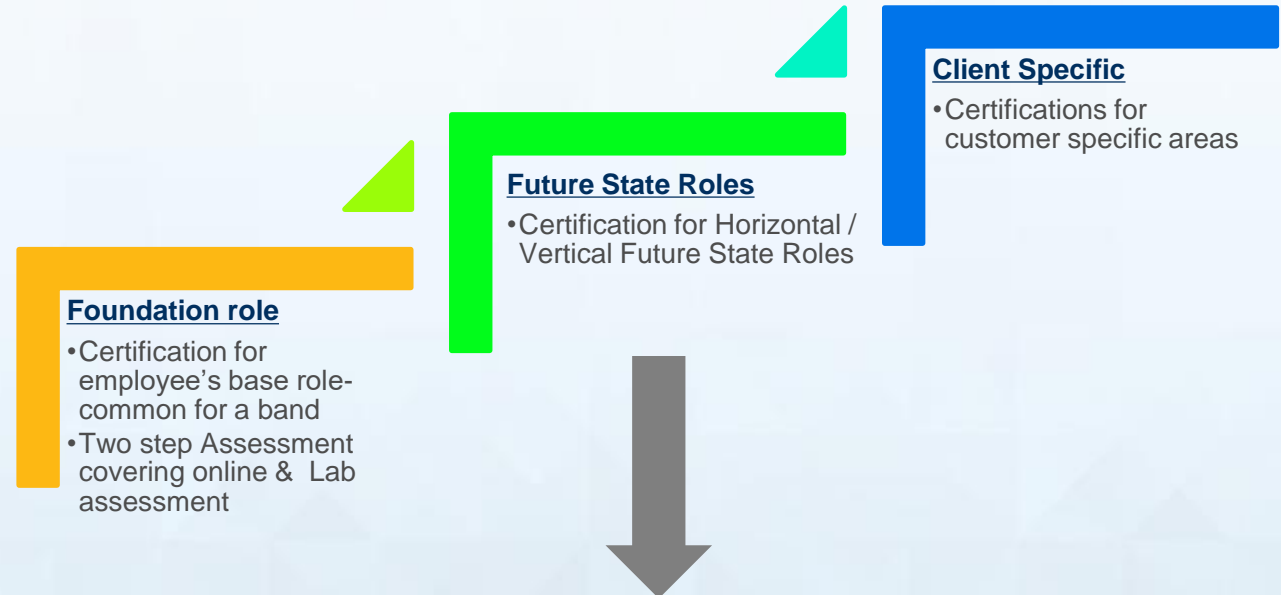
✓ **State of the art learning environment**

- ❑ e-learning, In-person/Virtual class rooms
- ❑ Multiple Learning content partners
- ❑ Experiential Labs
- ❑ Best in class assessment tools

✓ **Career Democratization**

- ❑ Employees choose Future State roles
- ❑ New opportunities visible, Aspirational role changes enabled

Strong foundation & Specialization



Stringent Four Step Assessment



Role based certification ensures 'Fit' for the role

Sourcing

- Branding
- University & College tie-ups
- Campus & Candidate engagements
 - Training through universities / partner programs
- Training & Evaluation before joining
- Premier category

Training

- Provide a great learning experience
- Teach more than just technology: Learn to learn, Learn by doing, Question Everything, Geek Pride, Respect for time, Team player, A Professional at heart
- Industry Best training
 - **Foundation Training (9 Weeks)**
 - Soft Skills, X to Better X, Campus-to-Corporate
 - Full Stack training-Design and Build Application
 - **Service Line Training (5 weeks)**

Retention

- 3 Year Mentorship Program
- Continuous Connect
- Buddy system
- Career guidance
- Innovation & Tech Sessions
- Retention Bonus
- Credits based progression

Sustainable fountain of Talent for Hexaware

Sourcing & Recruitment



Lateral Sourcing

North America

- Energized Direct sourcing
- Passive candidate search
- Refreshed Internal Referral
- Tier 1 Sourcing Partners
- Hire, Train & Deploy
- Cross Border talent from Mexico
 - Laterals sourced in Mexico, deployed in US
 - Hire & Train in Mexico, deployed in the US

India

- Proactive hiring for fast moving skills
- Hire core skills, train & deploy
- Semi-RPO Sourcing Partners
- Refreshed Internal Referral
- Expansion in Pune



Smart Technology

- Integrated solution for Demand Mgt., Applicant Tracking, Hiring lifecycle, Referrals & Onboarding
- Automated Level 1 technical screening
- Interview-As a Service
- Passive Candidate Search
- Internal Referral generation
- AI Resume match, Resume bank search
- Automated Interviewing platform
- Chatbots



Hexaware wins
“Best Organisational Development (OD)
Programme 2017”



Hexaware has won the prestigious award for “Best Organisational Development (OD) Programme 2017” in the 6th edition of the National Awards for Excellence in Training and Development, hosted by WHRD Congress, for the **Ignite OD Initiative**. Hexaware was chosen amongst seven different companies spanning across various industries in the overall OD Programme Category.

The criteria by which we were chosen are:

- Strategic Perspective
- Track Record
- Effective Use of Training Technologies
- Training Effectiveness & Continuous Innovation in Training Technologies
- Result Oriented Training Programme
- Learning Implementation



Ignite
the “Genius” within!



Innovation Award



Hexaware won the prestigious **Innovation Award** in the “Debut of the Year 2018” category from SumTotal that recognizes and distinguishes the organization which has recently implemented SumTotal with **measurable impact and unlocked desired outcomes** with regards to the talent pool and the organization.





Innovative Services

Passionate Employees

Delighted Customers

Thank you

www.hexaware.com