



Synergize & Simplify

#COMETOGETHER

**A COMPANY
WITH A PURPOSE**

Creating 'Human' Experiences
to Synergize & Simplify

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Chief People Officer
Tech Mahindra

Changing Talent Landscape Impacting Organisations Today



Multi Generational
Workforce



Short Skill Life,
Future Ready Talent

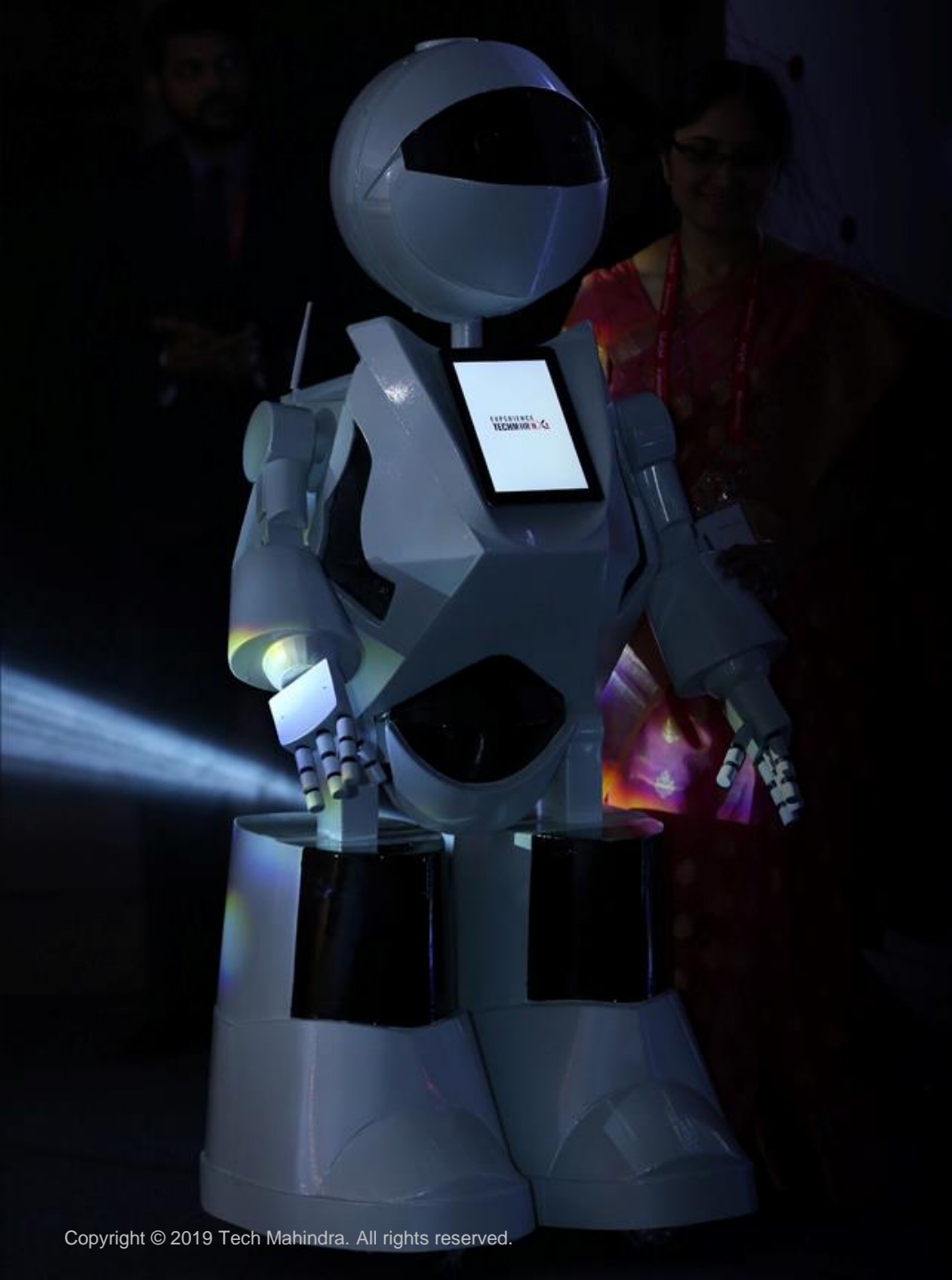


Productivity,
Performance



Purpose, Consumer
Like Experience

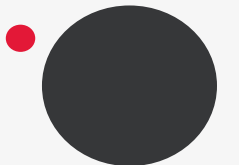




TALENT TRENDS

Work, Worker & Workplace

- **Agility** is shaping the world - customer responsiveness,
- **Purpose-driven** associates seeking meaningful work
- Provide '**human experience**' with 'hyper personalization' catering to the needs of 5 generations of workforce
- A new wave of '**superjobs**' requiring higher cognitive intelligence and problem solving skills
- **Work/Learning in the flow of life**
- By 2025, it is expected to shift to 48% human, 52% machine or algorithm





WE BELIEVE:
**EXPERIENCE IS THE NEW
CURRENCY**

What Employees Are Experiencing Today!

AT WORK



AT HOME




$$HX = f(CX, UX, EX, \dots)$$

Human Experience (HX) is
about enabling
People to achieve their purpose -
Our Mantra to Synergize &
Simplify

WE FOCUSSED ON

Personalisation (N=1) - UaaS, Talex

**Creating Moments that Matter – Jr.
Techmighty, My Parent My Hero, ISR**

**Best Human Experiences –
Techmightea, CARE, AWT**





CULTURE is our fuel...

We drive Positive change; Celebrate each moment and empower all to **Rise**

NASSCOM®

BW BUSINESSWORLD



Great Place To Work
Certified
Mega Employer
JUN 2018 - MAY 2019
INDIA

EXPERIENCE TECHMHRNxt

10th Asia's Best Employer Brand Awards

Observe Now Future Of Workplace Awards

Assocham Skilling India Awards

World HRD Congress 2019

Avatar

BML Munjal Awards

500 Most Valuable Indian Companies

Times Jobs Workplace 2025

NDTV Mercer Awards

And many more/...



LEVERAGING TECHNOLOGY TO CREATE HUMAN EXPERIENCES

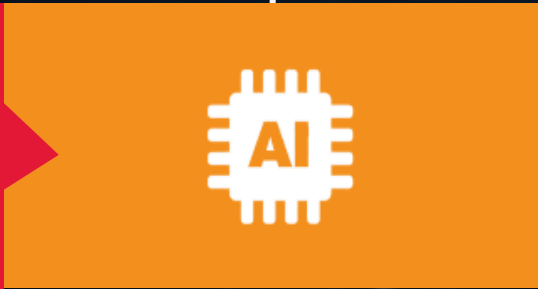
Personalised & Moments That Matter

Frictionless Employee
Attendance and Emotion
Analysis



Daily Anonymous
Emotional Insights

Self Driven Careers
Enabled by AI



CARENET / TALEX

Self Service As Good
As
Assisted Service



AI Virtual Assistants
UVO / TiBOT / Aasana

Gamification for
Imbibing Culture,
Training.



Bite Size Learning/
Policy/Future Skilling



**FUTURE OF
WORK IS MORE
HUMAN THAN
WE THINK**

Introducing

K2

KINDNESS & KNOWLEDGE

(A Tech Mahindra
Humanoid)





**AND NOW OUR STORY ON LEADERSHIP
DEVELOPMENT AND RESKILLING...**

360° Approach to leadership development



AIM/fAIM : Moving Youngsters to Client facing roles.



Shadow Board / Reverse Mentoring/ ASCEND – Developing youngsters to contribute to the leadership agenda.



WLP: Improving Diversity in Leadership

GLC/MT: Hiring Young talent across the globe



CHRYSALIS

A journey towards Transformed Leadership, for Top 300 Leaders



EXPERIENCE
TECHMHRNxt

UPSKILLING – A Way of life

950+
Skill Units created

5000+
Courses and
assessments identified

1000+
Skills identified

80,000+
Associates have Skill
Units Recommended

65,000+ Digital
Certified Workforce

22,000+
Automation
Certified workforce

7,000+ trained on
Future skills -
Blockchain, IOT,
AR/VR,
Cybersecurity etc.

ELITE (Fresher
Training): 3600+
trained &
deployment

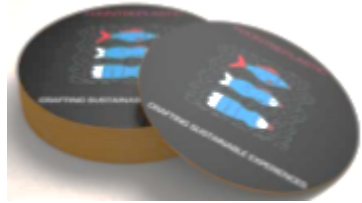
COMPANY WITH A PURPOSE

Adopting sustainability as a way of life

Making Tech Mahindra a single use plastic free

#DONTBEPLASTIC

24 HRS | 14 CITIES | 40 LOCATIONS
~ 200 KGS PLASTIC WASTE COLLECTED



Tech Mahindra

#DONTBEPLASTIC

We are imposing a ban on single-use disposable plastics in our campuses. TechMighties in our campuses can exchange their single-use disposable plastic bags with environment-friendly bags.

WHICH PLASTIC PRODUCTS ARE BANNED?

Single-use plastics that are not recyclable have been banned. They not only harm our environment, but also require valuable resources to be manufactured.

WHICH PLASTIC PRODUCTS ARE ALLOWED?

Products that are made from heavier and reusable plastic bags that can be easily recycled are allowed for limited use.

Connected World. Connected Experiences.

Tech Mahindra

JOIN THE #DONTBEPLASTIC CHALLENGE

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#DONTBEPLASTIC ASK US HOW

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THE FUTURE IS FRAGILE AS GLASS
THE HOUR IS NOW TO ACT
#DONTBEPLASTIC

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#DONTBEPLASTIC

#DIDYOUKNOW
5 TRILLION PLASTIC BAGS ARE USED EVERYDAY ON PLANET EARTH!

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#DONTBEPLASTIC

#DIDYOUKNOW
200 YEARS IS THE AVERAGE TIME TAKEN BY PLASTIC STRAWS TO DECOMPOSE!

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NOTHING LASTS FOREVER EXCEPT PLASTIC
#DONTBEPLASTIC

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LEARN TO SAY NO TO PLASTIC
#DONTBEPLASTIC

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WHAT THE FISH!
#DONTBEPLASTIC

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THIS IS THE LAST STRAW SAID 8 BILLION PEOPLE ON THIS PLANET
#DONTBEPLASTIC

Tech Mahindra

WHAT ON EARTH IS HAPPENING?
#DONTBEPLASTIC

3-4-3 APPLIED TO RESPONSIBILITY



3 TREES

- Plant 3 trees every month
- Adopt 3 trees every month



4 CARPOOLS

- The 4P Mondays: Paidal, Pedal, Public and Pool
- If not carpooling, 4 wheelers need to donate a small amount that day
- Internal carpooling app



3 HOURS

- Measurable volunteering efforts, for example, in schools and skills
- Measurable efforts in carrying out one-time efforts (like blood donation drives)
- Other social engagements beyond work



- 125 SMART (Skills-for-Market Training) centers in 11 cities
- 14 of these SMART centers are exclusively for persons with disabilities.
- More than 75,000+ students have been trained and over 50,000+ placed through the 125 SMART Centers

WE RISE FOR GOOD...

A man with glasses and a beard is sitting at a desk, working on a laptop. He is wearing a light-colored shirt. The background is dark with some blurred lights, suggesting an office environment at night.

Focus for Year 2021

- Re-skilling – To Stay Relevant
- Enabling Structure for the Future
- Simplifying processes – More for less



Tech Mahindra