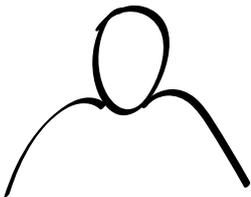


TARGET GROUP
HIGH POTENTIALS

OBJECTIVE

DEVELOPING THE
NEXT GENERATION
OF LEADERS



SOLUTION
CELEMI APPLES
& ORANGES™

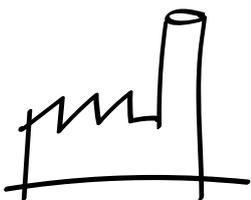
**TALENT ACTION PLAN:
REMOVING THE BARRIERS
TO SUCCESS**

Cyient is a globally recognized leader in engineering services and solutions.

For over two decades, they have carefully built and nurtured an eco-system resonating with their clients' cultures, encouraging innovation, and maintaining excellence in execution.

Cyient is one among the top outsourcing companies in the world and is committed to addressing complex business problems as well as helping companies function efficiently and achieve better business outcomes.

To continue growing, their challenge and mandate was to identify high potential leadership talent that could support the management vision of the so called 4X growth trajectory; to "fit the right person in the right role at the right time".



COMPANY
CYIENT

QUICKFACTS

- Cyient is a globally recognized leader in engineering services and solutions
- 30,000 team members across 5 continents. Over 25 years of industry presence
 - Among the top outsourcing companies in the world
- Committed to addressing complex business problems and helping companies function efficiently and achieve better business outcomes.
 - 50 patents
- Clients with advanced technology solutions.
 - Partners with MIT Media Lab, University of Pennsylvania, as well as local start-up ecosystems and universities like IIT Hyderabad to empower their society and clients with advanced technology solutions

PREPARING FOR FUTURE CHALLENGES

With ambitious plans of increasing revenue by four over the next decade, Cyient's focus was on getting the right talent and preparing them for addressing future challenges. Being in such niche industry space, getting the right person was always hard. Cyient wished to create and develop Business Thinkers who could get into the interpreneur culture envisioned at Cyient. A challenge was to create a measurement of success that would identify Champions of Change, internally.

WORKING CLOSELY WITH EACH LEADER

Celemi Solution Provider Siksha created an integrated program called 'Emerging Leaders Development Service' in line with business objectives, with the purpose of strengthening competence within leadership, business & strategic alignment, financial acumen, customer diversity & execution excellence.

Siksha translated the learning objectives into application by identifying live business projects, selecting mentors, planning reviews, and monitoring projects at periodic intervals. Team Siksha travelled the path from idea to product/service journey with the identified leaders. Each got an individual dossier highlighting their transition and transformation to an Emerging Leader.

TARGETING HIGH POTENTIALS

CXOs' were the business Sponsors, internally led by the Chief Human Resource and Learning & Development team along with the Siksha team.

The target group were 50 managers and senior managers perceived as the high potential leaders nominated by the respective businesses at Cyient, across the globe. The program has been rolled-out once every year in order to ramp-up the potential leadership tank at Cyient, globally.

APPLES & ORANGES: A MANDATORY LEARNING PROGRAM

The Celemi Apples & Oranges Service program contributes greatly in the learning path for this focus group, helping them relate their roles to the big picture.

It helps them map the relevance of customer diversity and the need to plan resources aligned to business strategies. Also, the financial acumen is a swift takeaway to help participants drive profits in their respective roles.

Cyient have been using Apples & Oranges since 2012. It is a part of their mandatory learning program for Emerging Leaders.

Champions of Change were identified and are now initiating key innovations in the organization.

Revised career paths were designed based on the periodic assessment conducted by Siksha, together with Cyient.

Finally, both Cyient and Siksha could see the emergence of a motivated leadership team that is aligned to the big picture.