

Fighting Global Talent Scarcity: Genpact Wins Prestigious Awards

Brandon Hall Group awards Genpact's best-in-class development programs

NEW YORK, Oct. 8, 2014 /[PRNewswire](#)/ -- Genpact Limited (NYSE: G), a global leader in designing, transforming, and running intelligent business operations with 66,000 people spread over 25 countries including many emerging economies, today announced it has won multiple 2014 Brandon Hall Group Excellence Awards for its global talent development practices. Now entering its 20th year, the Brandon Hall Group Excellence Awards Program is the most *renowned* awards program in the learning space.

Genpact received the gold award for Best Team Development program for its Global Integration Program for newly-hired vice presidents and senior vice presidents. It received a second gold award for Talent Strategy and Governance for its Build and Gateway program that creates specific domain and skill pathways for newer professionals. The company also received a silver award for Best Results of a Learning Program for its Global Operating Leader Development (GOLD) program.

Human capital training and development programs are truly at the core of Genpact's business model. They are a cornerstone of the company's work as a service provider enabling intelligent operations for its global clients including more than 100 of the Fortune Global 500. However, global talent supply is often mismatched with the nature of demand, and fixing this issue on a global scale is complex. Winning the Brandon Hall Group Excellence Awards demonstrates Genpact's leading-edge work in addressing these challenges.

For early-career associates, Genpact aims to develop core skills that enable them to deliver world-class operations effectively and efficiently, as well as transparently – anywhere in the world. For middle management, Genpact harnesses a large and growing global workforce of more than 66,000 employees. For senior leaders, the objective is to ensure integration into a truly multicultural, globally-located environment.

Because of these needs, Genpact has grown distinctive capabilities – developing innovative channels and programs that build and retain top talent in all markets where it delivers world-class services to its clients. This includes leveraging leading unified collaboration technologies to enable work far away from clients' locations. **The ability to grow and retain world-class talent in a number of global sites benefits Genpact's clients who need to transform and complement their own operations. It provides operations run on a high quality of resources at scale, and enhances access to specific skills anywhere talent is more readily available, therefore solving a significant part of the human capital access puzzle that many large organizations face.**

"Brandon Hall Group Excellence Awards recognize the best companies that have successfully developed and deployed learning strategies and systems, and helped them achieve measurable results," **said Rachel Cooke, chief operating officer of Brandon Hall Group.** "Each entry is judged by an international panel and Brandon Hall Group's expert analyst and executive team, and awarded based on how well companies meet the needs of the program, their overall design and functionality, how innovative they were, and measurable outcomes and benefits."

"Developing global talent has been a fundamental part of Genpact's business model since its inception as part of GE. Tied into our diversity and inclusion initiatives, talent development has always been at the heart of the sustainability of the company – an aspect that is also evident from our excellent sustainability ratings from Global Reporting Initiatives (GRI)," **said Amit Aggarwal, senior vice president and chief learning officer, Genpact.**

"Brandon Hall Group's talent development awards are among the most important in the world and show that Genpact continues to push the boundaries of the art of the possible."

Additional information about the awards is available at www.brandonhall.com.

About Genpact

Genpact (NYSE: G) stands for "generating business impact." We design, transform, and run intelligent business operations including those that are complex and specific to a set of chosen industries. The result is advanced operating models that foster growth and manage cost, risk, and compliance across a range of functions such as finance and procurement, financial services account servicing, claims management, regulatory affairs, and industrial asset optimization. Our [Smart Enterprise Processes \(SEP SM\)](#) proprietary framework integrates effective technology and data-driven insight into the fabric of enterprise processes to help our clients be more competitive. Our hundreds of long-term clients include more than one-fourth of the Fortune Global 500. We have rapidly grown to over 66,000 people in 25 countries with key management and corporate offices in New York City, but our global critical mass doesn't dilute our flexible and collaborative approach and our management team still drives client partnerships personally. Our clients attribute much of our success to our unique history – behind our passion for process and operational excellence is the Lean and Six Sigma heritage of a former General Electric division that has served GE businesses for more than 16 years. For more information, visit www.genpact.com. Follow Genpact on [Twitter](#), [Facebook](#), [LinkedIn](#), and [YouTube](#).

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