

Genpact Wins Association for Talent Development BEST Award

Top industry organization recognizes Genpact's efforts to fight global talent scarcity with innovative enterprise-wide employee learning and development programs

NEW YORK, July 22, 2015 /[PRNewswire](#)/ -- Genpact (NYSE: G), a global leader in designing, transforming, and running intelligent business operations, was named a 2015 BEST Award winner by the Association for Talent Development (ATD), the world's largest organization dedicated to those who develop talent in organizations, in recognition of the company's enterprise-wide commitment to employee learning and development (L&D) and its talent function that drives business impact for both Genpact and its clients. Genpact was one of only 30 companies globally recognized with the prestigious award.

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 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 ATD BEST award demonstrates Genpact's leading-edge work in addressing these challenges, and is a testament to the company's deep and pervasive L&D ecosystem and the strength of its employee value proposition, "Learn Grow Succeed."

The ATD selection process includes a comprehensive review of applicants' talent development programs and evaluates specific business impacts that were achieved through L&D. The ATD BEST award recognizes Genpact for its initiatives that strategically incorporate talent development to grow the company and drive business impact for its clients. These include:

- **Developing leaders to fuel growth** – Over the past few years, the number of Genpact employees has grown at approximately 30 percent annually. To build strong leaders to sustain this growth, the Genpact Operations Leadership Development (GOLD) Program prepares high potential managers and senior managers for leadership and larger roles that will strategically add value to Genpact's clients. The unique holistic curriculum addresses overall personality development as well as more traditional leadership topics and tactical subjects on Genpact's business.
- **Achieving operational transformation for its clients** – Genpact imbeds L&D throughout its transformation engagements which can include transferring employees from a client to Genpact. Genpact deploys a best-in-class standardized approach, "First Time Right (FTR)," part of its Lean Six Sigma methodology, to avoid errors in the process knowledge transfer. This phase of the engagement is critical to client success and helps lower costs, avoid business disruption, and achieve transformation. The Genpact L&D team partners right at the deal stage in customizing the approach, and achieved 75 percent FTR transfers in 2014.
- **Ensuring L&D accessibility for all** – To develop a single view of the L&D ecosystem and improve access to learning for employees outside of the office network, Genpact introduced a new, scalable, cloud-based L&D system that made learning available to every employee via the Internet. The new system provides more easy-to-use self-service functionalities and seamless integration with other human resources systems. It also increases opportunities for automated training and provides accurate and efficient reporting and analytics.

"Learning and development is deeply embedded in Genpact's company values – 'We grow when our people grow' is a critical principle that we all embrace," said **Amit Aggarwal, senior vice president and global training leader at Genpact**. "We're proud to be recognized by ATD in acknowledgment of our commitment to and

continued focus on strategic L&D initiatives that help expand our business around the globe and transform our clients' operations."

About ATD

The Association for Talent Development (ATD), formerly the American Society for Training & Development (ASTD), is the world's largest association dedicated to those who develop talent in organizations. These professionals help others achieve their full potential by improving their knowledge, skills, and abilities. ATD's members come from more than 120 countries and work in public and private organizations in every industry sector. ATD supports the work of professionals locally in more than 125 chapters, international strategic partners, and global member networks.

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 assist our clients in becoming more competitive by supporting their growth and managing 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 \(SEPSM\)](#) proprietary framework helps companies reimagine how they operate by integrating effective Systems of EngagementTM, core IT, and Data-to-Action AnalyticsSM. Our hundreds of long-term clients include more than one-fourth of the Fortune Global 500. We have grown to over 70,000 people in 25 countries, with key management and a corporate office in New York City. Our global critical mass doesn't dilute our flexible and collaborative approach, and our management team still drives client partnerships personally. We believe we are able to generate impact quickly because of our business domain expertise and experience running complex operations, driving our focus on what works and making transformation sustainable. 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 additional information, visit www.genpact.com. Follow Genpact on [Twitter](#), [Facebook](#), [LinkedIn](#), and [YouTube](#).

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