

Building Talent in the Age of Increasing Automation: Genpact Wins 11 Brandon Hall Group Excellence Awards

Prestigious learning awards recognizes Genpact's for its world-class talent development practices that address global talent scarcity and re-skilling

NEW YORK, Oct. 7, 2015 /[PRNewswire](#)/ -- Genpact (NYSE: G), the architect of the Lean DigitalSM enterprise, has won 11 Brandon Hall Group Human Capital Management (HCM) Excellence Awards for its global talent development practices in 2015. Now entering its 21st year, the Brandon Hall Group HCM Excellence Awards Program is among the most prestigious in the learning and development space.

The global talent mismatch continues to increase in the face of automation, demographic shifts, and asymmetry between education and needs, resulting in people without jobs, and jobs without people. Genpact has for years brought innovation to this challenge. By focusing on key skill types, Genpact has significantly invested in developing internal and external talent and has therefore, created a strong talent pipeline of more than 70,000 employees around the world.

Winning 11 Brandon Hall Group Excellence Awards demonstrates Genpact's leading-edge work in addressing global talent challenges and is a testament to the company's pervasive learning and development ecosystem. Along with these Brandon Hall Group awards, Genpact recently won an [Association for Talent Development \(ATD\) BEST award](#), which further demonstrates the success of the company's industry-leading professional development programs, which are at the core of Genpact's global business model and unique corporate culture.

"The high quality of work and commitment to driving business results among our award winners never fails to amaze me," **said Rachel Cooke, Chief Operating Officer of Brandon Hall Group and head of the awards program.** "All of these winning programs deliver meaningful business results to their organizations. Winning an Excellence Award is a great honor, but the real winners are the organizations themselves and their customers and clients because of the innovation and customer focus they demonstrate."

This year, Genpact received four gold awards. Two were for Excellence in Learning including, Best Advance in Learning Technology Implementation for its Learning Management System, and Best Use of Games or Simulations for Learning for its School for Effective Aspiring Leaders (SEAL) program. Two additional gold awards were for Excellence in Talent Management including Best Advance in High Potential Development for its Global Operating Leader Development (GOLD) program, and Best Advance in Performance Management for its Knowledge Management Framework for IT Managed Services.

The company received three silver awards. Two were for Excellence in Learning, including Best Unique or Innovative L&D program for its Lean Six Sigma Capability Build Program for Black Belts, and Best Use of a Blended Learning Program for its Wave frontline leader program. A third silver award was for Excellence in Talent Management including Best Advance in Employee Engagement for its Education@Work program.

Genpact also received four bronze awards for Excellence in Learning including: Best Advancement in Competencies and Skill Development for its IT Leadership Development Program; Best Certification Program for its Genpact Emerging Manager (GEM) program; Best Learning Program supporting a Change Transformation Business Strategy for its Generating Client Impact (GCI) sales program; and Best Use of a Blended Learning Program for its ASPIRE eCornell Leadership Certification Program.

"Talent development is a key tenet of our company's sustainability and it's deeply embedded in our culture,

enabling us to solve our clients' challenges," **said Amit Aggarwal, senior vice president and global training leader at Genpact.** "We're humbled to be recognized as best in class but we are not resting on our laurels, because digital technologies will radically change what we need from people. As a result, our Lean Digital strategy has talent creation at its core."

The entries were evaluated by a panel of veteran, independent senior industry experts, Brandon Hall Group Sr. Analysts and Executive Leadership based upon the following criteria: fit the need, design of the program, functionality, innovation, and overall measurable benefits.

Excellence Awards winners will be honored at Brandon Hall Group's HCM Excellence Conference January 27-29, 2016, at the PGA National Resort in Palm Beach Gardens, Florida. Selected winners also will serve as presenters in the more than 20 breakout sessions during the 2½-day conference. Additional information about the awards is available at http://go.brandonhall.com/past_award_winners.

About Brandon Hall Group

Brandon Hall Group is a HCM research and advisory services firm that provides insights around key performance areas, including Learning and Development, Talent Management, Leadership Development, Talent Acquisition and Workforce Management.

With more than 10,000 clients globally and 20 years of delivering world-class research and advisory services, Brandon Hall Group is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results. (www.brandonhall.com)

About Genpact

Genpact (NYSE: G) stands for "**generating business impact.**" We architect the **Lean DigitalSM** enterprise through a unique approach based on our patented Smart Enterprise Processes (SEPSM) framework that reimagines our clients' middle and back offices to generate growth, cost efficiency, and business agility. 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. We believe we are able to generate impact quickly and power Intelligent OperationsSM for our clients because of our business domain expertise and experience running complex operations, driving our unbiased focus on what works and making technology-enabled transformation sustainable. Behind our passion for technology, process, and operational excellence is the heritage of a former General Electric division that has served GE businesses since 1998. For additional information, visit www.genpact.com. Follow Genpact on [Twitter](#), [Facebook](#), [LinkedIn](#), and [YouTube](#).

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