Building Talent for Digital Transformation: Genpact Wins 10 Brandon Hall Group Excellence Awards

Prestigious learning awards recognize Genpact for global talent development practices to better serve clients on their digital transformation journeys

NEW YORK, Nov. 10, 2016 /PRNewswire/ -- Genpact (NYSE: G), a global leader in digitally-powered business process management and services, today announced it has been awarded 10 Brandon Hall Group Human Capital Management (HCM) Excellence Awards for its global talent development practices in 2016. Now entering its 22nd year, the awards program is among the most prestigious in the learning and talent management and human resources space.

One of the biggest challenges faced by organizations around the world is that digital disruption has changed the landscape of skills needed, creating the requirement to constantly evolve and learn new skills while sustaining world-class talent. Businesses need to adjust in several ways to reskill and upskill their workforce to compete in today's rapidly changing and competitive marketplace, particularly in the area of digital transformation. Since its beginnings in 1997, as a business unit within GE, Genpact has made significant investments in talent development to ensure its global workforce of more than 75,000 employees can optimally serve clients, especially to help them on their digital transformation journeys.

Winning 10 Brandon Hall Group Excellence Awards is a testament to Genpact's learning and development (L&D) ecosystem and ability to develop top talent. The company continues to enhance its L&D programs to stay ahead of client and industry challenges such as digital implementation's return on investment. Core to its L&D programs is the company's Lean Digital℠ approach that harnesses three complementary domains – digital process-centric technologies, design thinking methods, and Lean principles. As a result, Genpact has been able to provide high value to its clients, helping to more effectively transform client operations to achieve significant business impact.

"I'm always amazed by the high quality work and positive business results our award winners like Genpact achieve," **said Rachel Cooke, chief operating officer of Brandon Hall Group and head of the awards program.** "Genpact's continued leadership in the L&D space illustrates their commitment to employee talent development and more importantly, how this commitment is applied to helping their clients drive business transformation."

Continuing its track record of winning Brandon Hall Group awards over the past three years, Genpact received 10 awards this year including:

- Five gold awards:
    - Two for Results of a Learning Program including its School for Effective Aspiring Leaders (SEAL) and BUILD programs.
    - Three for Governance to Guide Leadership Decisions for Aparajita, a diversity improvement program for Banking and Financial Services senior leadership, Leadership Development for its Global Operating Leader Development (GOLD) program, and High Potential Development for its Leadership Excellence Acceleration Program (LEAP).
- Three silver awards:
    - Two for Certification Program and Sales and Training Performance for its Generating Client Impact

(GCI) program.
  - One for Blended Learning for its GROW program.

- Two bronze awards:

  - One for Unique/Innovative Learning and Development for its Education@Work program.
  - One for New Hire Onboarding (NHO) for its NHO program.

"Genpact's business model and culture has always been centered around continually developing and training our employees so they can grow within the organization and with our clients – across all geographies, domains, and functions. This is driven with the agility required to anticipate our clients' business needs addressing relevant skills gaps in the marketplace," **said Amit Aggarwal, senior vice president and global training leader at Genpact.** "With the world of L&D practices changing, we are leveraging the latest technologies, knowledge management tools, and collaborative approaches to upskill our employees which is directly applied to the work we do for our clients."

Brandon Hall Group received entries from more than 25 industries and across 200 countries this year. They were evaluated by panels of independent senior industry experts and practitioners, and Brandon Hall Group research analysts and executive leadership based upon the following criteria: design of programs or technologies, use and business objectives of program, innovation, overall benefits and measurable results, and supporting graphics, demos, links and videos.

Recipients of the 2016 Excellence Awards will be honored with a ceremony and gala on January 26, 2017 at Brandon Hall Group's HCM Excellence Conference in Palm Beach Gardens, Florida. Additional information about the awards is available at http://www.brandonhall.com/excellenceawards/.

About Brandon Hall Group
Brandon Hall Group is a HCM research and analyst 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 empowers transformational change in organizations through pragmatic insights, strategic guidance, and actionable, research-based tools and models across all areas of HCM. (www.brandonhall.com)

About Genpact
Genpact (NYSE: G) stands for "**generating business impact**." We are a global leader in digitally-powered business process management and services. We architect the **Lean Digital**^{SM} enterprise through our patented Smart Enterprise Processes (SEP^{SM}) framework that reimagines our clients' operating model end-to-end, including the middle and back offices. This creates Intelligent Operations^{SM} that we help design, transform, and run. The impact on our clients is a high return on transformation investments through growth, efficiency, and business agility. For two decades, first as a General Electric division and later as an independent company, we have been passionately serving our clients. Today, we generate impact for a few hundred strategic clients, including approximately one-fifth of the Fortune Global 500, and have grown to over 75,000 people in 25 countries, with key offices in New York City. The resulting business process and industry domain expertise and experience running complex operations are a unique heritage and focus that help us drive the best choices across technology, analytics, and organizational design. For additional information, visit www.genpact.com. Follow Genpact on Twitter, Facebook, LinkedIn, and YouTube.

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