



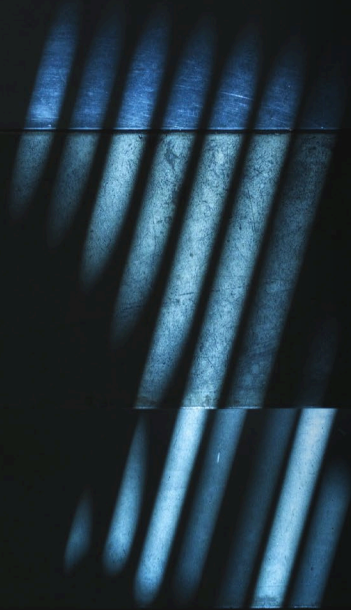
BUILDING TALENT AT SCALE.

Saurabh Govil
Chief Human Resources Officer

AGENDA

- 01 Reflections
- 02 Our Talent Strategy
- 03 Summary





Changing client expectations

High demand environment

Changing employee expectations

REFLECTIONS

OUR TALENT STRATEGY

PRIORITIES

01

Organization
Transformation

02

Top Talent
@ scale

03

High
performance
culture

04

Hybrid: The
Future of Work
(FoW)

Our Talent Strategy is aligned with our growth ambition and incorporates elements of superlative performance, flexibility and market realities

ORGANIZATION TRANSFORMATION

Leadership Capability

- Building high performance teams
- Grooming internal talent

Proximity to Client

- Geography – the epicenter
- Significant hiring in market facing roles

Leadership Diversity

- Role Modeling
- Commitment to Diversity & Inclusion

reinvigorated
competitive
talentNxt

TopTalent@scale

REDESIGNED CAMPUS STRATEGY

01

Accelerating
fresher
intake

02

Reimagined
technical
campus hiring
programs

03

Refreshed
rewards
program

04

Enriching
careers

05

Technology
enabled hiring

CREATING A HIGH-PERFORMANCE CULTURE

01

Defined growth ambition

02

Culture transformation

03

Building high performance teams

04

Superlative rewards

05

Talent process reimagination

DIFFERENTIATED

REPURPOSED

HYBRID: *FoW*

EMPLOYEE EXPERIENCE

SOCIAL CAPITAL

SPONTANEOUS INNOVATION

WIPRO

HYBRID PRINCIPLES

01 Alignment to client, as applicable

02 One team approach

03 Flexible work models

04 Leadership Role Modeling



SUMMING IT ALL UP

**Building a high-
performance organization**

Hybrid – Future of Work

**Backed by a strong and
committed leadership**

**Purpose and values
at the core**