



## Reimagining Talent Development

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## TCS ANALYST DAY

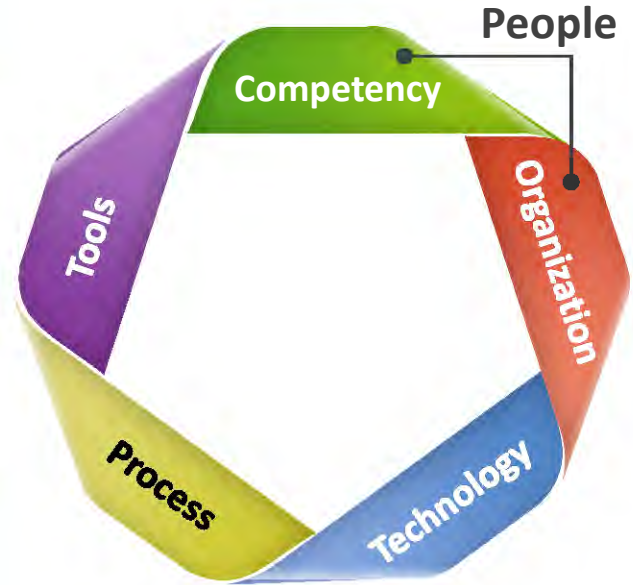
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# Delivery Capabilities for Digital – We made investments early

## Integrated Execution across Value Chain - Consulting to Operations

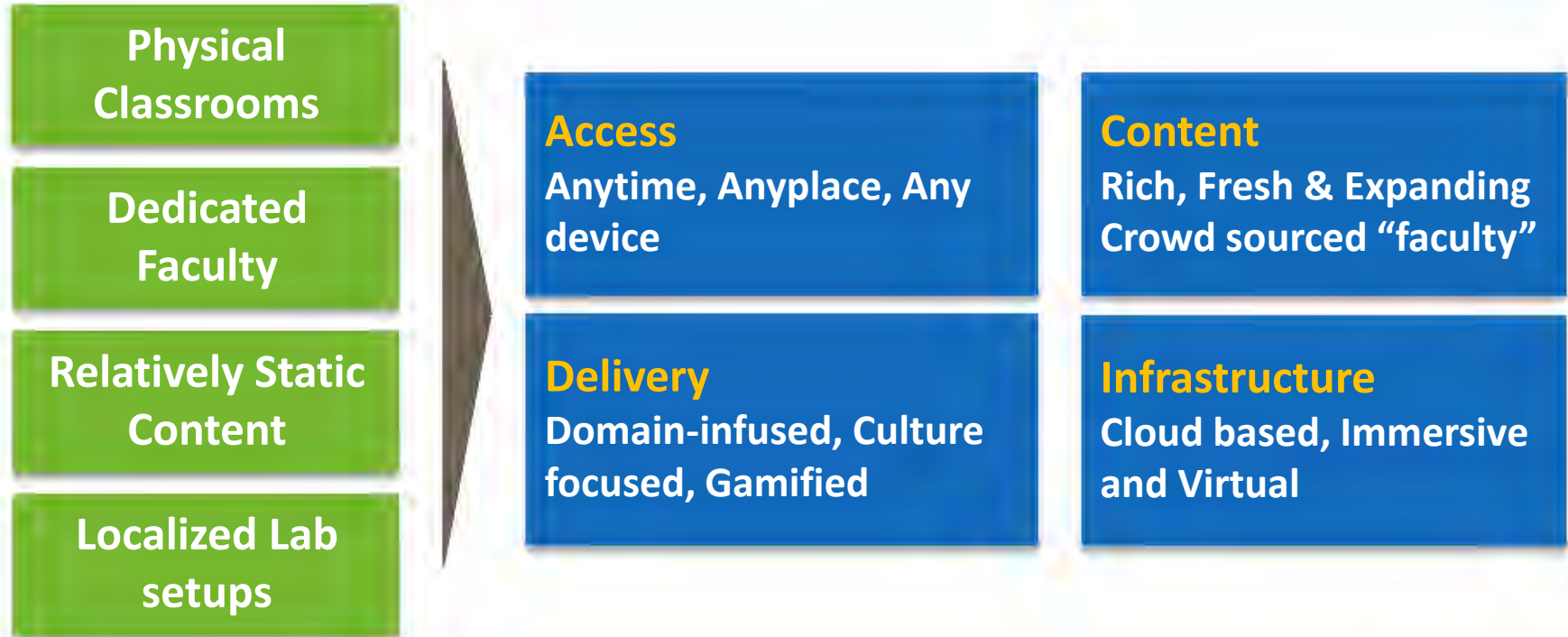
- Deep knowledge of Customer business and IT
- Ability to Reimagine customer business
- Multi skilled teams in **Digital** technologies
- Deliver projects and business outcomes with **Agility**

**Talent Development Focus** - Digital ready teams with strong capability in Agile/DevOps and Digital technologies



# Reimagining Talent Development

**Vision:** Digitally delivered Learning at accelerated pace and global scale



# Our ANYTIME ANYWHERE Learning model is delivering superior outcomes

**90% Digital  
Learning**

**3.4 Million+  
Learning Days**

**125,000+ Nano  
Video views**

**175+ Mobile-  
ready programs**

Associate feedback on “Talent Development” up 280 bps over last 2 years

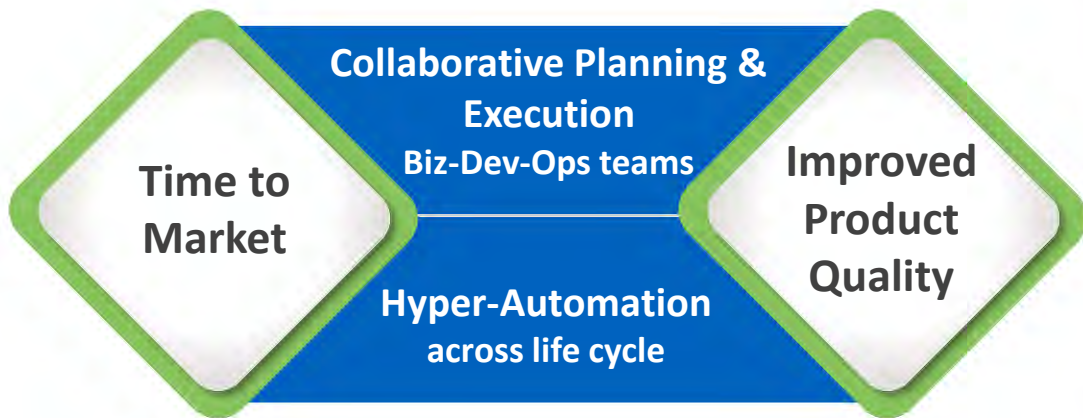
Agile/DevOps@TCS title style





# Delivering Business Agility with Agile/DevOps

When the “Default is Digital” – **“Agile is the Default”**



**Over 8 of Top 10 customers in large verticals have adopted Agile/DevOps**

**Successful transition to Agile + TCS  
GNDM™**

**Agile Ready project teams, experts  
and global CoEs**

# Distributed Agile Execution at global scale

## European Telecom Network Provider

- >90% offshore leverage
- 13 global locations

## UK based Telecom Provider

- >85% offshore leverage
- 14 global locations

## US Financial Services Company

- >80% offshore leverage
- 14 global locations

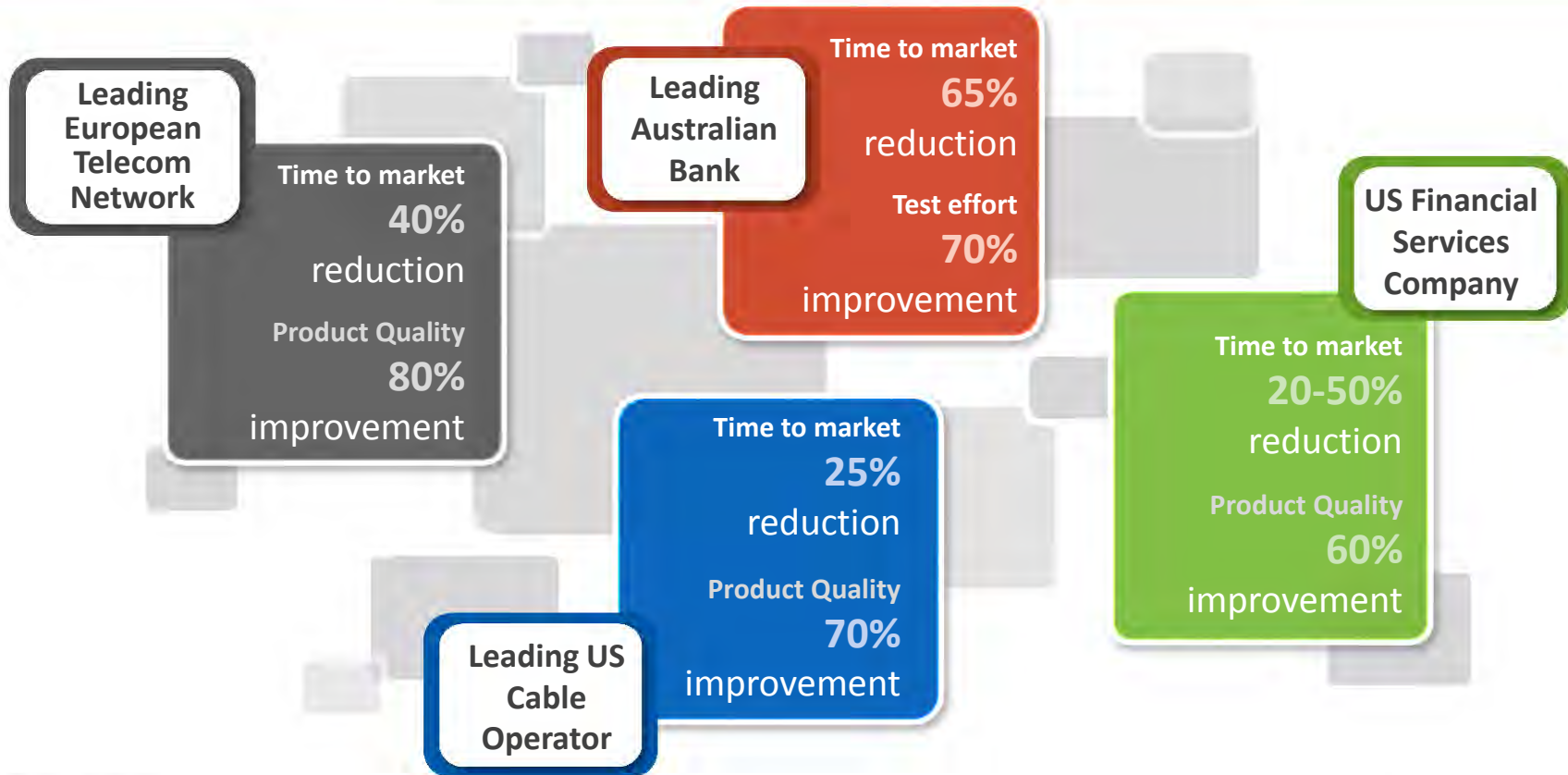
## UK based Global Insurer

- >70% offshore leverage
- 11 global locations

## US based Market Research firm

- >70% offshore leverage
- 16 global locations

# Agile Impact: Benefits realized by Business as well as IT





# Leading the change: Solutions to Address Every Stage of Customers Agile Journey



## Culture & Collaboration

Team works together and collective agreements

Flexible organization structure and portfolios

Highly Collaborative & Lean Agile Teams

## Technology

Technical Debt Reduction

Technical Debt Avoidance & Enablement for future

NextGen Concepts (Cloud Development, Test & Learn)






















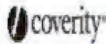





























## Continuous Delivery

Automated build and Continuous integration

Continuous Delivery and Test Driven Development

DevOps led e2e Automated integration & deployment

# Automation: Rich experience across 3rd Party and Open Source

| SCM  | Build  | Repo  | Unit  | CI  | Static   | API Functional  | Perf   | Config  | Virtual  | ALM/ TM   |
|--|--|---|---|---|--|---|--|---|--|---|
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# Digital Learning@TCS style



# Achieving our Vision needed a Radically New Approach

We set out to deliver **OUTSTANDING** learner experience

**400+ rapidly changing technologies**

**Deep domain alignment needed**

**New ways of working: Agile, DevOps, MVPs**

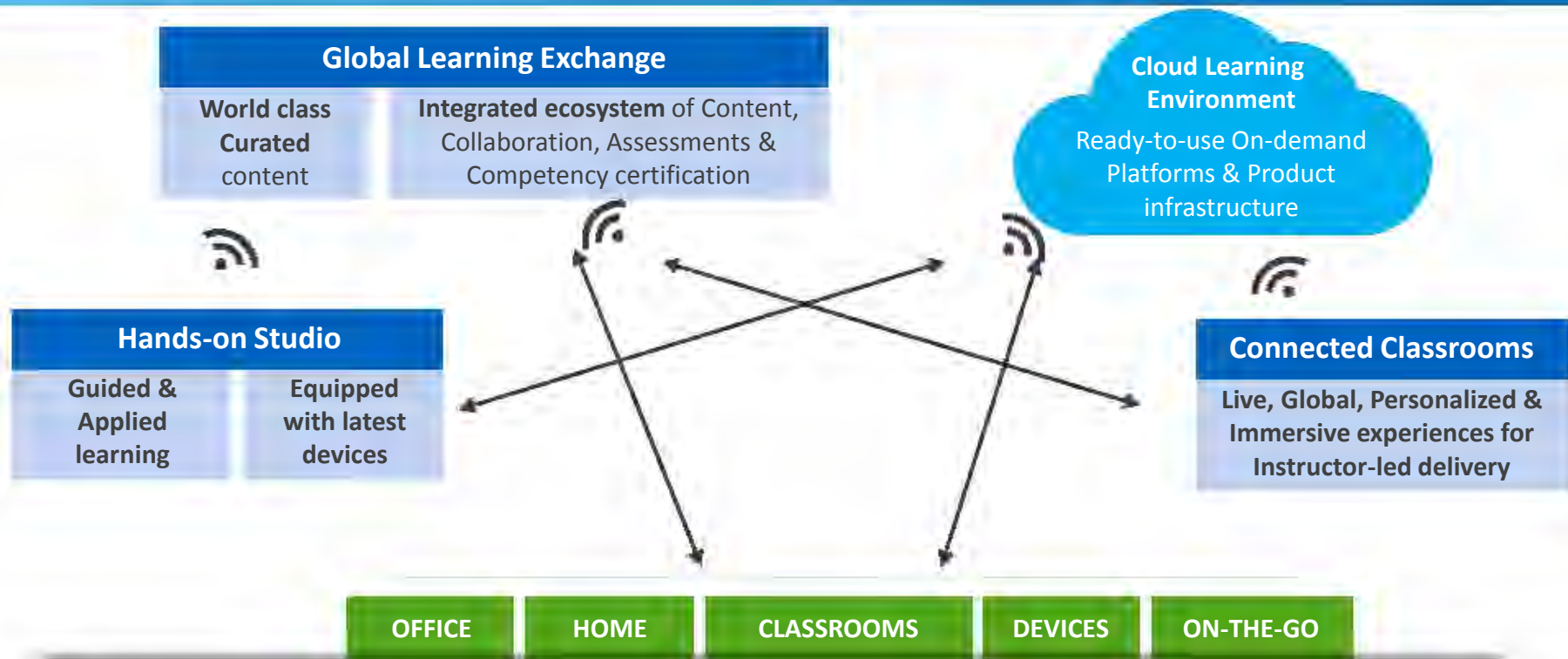
**Hyper talented teams**

**GenY-GenZ preferences**

through a **FULLY INTEGRATED** ecosystem of -

- **ADAPTIVE** Learning journeys
- **BEST OF BREED** internal & external Content
- **IMMERSIVE** Learning platforms
- **FLEXIBLE & SCALABLE** Digital infrastructure
- **CONTEXTUAL** On-the-job Mentoring

# TCS Digital Learning platform is enabling globally collaborative upskilling



Imparting skills that meet the requirements of **Complex** programs at accelerated speed to market



# Full range of curricula offered across the Digital landscape...

## The Turing Machine



## Noah's Ark



## There's An App For That



## Web Technologies



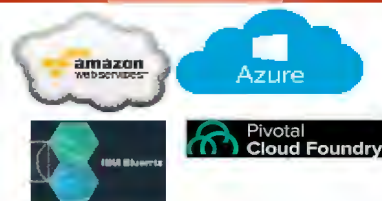
## Visualization



## BitsBuy



## Zeus



## IoT



## Digital Assurance

Mobile application testing  
BIG DATA TESTING  
Social Media testing

...and more  
Unit-specific  
programs

## Digital Channel Architect





# We have exceeded what we set out to achieve...

111k+ associates/  
305k+ Competencies  
Created

Competencies  
Created

Infrastructure

15 iQlasses across  
8 cities

Overall Associate  
satisfaction rating:  
80%-93%

Associate  
Satisfaction

Customer  
Mindshare

Highly positive  
reviews

Thank You  
Thank You

IT Services  
Business Solutions  
Consulting

