

Deloitte.



SLASSCOM People Summit

February 2018

Best Employer: Our Brand – Our Talent



Deloitte India ranked among the **Top 50** companies in India according to the People Capital Index (PCI)



Top 5 Working Mother & AVTAR Best Companies for Women in India (2017).
Second time in a row! **Male Ally** – Choice of Jury award. First ever in India!



National award for **Excellence in Training and Development** (2017)



Top 15 Employer of Choice in India – LinkedIn (2017)



Tata Institute of Social Sciences & Leap Vault – Best L&D Team of the Year and Best Corporate University (2017)



India's Most Attractive Employer – Universum (2017)

#8 in the *MBA stream*

#5 in the *Business/Commerce stream*

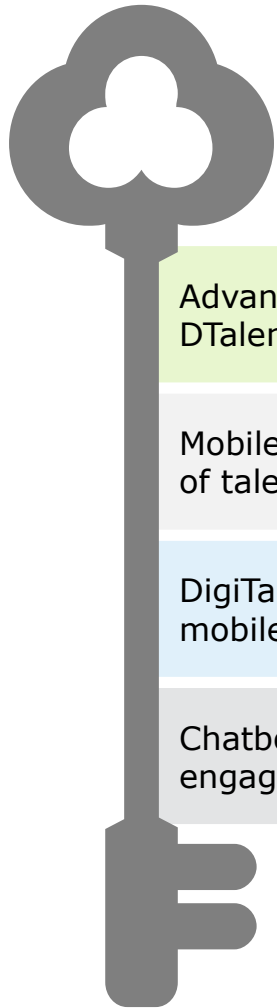


Ranked **#1** Recruiter (2016) by The Economic Times

Providing a digital Talent experience

Digitization is the key to simplify and improve processes

DigiTalent: Providing a digital talent experience

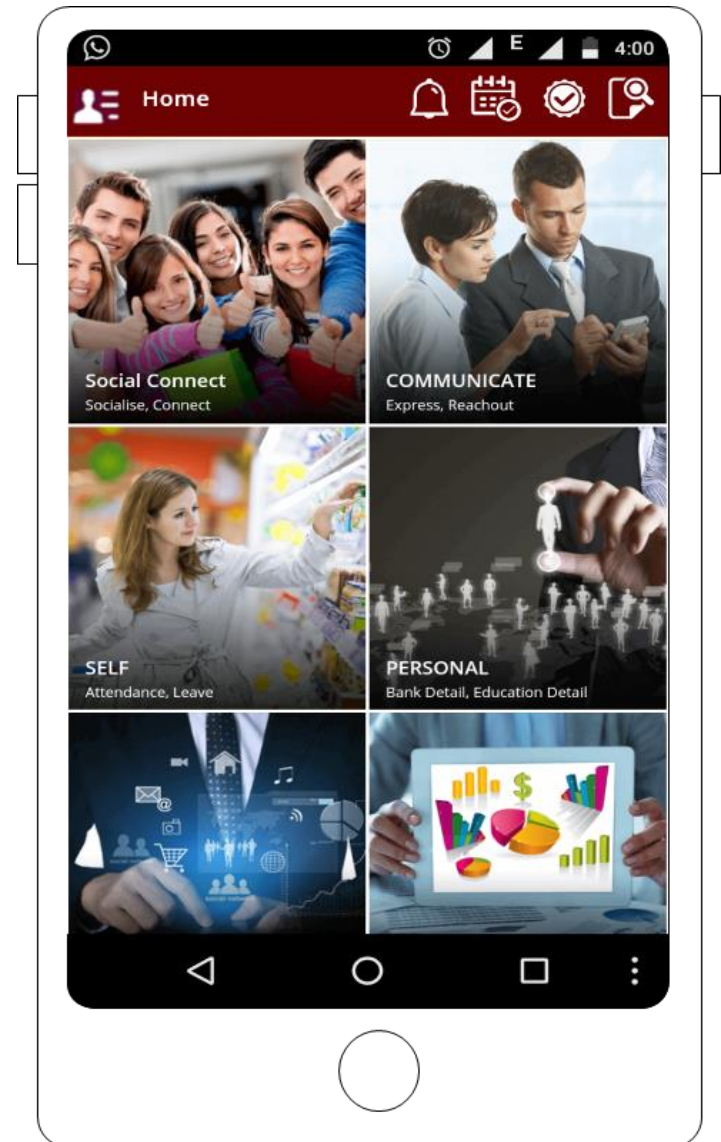


Advanced, intuitive and user friendly HRMS
DTalent launched recently

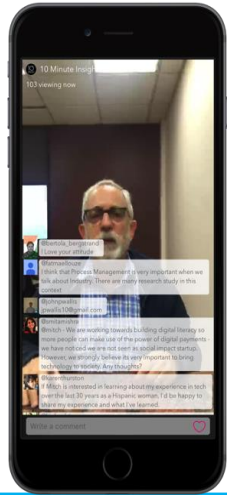
Mobile app to be launched soon for easy access
of talent information anytime, anywhere

DigiTalent to provide a self-service module via
mobile apps

Chatbot being evaluated to automate employee
engagement

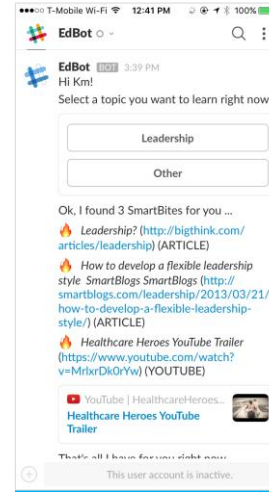
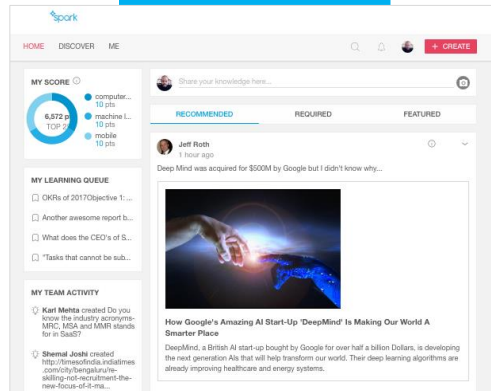


Digital Learning – Learning the new way



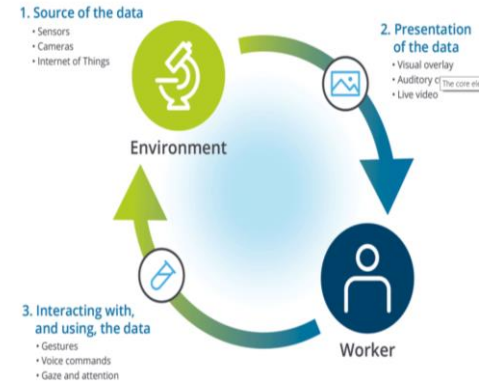
Mobile-first

Micro learning videos



Simulation

Augmented Reality



Focus of L&D

1

Personalized

2

Social

3

Collaborative

4

Virtual

5

Curated

Reinventing Performance Management

Case for change

85%

of the workforce comprise of **Millennials**

Millennials Priority

- ✓ **Coaching**
- ✓ **Development**

49%

of executives consider current process as **time ineffective**

58%

of executives **don't consider** their approach effective enough to **drive engagement** or **high performance**

200

hours per year spent by a manager on activities related to performance reviews

89%

of HR leaders have or **plan to make changes** to performance management

20%

of companies still apply **forced distribution** to ratings

The guiding principles for the new approach

To enable our business to **fuel**, **see** and **recognize** performance



Fueling performance with frequent strengths-based feedback on work, one-on-one career discussions, and real-time rewards and recognition

Seeing performance through quarterly activities with performance snapshots to gauge performance and enable Talent Reviews of our people

Recognizing performance with annual activities to review reliable data and fuel intelligent compensation and promotion decisions



A strength based approach supported by an extremely user friendly system enables more performance and less management

Core elements of the new approach

Enablers of accelerated performance

Check-Ins

Frequent, future focused conversations.

Talent Reviews

Specific subset of a practice reviewed based on business needs/priorities.



Career Coaching

Career development mentorship and coaching.

Performance Snapshots

Brief, reliable and regular assessment of performance.

Pulse Surveys

A short survey, taken by Team Members.

Implementation of the new approach at Deloitte

Stages to a successful RPM implementation



Voice of customer

Our achievement

Evidence of benefits increasing with more experience...

Practitioners agree that Check-ins are a valuable use of their time

Business & Talent Leaders say “the performance data enables them to develop their people”

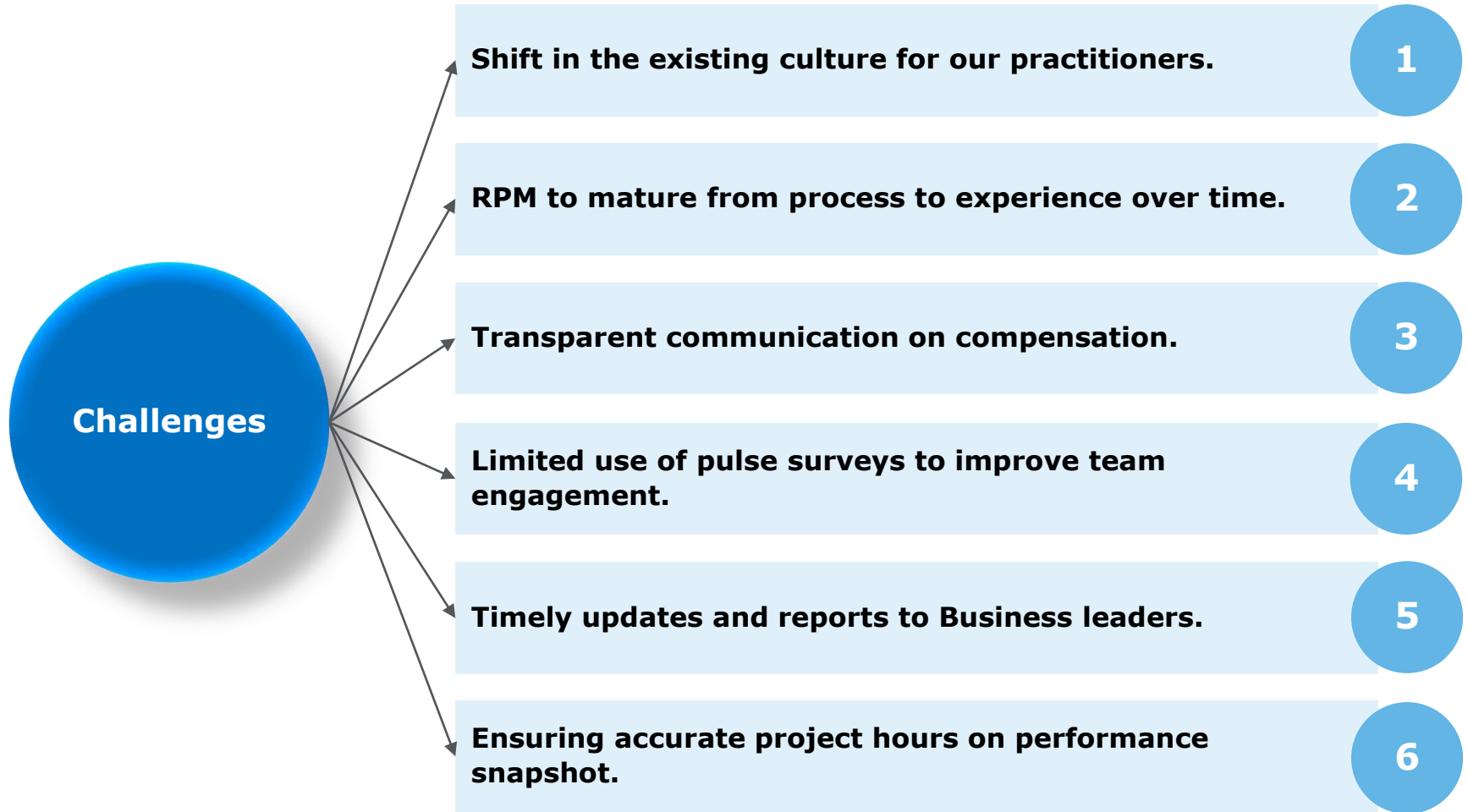
RPM provides with performance data to:

1. Make decisions at year-end and
2. Effectively manage & develop people in their practice throughout the year

Millennials in the organization are happier with the regular feedback that they are receiving from their Engagement managers



Challenges of RPM





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