

# E.L.I.T.E. General Management Program

**Elite, Leadership, International, Technology (Disruption), and Ecosystem**

2017 Program Overview



Be the *You*  
You want to be





## Contents

4

Preface:  
Talent@Capgemini

5

Message from the  
Executive Leadership

7

Program Overview

10

Join Us!

12

About Capgemini



Capgemini University at Les Fontaines



# Preface

Talent@Capgemini

## Our Leadership Ambition

At Capgemini, we are in the midst of a fast-paced, dynamic, and competitive environment. Our markets, our clients' expectations, and businesses in general, are constantly evolving. We believe the key to becoming and remaining an industry leader is to recognize high potential, to develop top talent, and to foster tomorrow's leaders.

Our people agenda reflects our commitment to leadership development. We value exceptional individuals who can lead us into new markets and opportunities, who can engage at the highest levels with clients and partners — and, most importantly — who will bring a high level of passion and energy into the organization.

With an eye on the future, Capgemini is proudly introducing leadership programs for business school graduates. Our goal is to hire the best talent from the top business schools in India (with a plan to expand to other markets in the future); and then to develop them into future business leaders through a structured and accelerated journey.

There are two leadership programs being launched in 2017, with two distinct learning journeys:

### E.L.I.T.E. GENERAL MANAGEMENT PROGRAM

- a. Aimed at business school graduates with 0-2 years' experience
- b. Enables a general management career, with broad exposure to functions and markets

### GLOBAL SALES LEADERSHIP PROGRAM

- a. Aimed at business school graduates with 2-4 years' experience
- b. Enables a sales and account management career, with deep exposure to sales leadership

With this brochure we introduce the E.L.I.T.E. General Management Program.

The two programs will provide high-potential graduates with varied exposure to exciting and challenging roles across continents, thereby enabling the development of well-rounded global leaders who can drive Capgemini to new levels of performance in the marketplace.

We look forward to nurturing our future leaders — employees who will play a vital role in crafting the growth story for Capgemini and will live our people promise of #betheyou.

*“At Capgemini, we want to offer you more than a job. We want to offer you an exciting journey. We want to make Capgemini the place to be. The place where you can engage with passion, explore your potential, and evolve your career.”*

**Hubert Giraud**  
Head of People Management and Transformation  
Group Executive Committee (GEC)

# Message from the Executive Leadership



*“It is the quality of our people, and their capacity to deliver fitting solutions, with clients and for clients, that drive real business results.”*

**Thierry Delaporte**  
CEO, Financial Services  
Strategic Business Unit  
Group Executive Committee (GEC)

As Capgemini celebrates its 50-year anniversary in 2017, it is a good time to reflect on not only past successes, but also to evaluate the ingredients needed for success over coming decades.

I strongly believe, as do the members of the Capgemini Group Executive Committee, that at a time of such widespread disruption in every sector and market we need to ensure we are able to attract, develop, and retain the best talent in the industry, at all levels and in all markets. Truly, the best of the best!

A critical element of our talent strategy is a renewed commitment to the development of our future leaders, those remarkable individuals who will not only be able to protect and develop our existing strengths, but who also will lead us into new markets and opportunities, engage at the very highest levels with clients and partners, and most importantly, live and breathe our industry-recognized ethical values.

Such a leadership profile is a rare commodity, and so it is that we are launching in 2017 our inaugural E.L.I.T.E. General Management Program. We are setting ourselves a high bar, and my expectation is that the program will soon be perceived as the industry leader for developing leadership talent in the professional services industry. To achieve this, we have put in place a robust program and spent many months of planning and mobilization to deliver a powerful experience for our first intake of E.L.I.T.E. Management Trainees.

Beginning in 2017, at select leading business schools in India, we will launch our search for exceptional candidates to rotate through international assignments in our global Financial Services Strategic Business Unit. It starts here because Financial Services is our largest business unit and sector. In time, we will look to evolve the program to include candidates from additional Indian business schools and from business schools in markets such as the United States and United Kingdom, as well as open the program to the broader Capgemini organization. We will also be looking internally to identify high performers already at Capgemini, who have what it takes to accelerate their careers through the program.

I am personally excited to see what the best and brightest in India can bring to our business and to our clients, and I look forward to meeting you all during your initial 12-month journey at Capgemini, and beyond as you become our leaders of the future.

Regards,



Be the *You*  
You want to be



## Program Overview

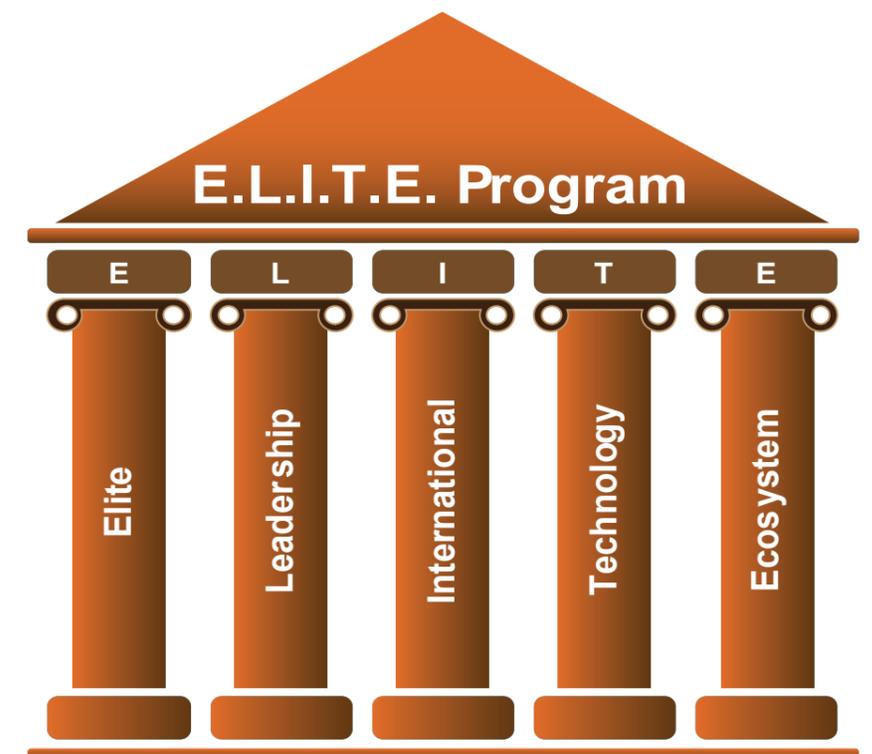
Capgemini, a Tier-1 professional services company with more than 180,000 people operating in over 40 countries, has a long history of combining a focus on talent with success in business, exemplified through our motto, “People matter, results count”.

As an “E.L.I.T.E. Management Trainee” you will embark on an intense 12-month journey that will both transform your career as well as make a significant impact to Capgemini’s business. We are looking for proactive, intelligent, innovative, articulate, and globally-aware individuals who are able to solve key business challenges across a broad spectrum of roles and functions, all set against the backdrop of constant industry change.

### Design and Structure

#### PROGRAM PILLARS

The E.L.I.T.E. General Management Program is built on five pillars.



#### Objectives

We are looking to identify, nurture, and develop the future leaders of Capgemini.



## ELITE

### Exemplifies how the program:

- Focuses on recruiting the top talent, initially from India, but eventually expanding to other markets
- Provides this top talent with exposure to the most challenging projects of a global leader in professional services
- Allows for rapid progression to accelerate their career over the short, medium, and longer term

## LEADERSHIP

### Exemplifies how the program:

- Grooms Capgemini's future business leaders
- Provides E.L.I.T.E. Management Trainees with a full set of core management consulting skills
- Prepares Management Trainees for a wide array of business challenges

## INTERNATIONAL

### Exemplifies how the program:

- Provides exposure to a global business
- Harnesses the global background

of Management Trainees to add value to the program and to the business

## TECHNOLOGY

### Exemplifies how the program:

- Exposes Management Trainees to the inter-section of the business demands and technology disruption faced by our clients
- Bolsters perception of business and technological trends
- Develops understanding of the solutions required to navigate technological disruption
- Nurtures an awareness of the business model of a Tier-1 professional services firm at the forefront of helping global clients navigate disruption

## ECOSYSTEM

### Exemplifies how the program:

- Creates an ecosystem of peers, alumni, and senior leaders from inside and outside the organization
- Nurtures networks for learning, mentorship, and professional growth
- Builds a peer community for camaraderie, fun, and support

At the same time, as one of the World's Most Ethical Companies in 2016, Capgemini demonstrates that business success is compatible with high standards of professional ethics. To maintain such standards, the E.L.I.T.E. General Management Program will be a leading proponent of the Capgemini seven core values



HONESTY



BOLDNESS



TRUST



FREEDOM



TEAM SPIRIT



MODESTY



FUN

## Program Structure

The E.L.I.T.E. General Management Program is a rigorous 12-month rotational management program, designed to meet and exceed the expectations of the world's top business talent.

The critical **ingredients** of our Management Trainees' learning journey will include exposure to a consistent set of onboarding, rotations, international contacts, extra-curricular projects and events, community building, and learning and development. Management Trainees will also have a dedicated mentor from our leadership team. Combined, these ingredients create a tried and tested method to develop high-impact global leaders of the future.

Project **rotations** are an exciting and significant part of the program. E.L.I.T.E. Management Trainees will rotate through assignments identified by Capgemini's business leaders, spanning Pre-Sales, Sales, Marketing, Practice/ Innovation, Consulting/ Delivery, and Enabling Functions (Operations, Finance, HR, and L&D). The end result will be a deep network and comprehensive understanding of

the business functions of a global business leader, allowing E.L.I.T.E. Management Trainees to make an impact as they move further into the company at the end of 12 months.

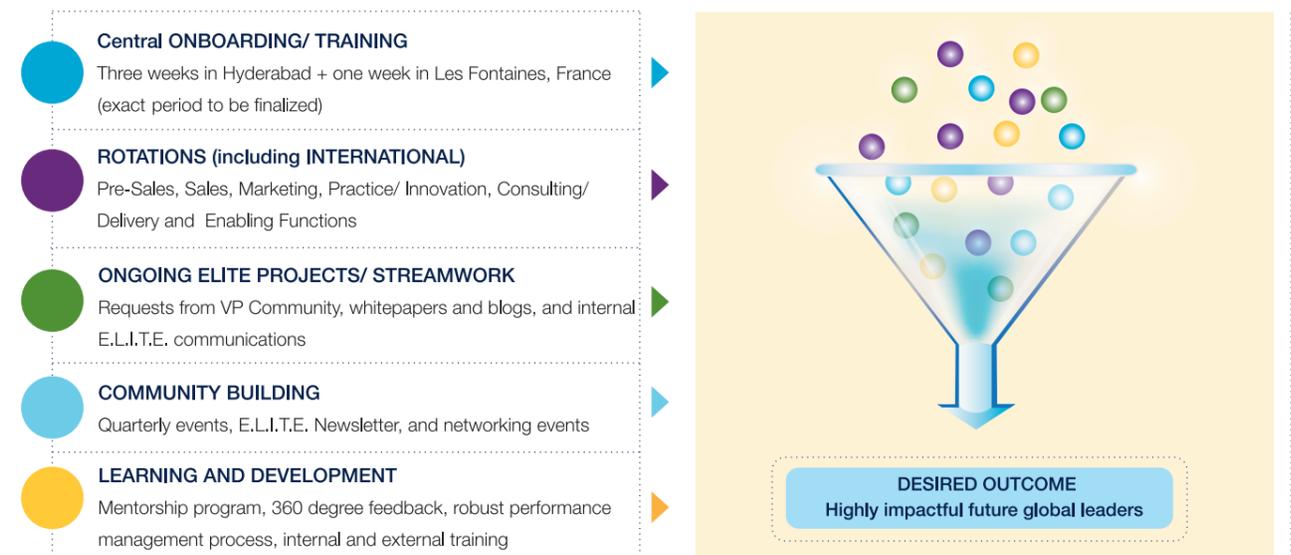
Equally important is the **international component** to the rotations, with at least one of the rotations\* being international (outside of India, such as supporting an Account Executive in New York, working with a Solution team in London, contributing to a consulting project in France, or developing a Marketing plan for the Asian leadership team in Singapore, or any one of the markets within which Capgemini operates in). In addition, there will be a training module at Capgemini's University in Les Fontaines, France, a fantastic learning environment housed in a chateau just outside of Paris.

Ultimately, it is the **career progression** that counts. At the end of 12 months, candidates who meet expectations will be hired into one of our Financial Services' business units or functions, where they will continue their fast-track journey as a change agent for that business or function. Candidates will receive the support needed for accelerated growth in responsibility and career progression with a goal of

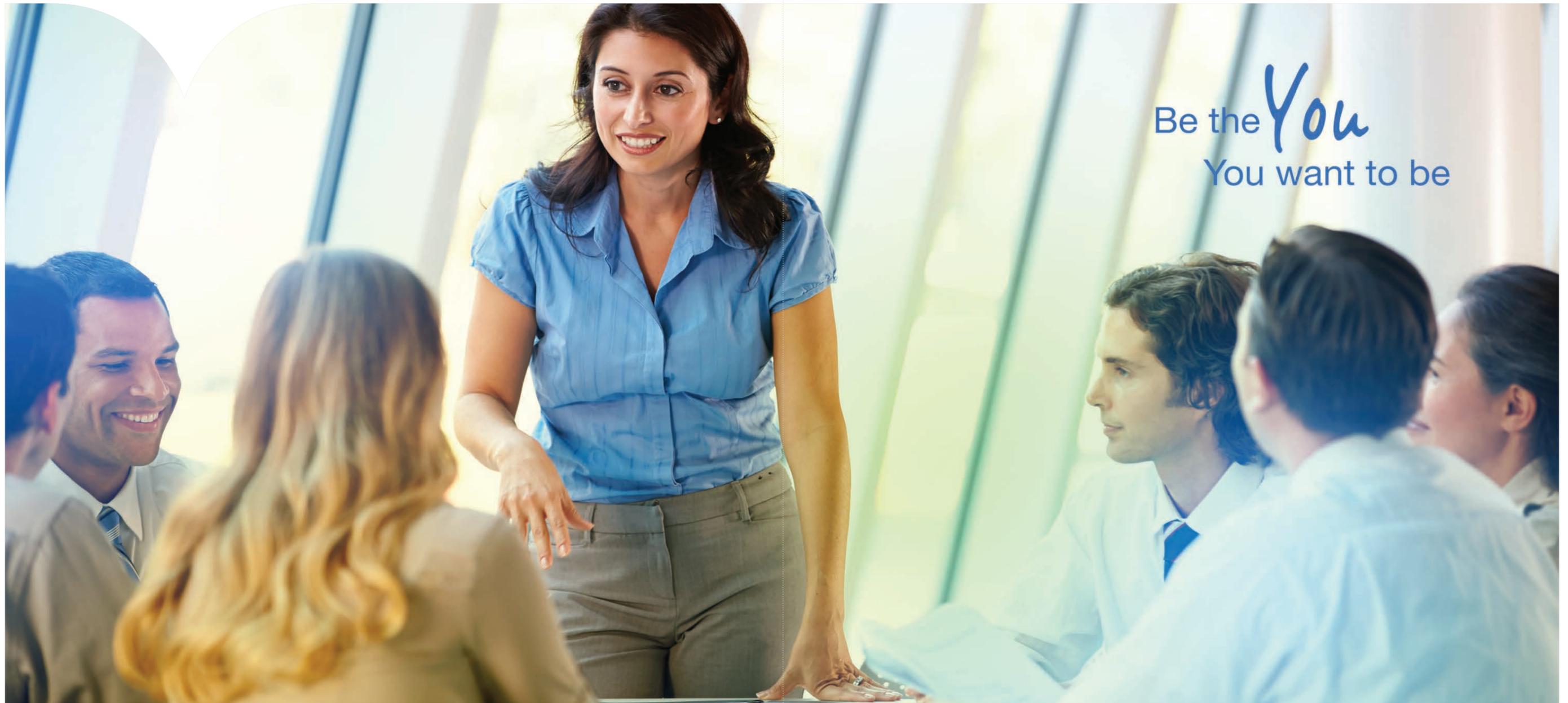
reaching senior management levels within a 10-year period, with clear progression expectations and milestones along the way.

**The end destination for all E.L.I.T.E. Management Trainees is to be running businesses or key functions within a decade.** To get to that point, there are a variety of medium-term possible career tracks upon program graduation:

- **Pre-Sales/ Sales:** Large Bid Management, Account Executive, Business Development/ Sales Executive
- **Marketing:** Marketing Manager (Account or Product-Level), Alliances Manager, Market Intelligence (Domain Analyst and/ or Senior Research Lead)
- **Consulting/ Practice/ Innovation:** Domain Solutions Lead, Business and Solution Architects, Business SMEs, Strategy/ Management Consultant
- **Delivery:** Engagement Directors, Delivery Executives, Delivery Leads, Portfolio Leads
- **Enabling Functions:** Managers and Leads in Operations, Finance, L&D, HR.



\* All international travel will be subject to immigration requirements and approval.



Be the *You*  
You want to be

## Join Us!

Find out how you can engage with us and accelerate your career journey with Capgemini's E.L.I.T.E. General Management Program.

### Scope

#### PROGRAM PHASING

The E.L.I.T.E. General Management Program launches in 2017, via a phased approach:

- Phase 1 (2017) represents the inaugural year of the program, with a focus on recruiting up to 20 Management Trainees from some of the top business schools in India, with a program initially focused on Capgemini's global Financial Services Strategic Business Unit (our largest sector).
- Future phases (2018 and beyond) may see the program opened up to additional top business schools in India and abroad, as well as the

inclusion of sectors beyond Financial Services. There will also be an E.L.I.T.E. summer internship program.

- The phasing is designed to ensure that any candidate joining the program gets an exceptional and industry-leading experience.

#### LOCATION AND TRAVEL

Management Trainees will be based in Hyderabad, India for the 12 months of the program. There will be a variety of international travel\*:

- Common induction module in Les Fontaines, just outside of Paris (exact timing to be finalized)
- Minimum of one international assignment

- Possible second international assignment based on interest, performance, and business need

### Eligibility and Recruitment

#### 2017 ELIGIBILITY AND RECRUITMENT PROCESS

Candidates will come through one of three recruitment paths:

- Full-time on-campus recruitment at select business schools for students with 0-2 years' experience
- Pre-placement offers (PPOs) for high-performing candidates from the E.L.I.T.E. Summer Internship Program (target launch in 2018)

- Internal hiring from within Capgemini's existing talent base

Given the international nature of the program, all successful candidates will need to be able and willing to travel frequently.

### Contacts

#### KEY RECRUITING CONTACTS

For all questions related to the program, please contact your school recruitment coordinator for more information.

For general queries, please write to [eliteprogram.in@capgemini.com](mailto:eliteprogram.in@capgemini.com)

\* All international travel will be subject to immigration requirements and approval.

## 10 Years

*The length of time targeted for E.L.I.T.E. program graduates to attain Vice-President designation*

# About Capgemini

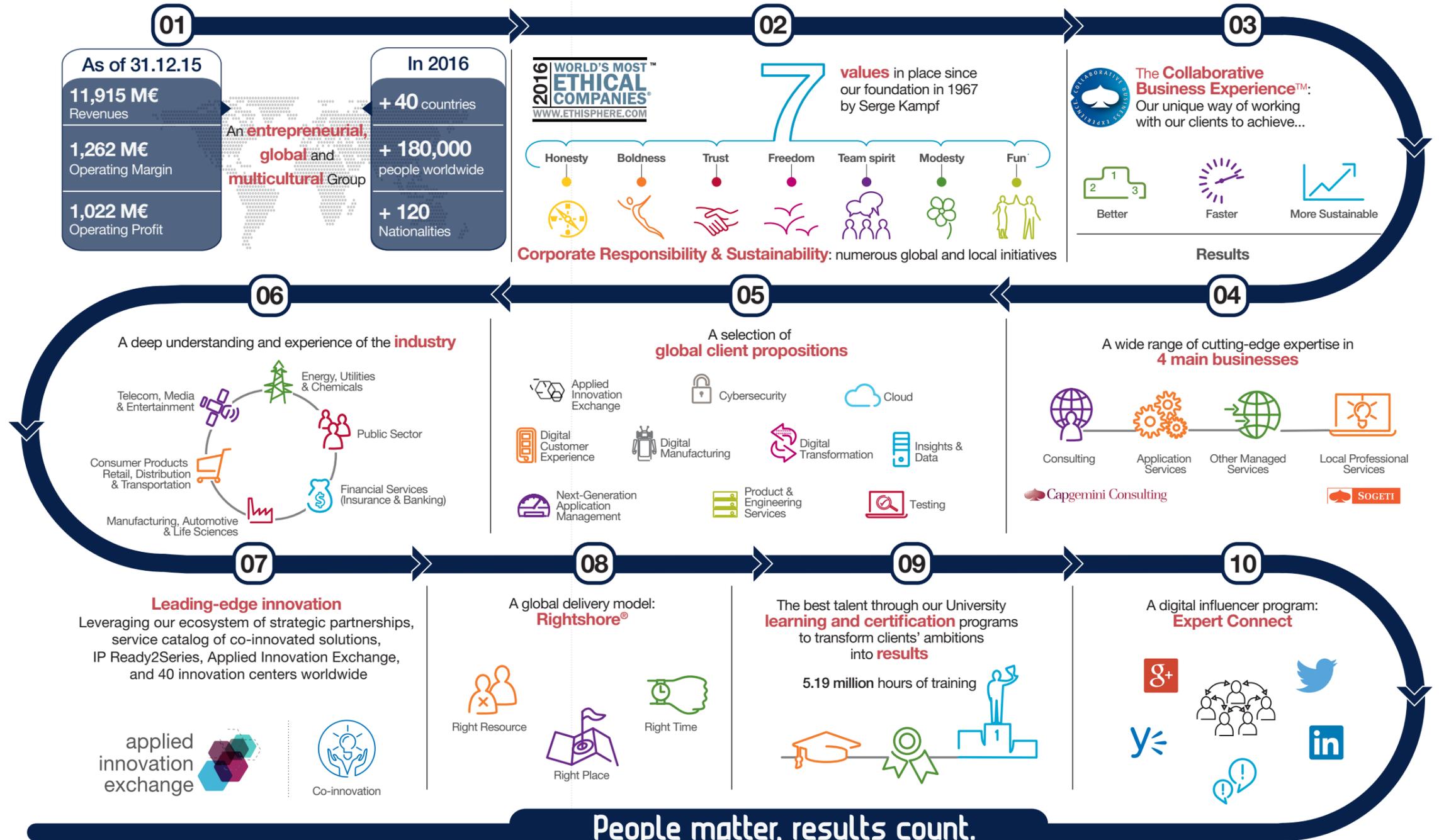
## Capgemini Group

### HISTORY

The Capgemini Group has an almost-50 year history, during which time the company has expanded from its legacy French operations into becoming a truly global player present in over 40 countries.



Discover our Group in **10** steps



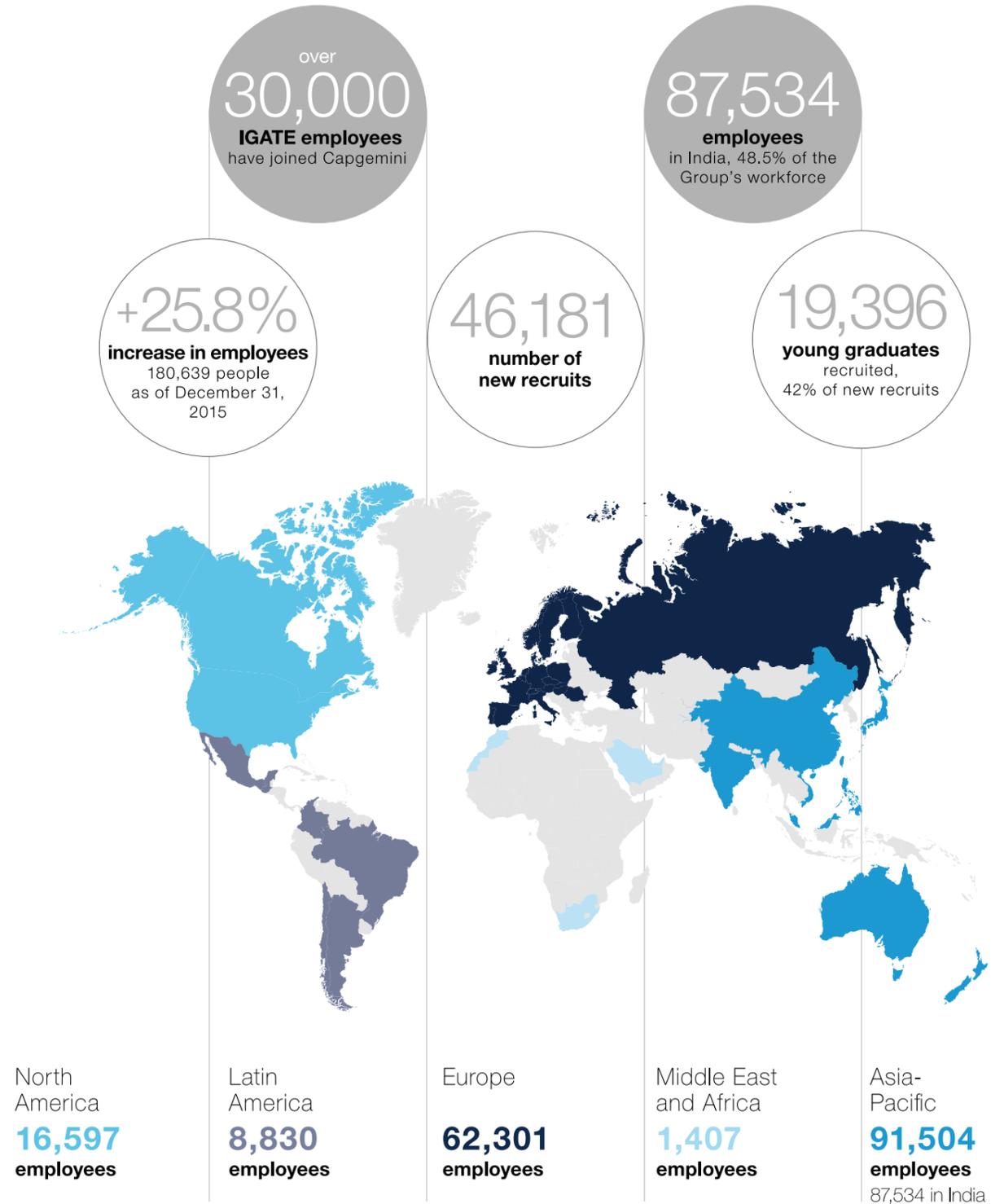
**People matter, results count.**

We believe that the business value of technology comes from and through people.



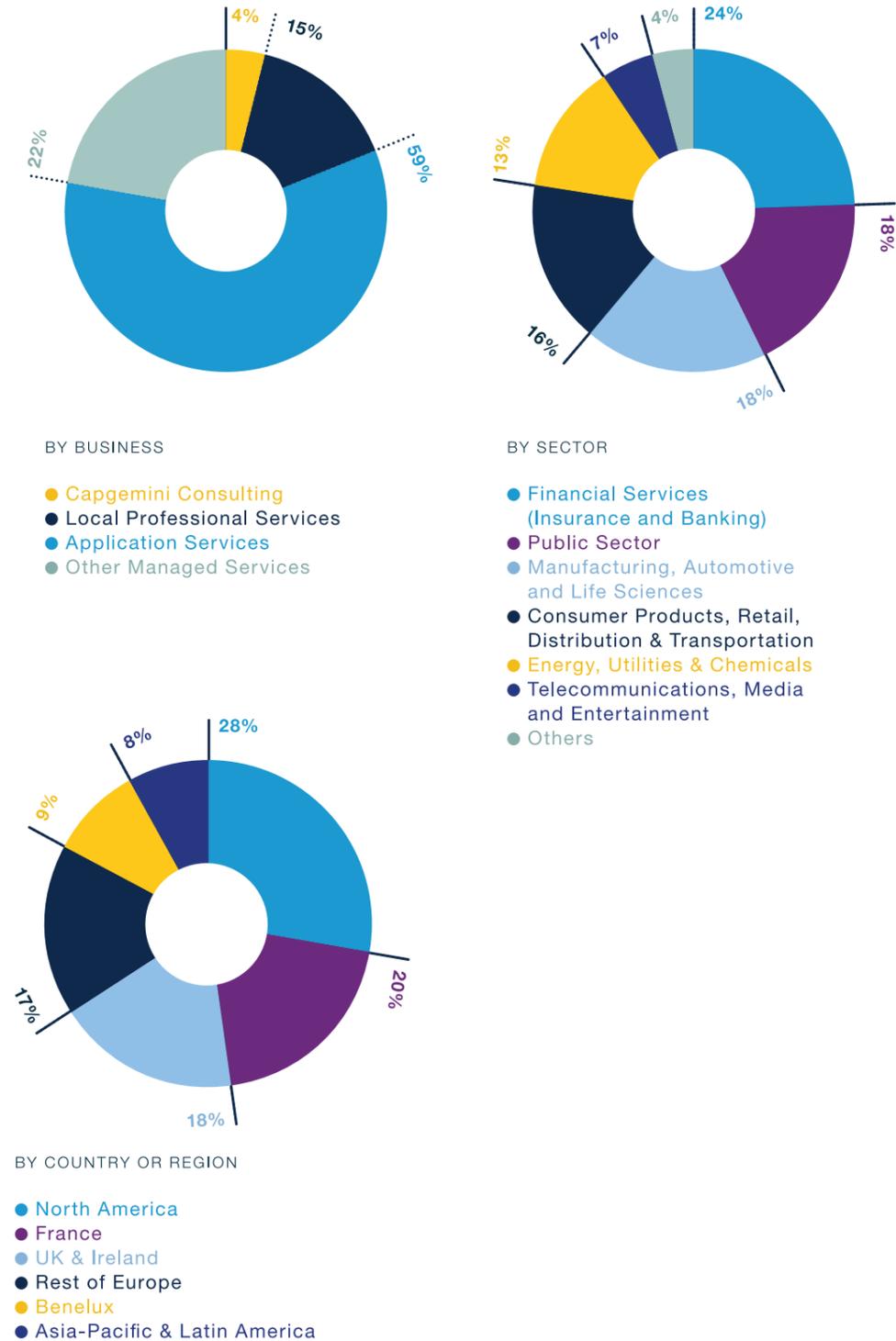
### TALENT THROUGHOUT THE WORLD (As of December 31, 2015)

Capgemini is a large Tier-1 professional services firm, and a true global player, with over 180,000 people worldwide, representing over 40 countries and more than 120 nationalities.



### BREAKDOWN OF REVENUES

Capgemini recorded 2015 full-year revenues of €11.92 billion with an operating margin of €1.26 billion. The Group revenues are well-balanced across business lines and industries. Financial Services represents the largest industry, with 24% of Group revenues.





## About Capgemini

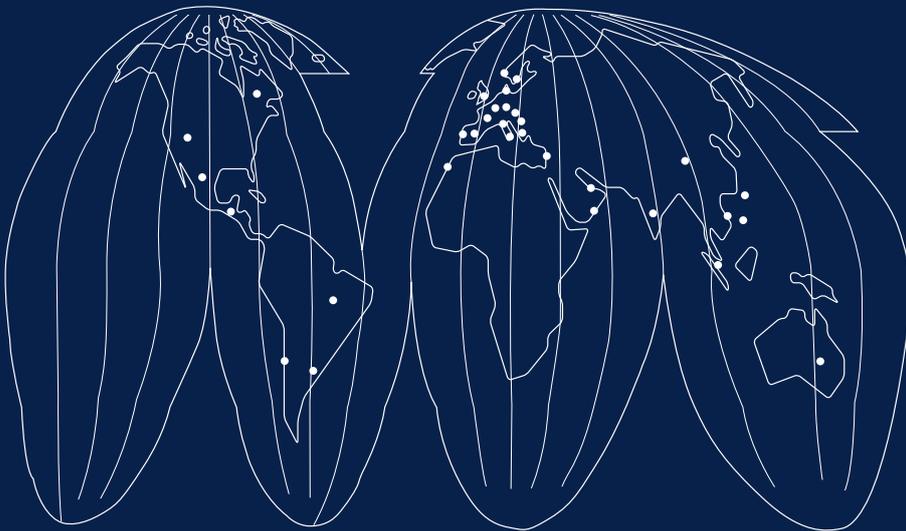
---

With more than 180,000 people in over 40 countries, Capgemini is a global leader in consulting, technology and outsourcing services. The Group reported 2015 global revenues of EUR 11.9 billion. Together with its clients, Capgemini creates and delivers business, technology and digital solutions that fit their needs, enabling them to achieve innovation and competitiveness. A deeply multicultural organization, Capgemini has developed its own way of working, the Collaborative Business Experience™, and draws on Rightshore®, its worldwide delivery model

Rightshore® is a trademark belonging to Capgemini.

Learn more about us at

**[www.capgemini.com](http://www.capgemini.com)**



More information about the program is available at

**[www.in.capgemini.com/careers/eliteprogram](http://www.in.capgemini.com/careers/eliteprogram)**

The information contained in this presentation is proprietary and confidential.

© 2016 Capgemini. All rights reserved.