Love your career.

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

2020 Program Overview
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Preface
Talent@Capgemini

Our Leadership Ambition
At Capgemini, we play in a fast-paced, dynamic and competitive environment. As technology evolves faster, so do markets and clients’ expectations. As an industry leading services company, our performance relies first and foremost on our capacity to leverage high potential, develop top talent, and foster tomorrow’s leaders.

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

With an eye on the future, Capgemini in 2017 proudly introduced a flagship leadership program for business school graduates.

Our goal is to hire the best talent from top business schools (starting with India) and develop them into business leaders through a structured and accelerated journey. This is the purpose of the E.L.I.T.E. General Management Program.

E.L.I.T.E. GENERAL MANAGEMENT PROGRAM
• Aimed at business school graduates with 0-3 years’ experience
• Enables a general management career, with broad exposure to International functions and markets.

The program provides high-potential graduates with varied exposure to exciting and challenging roles across continents, enabling the development of well-rounded global leaders to 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 #AceYourCareer.

Hubert Giraud
Chief Human Resources Officer, Group Executive Board (GEB) Member

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

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Message from the Executive Leadership

Capgemini recently celebrated its 50-year anniversary in 2017, and it was a good time to reflect on not only past successes, but also to evaluate the ingredients needed for success over the 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 our ability to attract, develop, and retain the best talent in industry at all levels and in all markets to stay ahead of competition. Truly, only the best of the best will do!

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 also 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 that is why we launched in 2017 the E.L.I.T.E. General Management Program. We put in place a robust program and spent many months of planning and mobilization to deliver a powerful experience for our E.L.I.T.E. Management Trainees. Since launch, we have expanded the scope and reach of the program to multiple business units internally and to additional business school campuses.

The E.L.I.T.E. program provides a phenomenal launch pad for our future leaders. The trainees inducted into the program over the past two years are already delivering a positive impact on our business. I now look forward to meeting our future intakes and summer interns as you embark upon a life-changing journey to become our leaders of the future.

“_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
COO and Capgemini SE Executive Corporate Officer Group Executive Committee (GEC)
Program Overview

Capgemini, a Tier-1 professional services company with more than 200,000 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 exciting and fulfilling 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.

Objective
We are looking to identify and nurture 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 long 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 intersection 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
• Nurture 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 2019*, 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

* The Ethisphere Institute
**PROGRAM STRUCTURE**

The E.L.I.T.E. General Management Program is rigorous in nature and is designed to meet and exceed the expectations from 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. In addition, there will be a training module at Capgemini’s University 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 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 and career progression with a goal of reaching senior management levels within a 10-year period.

**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.

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**Central ONBOARDING/TRAINING**
Three weeks in India + One week in Les Fontaines, France

**ROTATIONS (including INTERNATIONAL)**
Pre-Sales, Sales, Marketing, Practice/Innovation, Consulting/Delivery and Enabling Functions

**ONGOING E.L.I.T.E. PROJECTS/STREAMWORK**
Requests from VP Community, whitepapers and blogs, and internal E.L.I.T.E. communications

**COMMUNITY BUILDING**
Quarterly events, E.L.I.T.E. Newsletter, and networking events

**LEARNING AND DEVELOPMENT**
Mentorship program, 360 degree feedback, robust performance management process, internal and external training

* All international travel will be subject to immigration requirements and approval.
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
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
- Minimum of one international assignment
- Possible second international assignment based on interest, performance, and business need
Eligibility and Recruitment

ELIGIBILITY AND RECRUITMENT PROCESS
Candidates will come through one of three recruitment paths:
• Full-time on-campus recruitment at select business schools
• Pre-placement offers (PPOs) for high performing candidates from the E.L.I.T.E. Summer Internship Program
• 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

Visit us at: https://www.capgemini.com/in-en/e-l-i-t-e-general-management-program/

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#Capgemini_ELITE

10 Years

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

* All international travel will be subject to immigration requirements and approval.
The E.L.I.T.E. Global Footprint

89
E.L.I.T.E. Members

15
Countries

2½
Years

Some representative roles and stints that the E.L.I.T.E. 2017-19 batches are doing right now

Sales/Marketing: Account Sales Manager; Market Development Manager

Marketing Lead: ScaleUp Qualifications Program; Partner Solution Sales Lead
London
Delhi
Melbourne
Hyderabad
Hong Kong
Tokyo
Utrecht
Dusseldorf
Stuttgart
Zurich
Stockholm
Milan
Krakow
Rome
Barcelona
Tokyo
Mumbai
Pune
Delhi
Hong Kong
Hyderabad
Chennai
Bangalore
Singapore
Melbourne

Consulting/Solutions:
Banking Consultant; Insurance Solution Owner; Open Banking Specialist; Digital Experience Consultant; AI Consultant

Account Management/Delivery:
Account Manager; Business Analyst; Business Transition Manager; Engagement Manager; Global Account Operations Lead

Others:
Program Executive, FS Europe CEO Office; Innovation Lead, CTO Office; Product Manager – Industrial Solutions Lab
TALENT THROUGHOUT THE WORLD (As of June, 2019)
Capgemini is a large Tier-1 professional services firm, and a true global player, with over 2,00,000 people worldwide, representing over 40 countries and more than 120 nationalities.

- **2,00,000+ employees**
- **24,000 employees** traveled for international assignments in 2018
- **61,000+ recruits in 2018**
- **over 1,00,000 employees** in India, more than 50% of the Group’s workforce
- **over 9,600 young graduates recruited, 36% of new recruits**

- **North America**
  - **17,600+ employees**
- **Latin America**
  - **8,200+ employees**
- **Europe**
  - **70,400+ employees**
- **Middle East and Africa**
  - **1,800+ employees**
- **Asia-Pacific**
  - **1,13,000+ employees** over 1,00,000 in India
BREAKDOWN OF REVENUES

Capgemini recorded 2018 full-year revenues of €13.2 billion with an operating margin of 12.1%. The Group revenues are well-balanced across business lines and industries. Financial Services represents the largest industry, with 27% of Group revenues.

**BY BUSINESS**

- Capgemini Invent: 6%
- Technology and Engineering Services: 15%
- Application Services: 15%
- Other Managed Services: 64%

**BY SECTOR**

- Financial Services (Insurance and Banking): 3%
- Public Sector: 27%
- Manufacturing, Automotive and Life Sciences: 6%
- Consumer Products, Retail, Distribution and Transportation: 18%
- Energy, Utilities & Chemicals: 21%
- Telecommunications, Media and Entertainment: 14%
- Others: 15%

**BY COUNTRY OR REGION**

- North America: 32%
- Rest of Europe: 22%
- France: 7%
- United Kingdom and Ireland: 12%
- Asia-Pacific and Latin America: 27%
- Others: 7%
About Capgemini

A global leader in consulting, technology services and digital transformation, Capgemini is at the forefront of innovation to address the entire breadth of clients’ opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. It is a multicultural company of 200,000 team members in over 40 countries. The Group reported 2018 global revenues of EUR 13.2 billion.

Visit us at www.capgemini.com

People matter, results count.

For more details contact:

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Follow us on twitter: #Capgemini_ELITE

For more information, scan the below QR Code.