

GET THE FUTURE YOU WANT

E.L.I.T.E.

General Management Program

2023 Program Overview

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About Capgemini



Campus Serge Kampf Les Fontaines

Preface

Talent@Capgemini



At Capgemini, we believe in driving People development through opportunity – to discover their passion; to realise their true potential; and to lead the transition into the future.

Anne Lebel

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

Our Leadership Ambition

At Capgemini, we work in a fast-paced, dynamic and competitive environment. As technology evolves, so do the market and client expectations. As an industry-leading services company, our performance relies foremost on our capacity to leverage high potential, develop top talent and foster tomorrow's leaders.

In 2017, Capgemini introduced E.L.I.T.E., a flagship leadership program to onboard business graduates and develop their leadership ability. The objective is to enable a fast-track career path and personal development opportunity for future leadership roles, and to develop into business leaders through a structured and accelerated journey.

In times of disruptive change like today, the spirit and energy of Capgemini as a global company lies in leveraging the power of technology to lead the transformation of business and society. This paradigm shift towards technology-led disruptions across every sector and market reinforces our commitment to build a robust leadership both within and outside the organisation.

E.L.I.T.E. covers various aspects of leadership across different directions, in areas such as performance levers, future-looking perspectives, bold methodologies and approaches and engaging ways of working together.

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

The E.L.I.T.E. General Management Program seeks to hire the finest talent from top business schools in India

- Aims to onboard business school graduates with 0-3 years' experience
- Includes general management career program, with broad exposure to International functions and markets

As we look forward, we are confident the E.L.I.T.E. program will provide a roadmap for our future leaders to play a vital role in crafting the growth story for Capgemini and fulfil our brand promise of #GetTheFutureYouWant.

Message from the Executive Leadership



We believe that it is our people coupled with technology that enable the achievement of our clients' business ambition and societal transformation.

Ashwin Yardi

CEO - India, Capgemini

The past two years have been full of surprises and challenges. As the Black Swan event ushered in a period of uncertainty, Capgemini, true to its legacy, has shown great resilience and persistent growth in the face of adversity.

Capgemini's purpose statement, **"Unleashing human energy through technology for an inclusive and sustainable future,"** reinforces our commitment to humanitarian issues and a sustainable world, and our resolve to enhance value creation in society. Capgemini's CSR programs in battling the pandemic, and our commitment to achieve our carbon neutrality targets for our operations by 2025 and to be net zero by 2030, is in line with this vision.

Today's unprecedented times call for a new type of leadership skills. Our future leaders need to adapt to what we are calling the New Normal, and Capgemini's leadership programs are therefore focused on building resilient leadership.

As we witness technology-led disruptions across every sector and market, our new brand promise – Get the Future You Want – epitomises the spirit and energy of Capgemini to enable transformation of business and society. To build upon this, we need to attract and retain the finest talent to build the next generation of leaders and help them chart their careers and achieve their objectives.

In 2017, Capgemini launched the E.L.I.T.E. General Management Program to hire the finest talent and develop them into high-quality leaders. Since then, we have hired 100+ young budding professionals who are today performing diverse and challenging roles in India as well as globally with clients and with Capgemini leaders.

This is a golden opportunity for our young potential leaders to test relevant areas of interest before engaging in a fulltime leadership role. I look forward to see them embarking upon a life-changing journey to become leaders of the future.



This team should stay focused on 'Leader for Leaders' journey. Every member of this team is best placed for a client-facing role, either on the selling side or the delivery side. This is a team of rock-stars, which is best positioned to make an impact on any client project. When the clients see these capabilities that we have developed and nurtured over the years, they will also elevate the nature of topics in our conversation and start coming to us with more diverse problems. The two focus areas for the E.L.I.T.E. Program will thus be to help us in the 'Leader for Leaders' journey and to help us break into the CXO level problems and relationships.

Amit Choudhary

COO, EVP Global FS SBU



The ELITE team has been actively participating in CSR initiatives. These young minds have helped in designing implementable strategies for our NGO partners and also interacted with our digital academy students to know about their journeys. Keep up the enthusiasm and great work. CSR team really appreciates their efforts and looks forward to working on more such projects with the ELITE team.

Anurag Pratap

VP, Digital Inclusion and Sustainability Head, Capgemini India



We observed that E.L.I.T.E trainees are creating noteworthy impact in bringing refreshing perspectives and approach to problem solving. We've gratefully leveraged their unencumbered and unbridled approach to creative destruction, and that accords us strategic new perspectives when crafting innovations or sectorial transformations (even if we don't always implement them!).

Nisheeth Srivastava

CTIO, EVP, Capgemini India



One of our extremely innovative clients asked us to challenge their thinking and provide them with a perspective on how they could leapfrog their competition. They asked us to come back to them with our thoughts on the future of Branch Strategies and Operations, and how these will evolve along with the other channels available to their customers. I couldn't think of a better group of folks within our organization - 'The E.L.I.T.E Team' – to help me with this ask. Divij and Saloni did a brilliant job with their research and presentation back to the client CXOs. This was well received by the CXO's and has provided them with critical information to help shape their thinking and strategy.

Prashant Shastri

EVP, Capgemini FS



E.L.I.T.E folks clearly bring in the business understanding of technology and digitalisation with a sector focus. Various E.L.I.T.E folks have worked on market assessment, scoping and other such projects which have created business impact and a push on the global workforce to think more from the business end of digital transformation. I am very confident in their ability to bring in a new business perspective and enrich our capabilities in serving the clients.

Rainer John

VP DSS, Capgemini



I have continuously been pleasantly surprised and impressed with the quality of talent coming into our organization through [ELITE] channel - also with a healthy gender diversity (>50% women). Their passion is infectious and their ability to deal with ambiguity is exemplary. The ease with which they take a problem statement and just run with it and deliver results is something I have come to start relying on.

Ranu Pande

VP, Europe CSD



Program Overview

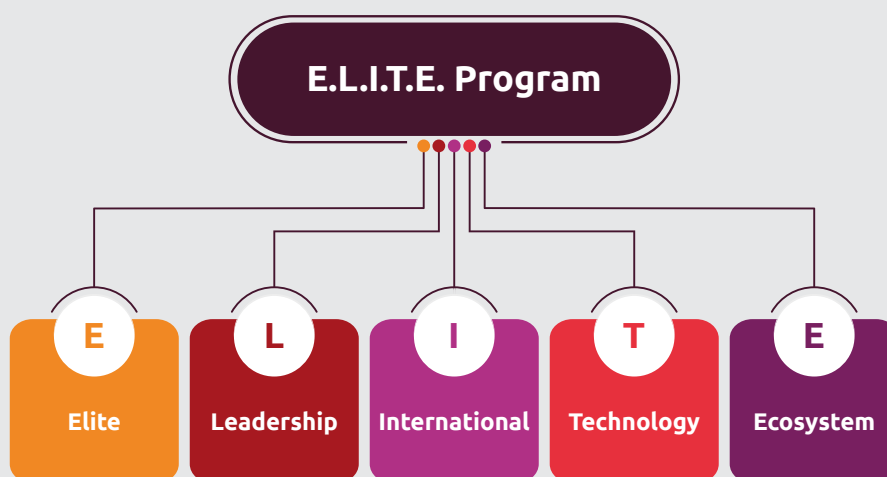
Capgemini, a Tier-1 professional services company with more than 325,000 people operating in over 50 countries, has along history of combining a focus on talent with success in business, exemplified through our motto, **“Get The Future You Want”**.

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

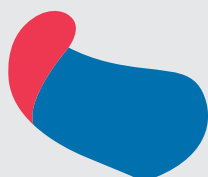
Exemplifies how the program:

- Creates an ecosystem of peers, alumni, and senior leaders from inside and outside the organization
- 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 2021*, 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



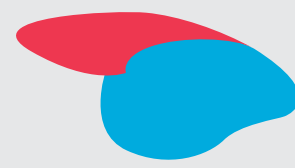
Freedom



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.

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



Offsite, 2020

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/careers/career-paths/students-and-graduates/management-graduates/elite-general-management-program/>

Follow us on Social Media



#GetTheFutureYouWant

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.

Hear from those who lived the journey



My experience at ELITE has been enriching given how it has helped me get a flavour of the diverse business functions from the get-go. This was in the form of the frequent leadership connects through my main project, cookie projects, training project and just simple networking. The program provides an apt platform to explore and grow, chalking out a well guided career trajectory.

Preethi Allampalli

E.L.I.T.E. 2022



The E.L.I.T.E. program has provided me with an amazing opportunity to work on high-impact projects across various functions, and given the size of the organization, the exposure and learning is unmatched! The entire ecosystem is extremely conducive to building a successful career with the right guidance and ample amount of support. The close-knit community and frequent connects ensure that we have a lot of fun while learning and growing.

Aranya Adak

E.L.I.T.E. 2022



E.L.I.T.E. is a well carved out program and it gave me exposure to various projects, industries and technologies. I was given the freedom and responsibility from Day 1 itself and that's our culture. The community is well-bonded that I can reach out to anyone and everyone at any-point in time.

Ankita Assija

E.L.I.T.E. 2021



Humility, work-life balance, creativity & creating impact. An amazing combination of these with a nurturing environment strengthens my skills and brings the best of me at work. Even though missing office, but the freedom at work helps adjust with WFH. Further, multiple responsibilities/opportunities offered by the program just offers a ton of motivation for you to continue onto the path.

Hardik Budhiraja

E.L.I.T.E. 2021



The ELITE Ecosystem is one of the most structured, organized ecosystem and I couldn't be more grateful to the entire ecosystem, be it the ELITE core team, my project managers, my people manager, my ELITE seniors or my peers for helping me transition smoothly into the corporate world with a plethora of learning and fun opportunities. It is truly a place where learning meets fun.

Pranav Shivram

E.L.I.T.E. 2021



The overall experience has been truly incredible. You get support all the way through. You can reach out to the ELITE ecosystem for anything and people wouldn't hesitate to help you out. I think that is incredibly important for any one starting their first job. The ELITE experience not only provides you with amazing opportunities but also provides the right support to help you soar through.

Vigna Naga Sai Juhi Vallabh

E.L.I.T.E. 2021



The ELITE program has kick started my career and given me the opportunity to lead high impact projects. You get to work directly with the CXOs of different BUs on strategic projects and contribute to key proposals as they are being submitted. It has been a tremendous learning experience from day 1 and you feel like you are being mentored for a high leadership position in future.

Varun Ganesh

E.L.I.T.E. 2020



My journey with Capgemini E.L.I.T.E. during internship as well as full time role has been truly helpful in shaping my career as a future leader. The past year has been a steep learning curve given my exposure to different teams across financial services & automotive consulting as well as getting to work with the E.L.I.T.E. community

Shivani Joshi

E.L.I.T.E. 2020

The E.L.I.T.E. Global Footprint

133

E.L.I.T.E.
Members

15

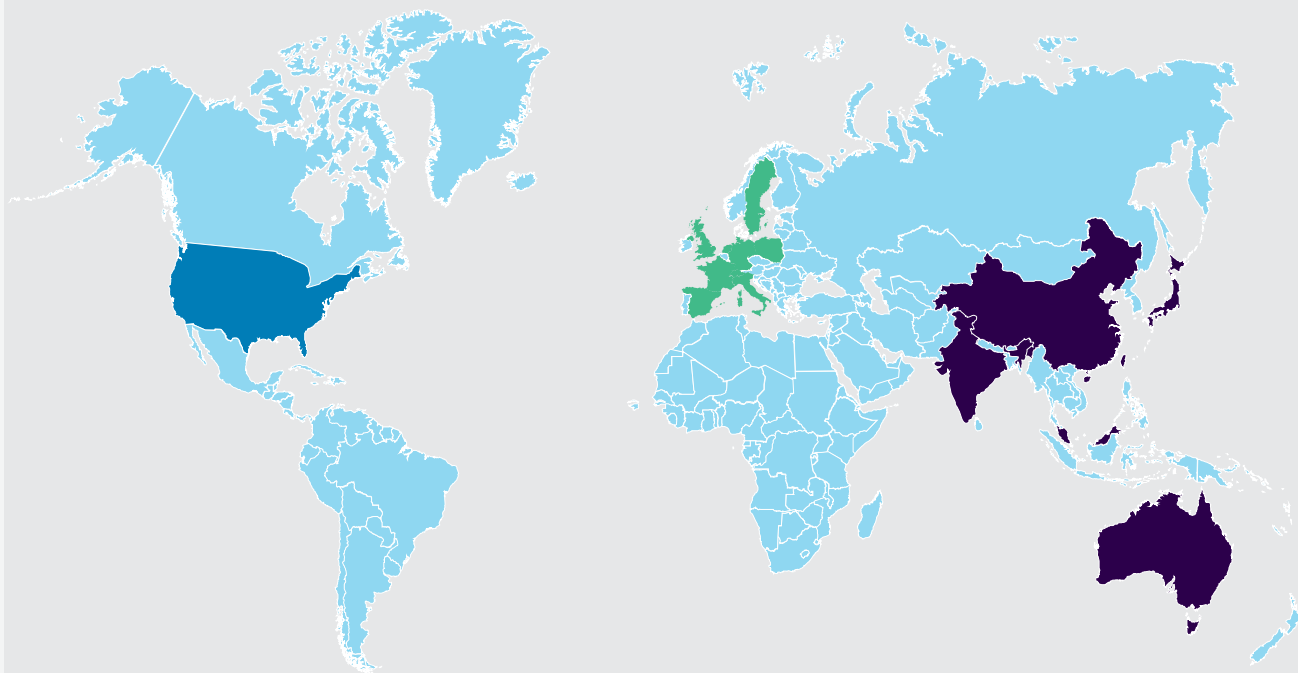
Countries

25

Cities

5

Years



North America

Dallas
Charlotte
New York

Europe

London
Paris
Amsterdam
Utrecht
Dusseldorf
Stuttgart
Zurich
Stockholm
Milan
Krakow
Rome
Barcelona

Asia-Pacific

Tokyo
Mumbai
Pune
Delhi
Hong Kong
Hyderabad
Chennai
Bangalore
Singapore
Melbourne

**Some representative
roles and stints that the
E.L.I.T.E. 2017-22 batches
are doing right now**



Sales/Marketing:
Account Sales Manager;
Market Development Manager



Marketing Lead:
ScaleUp Qualifications
Program; Partner Solution
Sales Lead



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 Dec, 2020)

Capgemini is a large Tier-1 professional services firm, and a true global player, with over 2,70,000 people worldwide, representing over 50 countries and more than 120 nationalities.

325,000

Total Employees

13,381

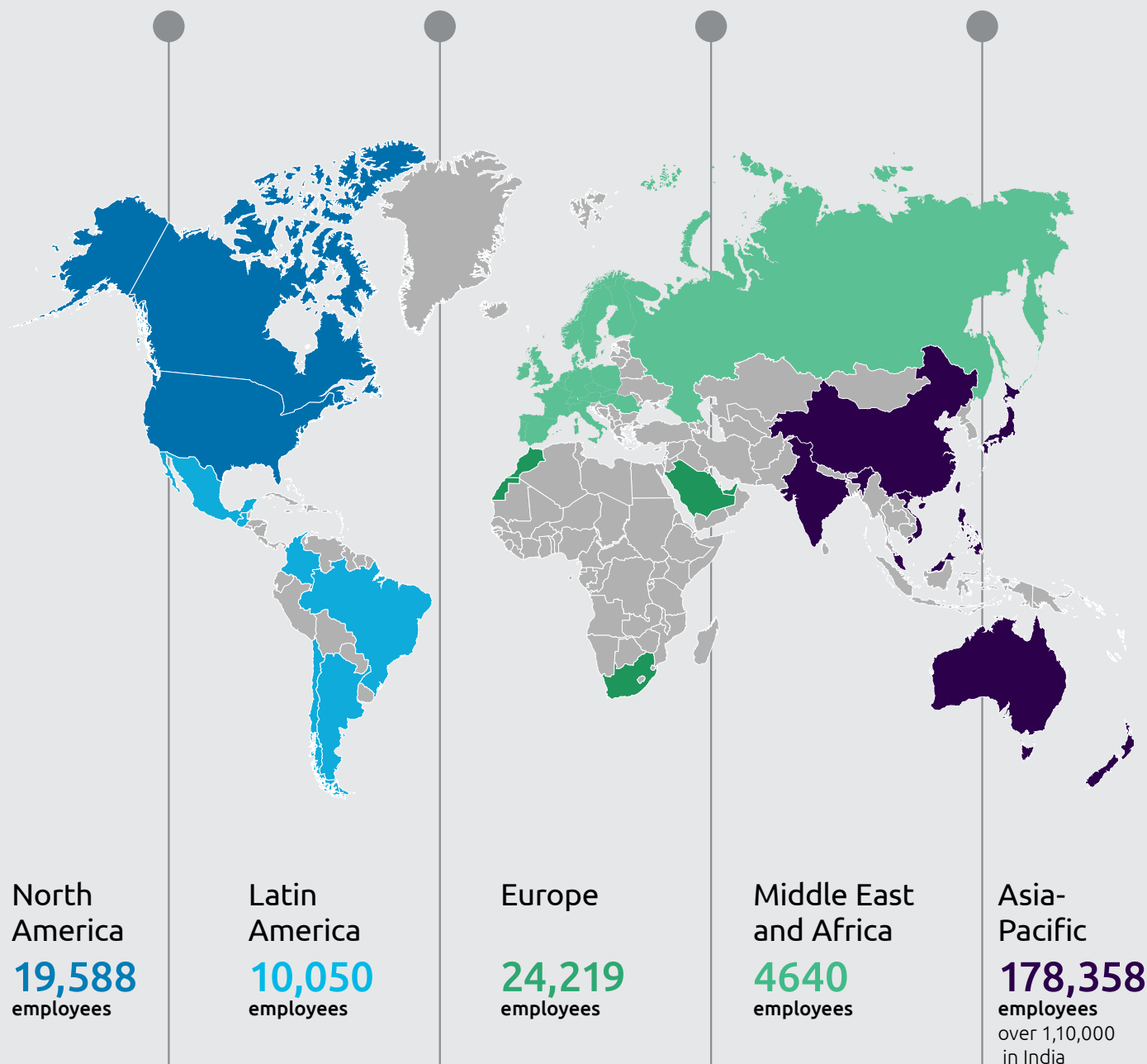
Travelled for international assignment

140,000

Recruits in 2021

169,000

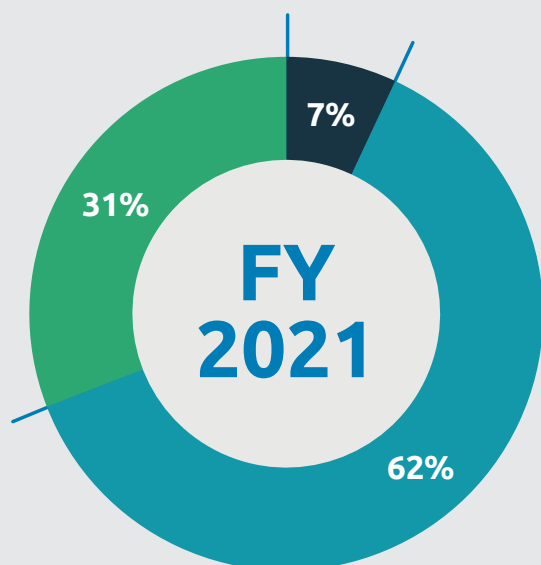
India Employee



BREAKDOWN OF REVENUES

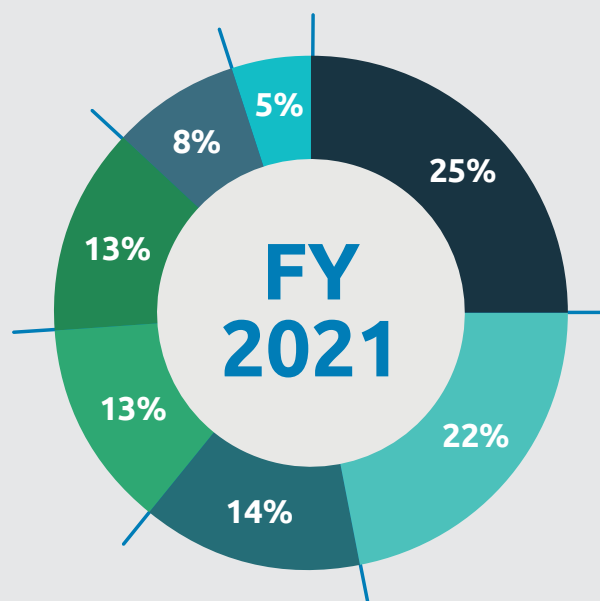
Revenues of €18.16 billion with an operating margin of 12.9%. The Group revenues are well-balanced across business lines and industries. Manufacturing represents the largest industry, with 25% of Group revenues.

BY BUSINESS



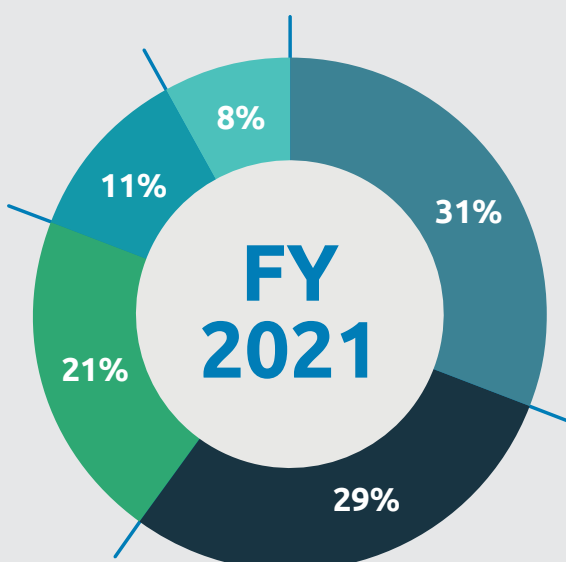
- Strategy & Transformation
- Applications & Technology
- Operations & Engineering

BY SECTOR



- Manufacturing
- Financial Services
- Public Sector
- Consumer Goods
- Telecom, Media and Technology
- Energy & Utilities
- Services

BY COUNTRY OR REGION



- Rest of Europe
- North America
- France
- United Kingdom and Ireland
- Asia-Pacific and Latin America



About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of over 340,000 team members in more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2021 global revenues of €18 billion.

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For more details contact:

For general queries: eliteprogram.in@capgemini.com

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