



End-to-End Pyramid Management

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Les Fontaines, 12-13 June

We have launched an End-to-End Pyramid Program

Objectives

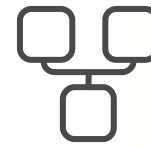
Improving our cost structure - Lowering the overall cost of our resource base

Proactively managing the pyramid (mainly onshore) to ensure we have the right level of people and skills that the market needs

Strengthening the offshore base with more senior capability



Streams



Pyramid Reshape
(largely onshore)



Target EtoE Delivery Model



Engagements Pyramids and Rightshore Capabilities

Key Principles

Global Career Management Framework

- Based on a Time in Grade principle
- Career and Competency model by type of service and role

Early identification of people who are 'behind track' and 'potentially behind track'

- Take proactive actions to move them to the right role / opportunities both within Capgemini and outside

Target pyramid models for each type of work that underpins our recruitment and people development strategy

- Improved Fluidity and people movement
- Increased intake of freshers in all countries
- Differentiated Salary distribution

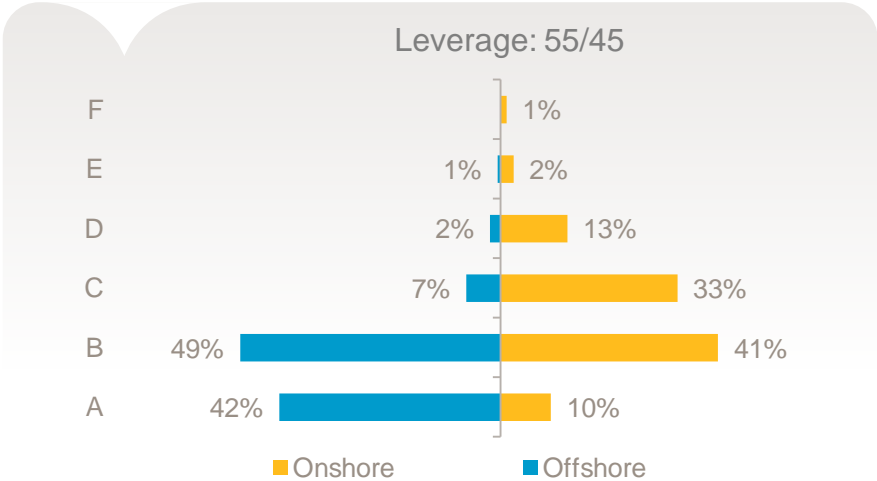
Level	Years in Grade			
	Above track	On track	Below track	
i1	A	0,5	1	2
i2		0,5	1	2
i3		1	2	3
i4		1	2	3
i5		1,5	2	3
i6	B	1,5	2	3
i7		1,5	2	3
i8	C	2	3	4
i9	D	2	3	4,5
i10	E	3	4,5	5,5

i10	E	3	4,5	5,5
i9	D	2	3	4,5
i8	C	2	3	4
i7	B	1,5	2	3
i6	B	1,5	2	3
i5	A	1,5	2	3
i4	A	1,5	2	3
i3	A	1,5	2	3
i2	A	1,5	2	3
i1	A	1,5	2	3

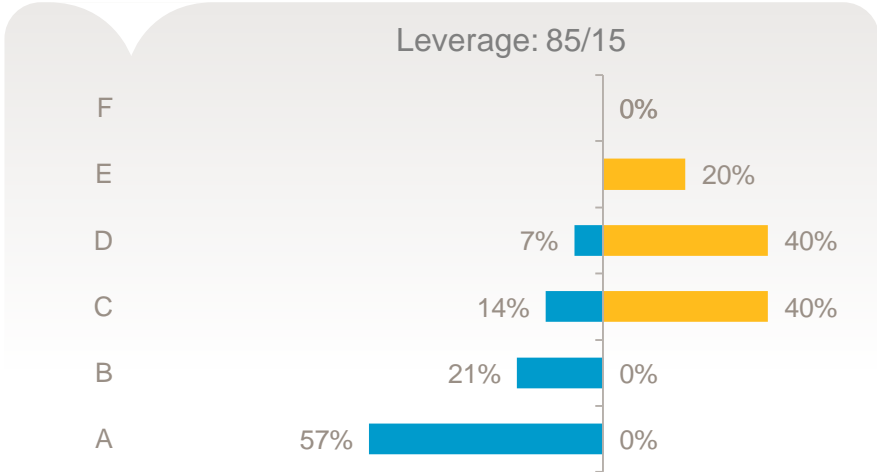


Example: Target Pyramid Models

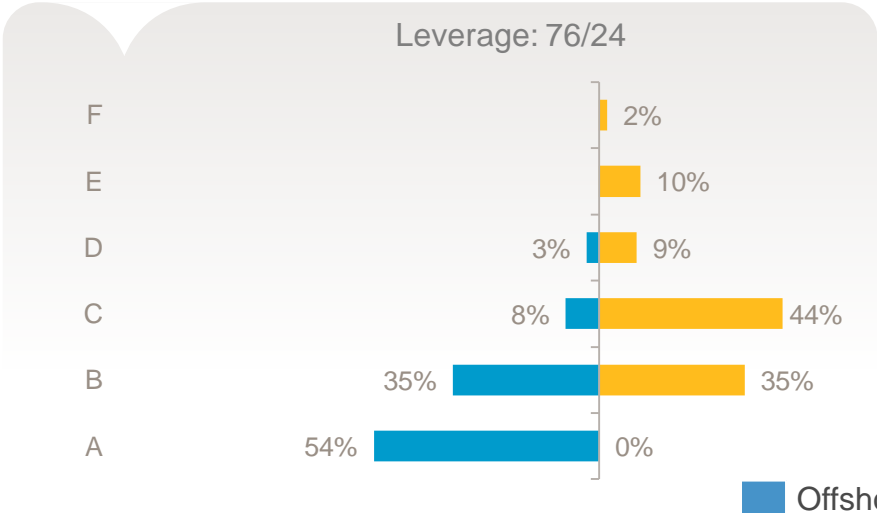
E2E ERP (Current Pyramid)



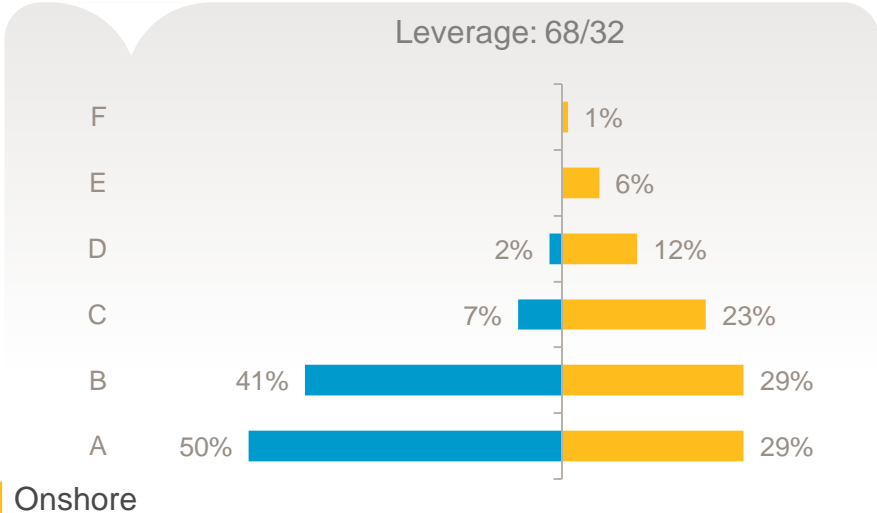
ERP (Target Pyramid - Upgrades and Migration)



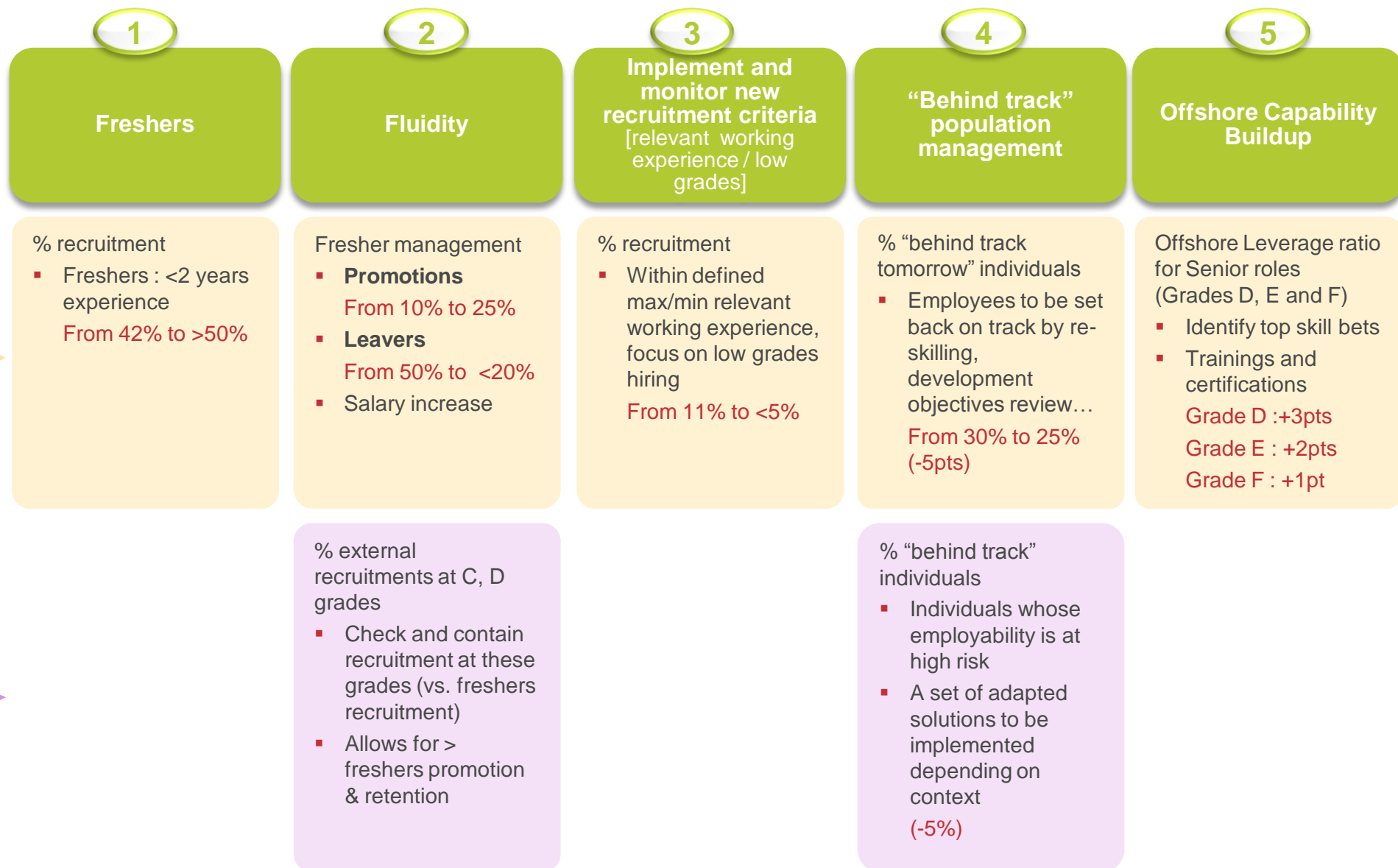
ERP (Target Pyramid - Solution based)



ERP (Target Pyramid - Global template - Rollout)



Our way forward: setting ambitious targets and KPIs





Thank you