Supercharging Success: HCLTech's 4C Strategy Ignites Employee Purpose

HCLTech

Best Employee Engagement

November 2024

Brandon Hall Group
HCM Excellence Award
TALENT MANAGEMENT
GOLD
2024

Company Background

HCLTech | Supercharging Progress™

Company-at-a-Glance	
Headquarters	Noida, Uttar Pradesh
Year Founded	1976
Revenue	USD$13.270 Mn
Employees	227,481
Global Scale (Regions that you operate in or provide services to)	60+ Innovation Labs help ideate, develop, and deliver futuristic solutions through next generation technologies for the business transformation journeys of its clients. 210+ Delivery Centers support global customers and partners by providing access to the latest technology expertise and business-oriented technology solutions. HCLTech delivers holistic services across industry verticals to leading enterprises, including 250 of the Fortune 500 and 650 of the Global 2000.
Customers/Output, etc. (Key customers and services offered)	HCLTech offers its services and products through three business units: IT and Business Services (ITBS), Engineering and R&D Services (ERS) and Products & Platforms (P&P). With a focus on Cloud and AI/ML, HCLTech drives – through strategic business units –

	partnerships with the world's leading technology firms to create new and differentiated IPs/solutions and accelerate the digital journey of its clients. The vast experience and business acumen coupled with these dynamic innovators enable HCLTech to solve global business problems, across various industry verticals, categorized as Financial Services, Manufacturing, Technology & Services, Telecom & Media, Retail & CPG, Life Sciences & Healthcare and Public Services.
Industry	Information Technology & Consulting
Stock Symbol	NSE: HCLTech
Website	https://www.hcltech.com/

Budget and Timeframe

Budget and Timeframe	
Overall budget	$ 27K
Number of (HR, Learning, Talent) employees involved with the implementation?	14
Number of Operations or Subject Matter Expert employees involved with the implementation?	4
Number of contractors involved with implementation	N/A
Timeframe to implement	Year on Year
Start date of the program	2016

Fit to the Needs

HCLTech is a global technology company, home to more than 227,000 people across 60 countries, delivering industry-leading capabilities by a broad portfolio of technology services and products. We work with clients across all major verticals, providing industry solutions for Financial Services, Manufacturing, Life Sciences and Healthcare, Technology and Services, Telecom and Media, Retail and CPG, and Public Services.

*Refer to image no (1) in annexure

Considering the **size of HCLTech**, its services and products and the **diverse set of individuals across geographies**, the engagement strategy must be customized to meet the needs of all its people, the highly competitive industry, with **rapid technological advancements** and constant innovation makes it more crucial to attracting and retaining top talents and keep them engaged for staying ahead of the competition.

*Refer to image no (2) in annexure

Retaining skilled employees is always a challenge for any organization in the industry, where **job opportunities are plentiful** and **skilled employees are in high demand**. High turnover rates can disrupt projects, increase recruitment costs, and affect overall productivity and morale and thus curating a comprehensive engagement strategy and formulating customized programs are the only ways. **Complex Projects and Technologies** require collaboration and creativity. Engaged employees are more likely to invest their energy and creativity into finding innovative solutions and delivering high-quality results.

Maintaining strong connections among employees can be challenging while there still exists a **Hybrid work mode and distributed Teams** structure. Engaging remote employees and fostering a sense of belonging and collaboration are critical for overall team effectiveness. And last but foremost importantly **Employee Well-being and Satisfaction** directly impact their performance and productivity. In a fast-paced and demanding industry like IT, stress can be common, so prioritizing employee well-being is essential for long-term success.

Understanding the above business conditions and needs HCLTech has worked on a comprehensive **4C employee engagement strategy**, with an intention to create supportive and fulfilling work environment, leading to increased employee satisfaction, retention, and overall organizational success.

The 4C Engagement Strategy at HCLTech:

The 4C employee engagement strategy at HCLTech focuses on Co-create, Connect, Collaborate, and Celebrate. Each component aims to foster a culture of

inclusion, collaboration, and appreciation among employees thus supercharging progress.

Co-create:

Co-creation involves involving employees in the decision-making process and encouraging them to contribute ideas and solutions.

HCLTech values the input and creativity of its employees, recognizing that they bring diverse perspectives and insights to the table.

By involving employees in co-creation, HCLTech promotes a sense of ownership and empowerment, leading to higher engagement and job satisfaction.

Connect:

Connecting emphasizes the importance of open communication, transparency, and trust between employees and management.

HCLTech fosters an environment where employees Interact, feel heard, valued, and supported in their personal and professional growth.

Setting up regular cadence, touchpoints, sessions, and regular communication channels, such as town hall meetings, feedback sessions, and one-on-one discussions, are utilized to maintain strong connections with employees.

Collaborate:

Collaboration is at the core of HCLTech's employee engagement strategy, encouraging teamwork, knowledge sharing, and cross-functional collaboration.

Employees are encouraged to collaborate on projects, share best practices, and support each other in achieving common goals.

HCLTech provides platforms and opportunities for like-minded and passionate employees to collaborate thorough various programs, team-building activities, project teams, and communities of practice.

Celebrate:

Every day is a celebration at HCLTech, be it holidays, days of national importance, international days, regional and religious festivals, wellness of our employees or celebrating successes, achievements, and milestones. HCLTech understands the importance of celebrations as essential for boosting morale, motivation, and a sense of belongingness among its employees.

HCLTech recognizes and appreciates the contributions of its employees through various recognition programs, awards ceremonies, and social events.

By celebrating achievements, HCLTech reinforces a culture of appreciation and gratitude, inspiring employees to continue striving for excellence.

In summary, the 4C employee engagement strategy at HCLTech focuses on co-creating, connecting, collaborating, and celebrating to create a positive and inclusive work environment where employees feel valued, empowered, and motivated to contribute their best.

Goals Established and Achievements:

The 4Cs	Goals Established	Achievement statement
Co-Create	Cultivate a culture of co-creation where employees actively participate in decision-making and contribute innovative ideas and solutions	We have successfully cultivated a culture of co-creation where employees are actively involved in decision-making processes and contribute innovative ideas and solutions. By valuing the diverse perspectives and insights of our employees, we have fostered a sense of ownership and empowerment, leading to higher levels of engagement and job satisfaction among our workforce
Connect	Foster strong connections and open communication channels between employees and management to create a supportive and inclusive work environment	We have achieved our goal of fostering strong connections and open communication channels between employees and management, creating a supportive and inclusive work environment. Through regular interactions, feedback sessions, and various communication platforms, we have

		ensured that employees feel heard, valued, and supported in their personal and professional growth
Collaborate	Promote a culture of collaboration and knowledge sharing among employees to enhance teamwork and drive innovation	We have successfully promoted a culture of collaboration and knowledge sharing among employees, enhancing teamwork, and driving innovation. By encouraging employees to collaborate on projects, share best practices, and support each other in achieving common goals, we have created a collaborative environment where ideas thrive, and cross-functional collaboration flourishes
Celebrate	Establish a culture of celebration and appreciation where employees' contributions are recognized and celebrated regularly	Every day is a celebration at HCLTech, where we prioritize recognizing and appreciating our employees' contributions. Through various recognition programs, awards ceremonies, and social events, we have created a culture of appreciation and gratitude. By celebrating achievements and milestones, we have boosted morale, motivation, and a sense of belonging among our

		employees, inspiring them to continue striving for excellence

Design and Delivery of the Model

At HCLTech, we believe in cultivating more than just a workplace; we foster a dynamic ecosystem where every individual is empowered to co-create, connect, collaborate, and celebrate. Our 4C engagement strategy is not just a set of principles but a way of life ingrained in our culture. By prioritizing employee involvement, transparent communication, cross-functional collaboration, and recognition of achievements, we strive to create an environment where every voice is heard, every idea is valued, and every success is celebrated. This holistic approach to engagement aligns seamlessly with our talent management strategy, ensuring that we attract, retain, and develop top talent who are passionate about driving innovation and delivering exceptional results. Join us in shaping the future of work where engagement isn't just a strategy, but a shared journey towards excellence.

Design and Delivery of HCLTech's Engagement Approach and the 4C engagement model:

Co-create:

HCLTech's engagement approach begins with co-creation, involving employees in the design and refinement of business and engagement initiatives. Through creating various programs, platforms, regular feedback mechanisms and ideation sessions, employees actively contribute ideas and suggestions for improving the work environment, contributing to business, and fostering a sense of belonging.

Innovation stands as the cornerstone of progress, especially within the ever-evolving landscape of the technology industry. Without constant infusion of fresh ideas, the trajectory of technological advancement falters, hindering our ability to serve humanity's needs in the years ahead. Thus, we recognize our employees as our most invaluable assets. Within everyone lies the potential to conceive groundbreaking products, services, and solutions, facilitated by collaborative technologies that streamline the innovation process. While the notion of employee-driven innovation is not novel, the challenge lies in seamlessly scaling it across a global organization in today's dynamic and agile environment. In this era of hyper-connectivity, innovation knows no geographical bounds; it can emerge from any corner of our company. Whether it's a newcomer envisioning enhancements to our onboarding experience, a customer support specialist

devising methods to shorten call times, or a Human Resources professional proposing strategies to boost employee engagement, innovative ideas abound. Yet, in many organizations, these versatile employees with transformative visions encounter barriers to voicing their ideas or accessing the resources needed for execution. At HCLTech, we view innovation not as a luxury exclusive to a select few but as an indispensable driver of business success and future prosperity. Here, innovation begins with just one idea, which we nurture, harness, and propel toward realization for the benefit of all.

HCL Tech's Distinctive Employee-Led Innovation Culture: Ideapreneurship

Innovation pulses through the very essence of our identity. Since our inception in 1976, our workforce at every echelon has sparked thousands of transformative ideas. When individuals feel empowered to contribute, we flourish not only as an organization but as individuals, collectively propelling progress. At HCL Technologies, we've coined this ethos of innovation as Ideapreneurship.

Ideapreneurship embodies the core belief in flipping the traditional organizational hierarchy on its head, engaging, enabling, and empowering every member, regardless of rank. Our employees are encouraged to delve deep, both within themselves and into the future, seeking out solutions for operational and business challenges.

Central to this philosophy are our online 'Ideation Platforms,' providing a global stage for every employee to pitch their ideas. Our innovation process is meticulously structured around the following models:

Charter

Develop an enabling structure that facilitates a value creation culture, where employees initiate, create, and deliver value to their customers.

Philosophy

- Empowering employee innovation
- Employee driven & Sr. Management supported
- Participations at all levels
- Value Creation in line with customer's business objectives
- Partnering customers to achieve business objectives

Process Flow

Value Creation Idea process flow is divided into 4 phases.

- •   Ideation
- •   Evaluation
- •   Creation
- •   Assessment

Ideation is the first phase where the Value Creation ideas are generated. These ideas can be generated by an individual or a team. There can be multiple sources for ideas like:

- •   Project / engagement level improvements
- •   Customer pain points
- •   Through BPR / APO etc.
- •   Customer initiated opportunity
- •   Ideas from other VC Projects in the organization
- •   Once an idea has been conceived, the same is evaluated and approved first by the Project Manager as per the SAP data and the respective Account's Approver.
- •   On approval the same is shared with the customer for the final go-ahead for Implementation. Upon Approval from Customer, the Implementors implements the Idea in the Project's environment. Here, all approved ideas get into the creation phase, where the idea is turned into reality.
- •   On successful implementation of Idea, Idea Generator has to mark the idea as complete in Value Portal by uploading Case Study and Supporting documents. The assessment phase has two main objectives. value measurement and internal and customer sign-off with Star rating.

Refer to image no (3) in annexure

Types of Value

1. **Base value**

Delivering Contracted services with quality
- •   For agreed business volume/range of business volumes

- Over the contracted time frame
- With agreed productivity or transformational gains over an agreed period

2. **Additional Value**

Once the Base Value starts getting delivered, both the Customer and HCL AGREE to widen and/or deepen.
- The scope of services
- Quality of services provided by HCL

In other words, Additional Value would emanate from services to be rendered OVER and ABOVE Base Value. Assumption is that the gains outweigh the costs/investment, in customer's perspective

Refer to image no (4) in annexure

Value Creation Framework

Continuous Improvement is the value added to the customer directly e.g. Test automation factory, database optimization.

Proactive Solutioning is the value added to customer which would in turn help his customer e.g. cycle time reduction of business process, process optimization.

Business Process Impact is the value added to the customer to make it more competitive e.g. business impacting patents, reducing failed trade outstanding.

Refer to image no (5) in annexure

VC Governance

The Value Creation Council (VCC) at HCLTech brings together a collaborative team to drive value for customers. It includes the Customer Sponsor (CXOs and senior-level customers) who work closely with the Account Team, led by the Value Champion (VC SPOC). The Account Team comprises the HCL Sponsor (SBU/BU Head), Value Partner (relationship/sales contacts), Reviewers (project managers, team leads), and Value Evangelists (software engineers, freshers). They are supported by Enabling Teams, including the Value Creation Team (process guidance), Quality Support (quality assurance, Six Sigma), and Finance Representatives (internal sign-off). This structure ensures comprehensive engagement through value proposals, status reviews, and signoff processes, fostering a seamless customer experience.

Refer to image no (6) in annexure

Connect:

Employees connect serves as a vital pillar within HCLTech's comprehensive employee engagement strategy, fostering a culture of open communication, transparency, and mutual support. At the heart of this strategy lies Viva Engage Communities, a dynamic platform designed to connect employees across geographies, departments, and hierarchies. Here, individuals engage in meaningful discussions, share insights, and collaborate on projects, transcending physical boundaries to cultivate a sense of belonging and camaraderie. In addition to this innovative platform, various surveys serve as essential touchpoints of employee connect, offering avenues for feedback, suggestions, and concerns to be heard and addressed. These surveys provide valuable insights into employee sentiment, enabling continuous improvement and alignment with organizational goals. Moreover, alongside traditional town halls and cadence calls, these diverse channels of communication ensure that every employee feels valued, heard, and connected to the broader HCLTech community, driving engagement, and fostering a culture of inclusivity and collaboration.

Refer to image no (7) in annexure

People Engagement Viva Engage community: HCLTech's commitment to employee engagement extends beyond traditional methods, with the innovative Viva Engage Community page serving as a vibrant hub of connection and collaboration. Here, employees from diverse backgrounds and locations converge to exchange ideas, share experiences, and foster meaningful relationships. Through interactive discussions, knowledge-sharing forums, and collaborative projects, Viva Engage cultivates a sense of belonging and camaraderie among team members, irrespective of geographical boundaries. Moreover, the platform offers a plethora of engaging activities and initiatives, from virtual events and contests to skill-building workshops and recognition programs, ensuring that every employee feels valued and connected to the broader HCLTech community. With its user-friendly interface and dynamic features, Viva Engage redefines employee engagement, empowering individuals to contribute, connect, and thrive within a supportive and inclusive digital ecosystem.

Refer to image no (8) in annexure

Strengthening Family connects: While many companies limit family engagement to occasional events like founders' day or family day, HCLTech, as a people-first organization, prioritizes ongoing interaction and involvement with our employees' families. We have curated a range of recurring activities designed to connect with the families of our highly engaged employees. To ensure organization and inclusivity, we have tailored initiatives for each segment:

Parents of Employees Initiative: Recognizing the invaluable role of parents in our employees' lives, we offer a variety of activities and support. From wellness

sessions catering to seniors' needs to specialized consultations with doctors addressing age-related concerns, menopause, and more, we strive to provide holistic care for our extended family members.

Refer to image no (9) in annexure

Spouses of Employees Initiative: We acknowledge the essential contributions of our employees' spouses, who often serve as the unsung heroes behind our supercharged workforce. Celebrating the bond of togetherness, we organize dedicated days, counseling sessions, and wellness programs tailored specifically for employee spouses.

Children of Employees Initiative: Our youngest members hold a special place in our hearts, and we go above and beyond to engage them in fun and enriching activities. From lively Zumba sessions to creative art and craft workshops, our employee kids enthusiastically participate. Additionally, we offer a wide array of sessions including dance, origami, clay modeling, storytelling, and puppet shows, ensuring a vibrant and stimulating experience for every child involved.

While we do such sessions on a regular basis, we have a few mega events that get launched for our employee kids.

Refer to image no (10) in annexure

Sunshine camp: HCLTech's Sunshine Camp exemplifies the company's commitment to fostering strong bonds not only with its employees but also with their families. This week-long camp provides a unique opportunity for employees' children to engage in many enriching activities, from educational workshops to outdoor adventures and creative arts. By creating memorable experiences for the next generation, HCLTech not only demonstrates its investment in employees' families but also strengthens the sense of belonging and loyalty within the workforce. Through Sunshine Camp, employees witness firsthand the company's dedication to holistic employee support, further solidifying their positive association with HCLTech as an organization that prioritizes the well-being and happiness of its entire community.

Refer to image no (11) in annexure

Junior Arclights: HCLTech's Junior Arclight's talent show stands as a shining example of the company's dedication to fostering a vibrant and inclusive community. This platform offers the children of employees a stage to showcase their talents and creativity, whether it be in music, dance, drama, or any other art form. Beyond providing entertainment, Junior Arclights serves as a testament to HCLTech's commitment to nurturing talent at all levels, including the next

generation. By providing a platform for employees' kids to shine, HCLTech not only strengthens family bonds but also fosters a sense of pride and belonging within the organization. Through Junior Arclights, HCLTech celebrates the diverse talents of its employees' families, reinforcing its reputation as an organization that values and supports the holistic development of its community.

Refer to image no (12) in annexure

Surveys:
Throughout the employee lifecycle, HCLTech conducts a series of engagement surveys to foster continuous improvement and ensure a vibrant workplace culture. These surveys serve as invaluable touchpoints for connecting with employees, gauging their sentiments, and refining engagement strategies to meet their evolving needs. The surveys include:

1. **Dipstick Survey** - New Joiner Feedback Survey: This survey captures the pulse of employees within their first 90 days of joining the organization. It provides valuable insights into the initial experiences and expectations of new hires, allowing HCLTech to address any early concerns and optimize the onboarding process for future recruits.
2. **360 Degree Survey**: HCLTech's 360-degree feedback system is anchored in the C-DEX competency model, aligning each employee's skills and capabilities with their specific job role. This comprehensive survey solicits feedback from peers, managers, and subordinates, offering a holistic view of an individual's performance and development areas.
3. **Perspective Survey:** Tailored to specific accounts, the Perspective Survey delves into engagement drivers affecting teams or projects**.** By pinpointing problem areas and gathering targeted feedback, HCLTech can devise focused solutions and action plans to enhance employee satisfaction and productivity within these contexts.

Refer to image no (13) in annexure

4. **Trigger-Based Survey**: Trigger-Based Surveys and insightful conversations provide a flexible framework for capturing employee feedback across a diverse range of parameters. Whether triggered by specific events or conducted proactively, these surveys enable HCLTech to identify improvement opportunities and implement targeted interventions to address them effectively.

By leveraging these surveys at different stages of the employee journey, HCLTech demonstrates its commitment to fostering a culture of continuous feedback, learning, and improvement. These initiatives not only enhance

employee engagement and satisfaction but also contribute to the organization's overall success and resilience in an ever-evolving business landscape.

Collaborate:

Collaboration is embedded in HCLTech's engagement approach, facilitating teamwork and knowledge sharing across the organization. Through project teams, communities of practice, and cross-functional initiatives, employees collaborate to solve challenges, share best practices, and drive innovation. This collaborative environment fosters a culture of continuous learning and growth.

HCLTech has various programs and platforms for its employees to collaborate and engage:

Employee Resource Groups: Employee Resource Groups (ERGs) are internal communities of workers who share common identities and interests. These groups are well-organized, each with their own governance structures, operating models, missions, and strategies. ERGs support the company's broader engagement and inclusion agenda. At HCLTech, we have established ERGs to:

- Foster inclusion
- Improve diversity
- Promote external impact

To specifically engage with these employee groups, we have an engagement-focused ERG called Sparks.

Sparks: HCLTech's employee engagement resource group, SPARKs, boasts an illustrious history spanning over seven years, serving as the cornerstone of the organization's commitment to fostering a vibrant workplace culture. More than just a social entity, SPARKs is an integral component of HCLTech's people engagement strategy, dedicated to understanding the needs and concerns of colleagues while promoting a profound sense of belongingness and collaboration. Acting as a vital bridge between engagement strategy and implementation, SPARKs members drive the adoption of innovative solutions, challenging the status quo and pushing boundaries to instill a culture of engagement across the organization. With a recent relaunch featuring a more structured approach, including democratic structures with location leads, new roles, responsibilities, and defined takeaways, SPARKs is poised to elevate its impact even further. By inspiring peers and advancing a transformative vision for changing workplaces and lives, SPARKs creates a positive and inclusive environment where colleagues feel valued, motivated, and united in pursuit of a common goal, harnessing the collective power of individuals to supercharge progress within HCLTech.

Refer to image no (14) in annexure

Creating passion at work: Passion at work means feeling excited about what we do, but it is not just professional belongingness that we share with the employees, at HCLTech, we give employees more reasons to answer the question - "Am I doing what I want to do with my life?". We all come from different backgrounds bearing different talents but with the increase in our professional responsibilities, we stop explorations on our personal passion or interest areas that drive innovation through self-motivation. At HCLTech we have taken into consideration that every 'I' Is Unique and brought together they become a Passion club.

Passion clubs are groups of like-minded people with a common area of interest and expertise, who come together to share their experience and learnings while collaborating collectively to bring passion at work. Such enthusiasts who actively drive initiatives for others to pursue their passion in the organization are identified as passion club leads and they along with their colleagues run a series of initiatives under each of these passion clubs.

HCLTech boasts a vibrant array of 10 active hobby clubs, known as passion clubs, catering to diverse interests and pursuits. From the rhythmic beats of "Happy Feet" for dance enthusiasts to the serene tranquility of "Yoga and Meditation," employees have ample opportunities to explore their passions and hobbies within the workplace. "Polyglots" provides a platform for language enthusiasts to expand their linguistic horizons, while "Jamming" brings together music lovers for spirited musical collaborations. For those inclined towards physical activities, "Sports Unlimited," "Bikers," and "Pedal Pushers" offer avenues for recreational sports, bike riding, and cycling, respectively. Meanwhile, "Toastmasters" hones communication and leadership skills, "Art Attack" unleashes creativity, and "Readers Feast" indulges bookworms with literary delights. Lastly, "Clic Club" provides shutterbugs with opportunities to capture and share moments through photography. These passion clubs not only enrich employees' lives by nurturing their interests but also create a vibrant workplace culture where colleagues bond over shared hobbies, fostering camaraderie and giving employees yet another compelling reason to look forward to coming to the office.

Refer to image no (15) in annexure

Engagement Champions: We have established an exclusive employee resource group known as the Employee Engagement Champions (EE Champs). While this ERG supports all employees, it is specifically designed to help disengaged employees feel more connected, motivated, and valued in the workplace. The group offers a safe space for these employees to share their frustrations, challenges, and feedback with peers and managers. Additionally, it provides

learning, development, and recognition opportunities to improve their performance and engagement levels. The EE Champs also align their activities with our corporate diversity, equity, and inclusion (DEI) strategy, contributing to the organization's overall success.

Role of the Engagement Champions:

- Promoting and advocating workplace engagement while collaborating with the central engagement team.
- Guiding teams and managers through the engagement initiatives calendar and execution process.
- Providing ongoing support with engagement materials, collaterals, and budgets to teams, lines of business (LOBs), and managers in collaboration with the central team.
- Exploring innovative employee collaboration techniques with existing SPARKs and Passion Clubs to enhance workplace happiness.
- Supporting the creation and growth of SPARKs and Passion Clubs wherever there is potential.
- Encouraging participation on social media platforms.
- Identifying employee feedback or issues and communicating these back to the organization.

Collaborating on Learning and Talent Development programs: HCLTech's talent development strategy is structured as a collaborative effort to engage employees at all levels, ensuring growth and leadership within the organization. The framework is tiered, addressing the specific needs of various employee groups. At the foundational level (E0-E2), professional cadres focus on empowering growth through tailored development with programs like client interview training, allyship, and cultural competence. The next tier (E3-E6) aims to inspire and influence teams towards optimal business results through managerial effectiveness, offering certified manager programs and ethical dilemma navigation. For higher roles (E5-E7), the strategy emphasizes developing next-generation leaders with a focus on leadership readiness and innovation, supported by initiatives like iLead and ASCEND. At the pinnacle (E8+), the leadership pipeline is nurtured to sustain the organization's culture and values through executive coaching and succession planning. This comprehensive approach ensures that every employee, from individual contributors to top executives, is engaged and equipped with the necessary skills and knowledge to drive business impact and sustain organizational legacy.

Refer to image no (16) in annexure

The Certified People Manager Program at HCLTech is a comprehensive 10-week virtual training course aimed at people managers within the E3 to E6 range. The program is divided into three main phases: Foundation, Intermediate, and Advanced. In the Foundation phase, participants engage in a 240-minute session titled "The Five Conversations That Drive Performance," which emphasizes the importance of meaningful conversations. The Intermediate phase includes sessions on "Inclusion in Action: Allyship" (90 minutes), "Mindset of an Effective Manager" (120 minutes), and "Skillset of an Effective Manager" (120 minutes), focusing on equipping managers with the mindset and skills necessary for effective leadership. The Advanced phase involves a 120-minute session on practicing managerial conversations, culminating in a managerial conversation submission for program completion and certification.

The learning objectives of the program are to help managers discover the importance of meaningful conversations, gain tools and techniques for intentional communication, and effectively conduct managerial conversations. Participants will also learn to appreciate employee talents, understand their motivations, and assist in their development and growth. The program aims to instill a LASER mindset in managers and teach the ReDOC process for effective managerial conversations, alongside demonstrating allyship and inclusive behaviors.

The program's focused competencies are categorized into three areas: Self, People, and Business. Self-competencies include developing a manager's mindset, listening skills, and the ability to ask powerful questions. People-competencies focus on encouraging development, providing care and support, offering recognition, and fostering inclusion. Business-competencies emphasize performance development, progress discussions, and action planning. Upon completing the program and meeting the submission requirements, participants receive certification, validating their enhanced managerial skills.

Refer to image no (17) in annexure

TechBee - HCLTech's Early Career Program: This program enables Class XII students to kickstart their global tech careers immediately after school, offering training and employment opportunities.

HCLTech Apprenticeship Program: Designed for high school graduates without a college degree, this program offers careers in software development, digital and cloud services, infrastructure delivery, and engineering. Participants also gain access to higher education through Purdue Global University.

Work Integrated Learning Programs (WILP): These customized programs focus on HCLTech's specific technical needs and are conducted at HCLTech/Horizon Campus. HCLTech partially funds the program fees.

Future Leaders Program: Targeting employees aged 35-45, this program aims to develop future leaders by providing coaches, mentors, and management skills training from prestigious business schools like Wharton and ISB.

Collaborating for the society: The HCL Foundation, the CSR arm of HCLTech, is dedicated to driving sustainable socio-economic development. Its key projects and initiatives span across education, healthcare, skill development, and environmental sustainability. Notable programs include:

- **HCL Samuday**: A rural development initiative aiming to empower communities through improved education, healthcare, infrastructure, and livelihoods.
- **HCL Uday:** Focuses on urban development, addressing issues in healthcare, education, and skilling in urban areas.
- **Power of One**: An employee-driven volunteering initiative encouraging HCL employees to contribute time and skills to community service.

These initiatives reflect the HCL Foundation's commitment to inclusive growth and community empowerment, making a significant impact on the lives of many.

Refer to image no (18) in annexure

Curating Employee Benefits:

HCLTech's Benefit box program, launched in 2018, offers exclusive benefits to full-time employees in India, focusing on Education, Healthcare, and Amenities. It reflects HCL's commitment to supporting employees and their families with comprehensive and unique offerings. This program embodies our employee-first philosophy and dedication to exceeding expectations.

- **Education:** HCL's Strategic School Partnership Program helps working parents by partnering with reputed schools to offer preferred admissions for employees' children, ensuring access to top educational opportunities.
- **Healthcare:** HCL's Benefit box offers comprehensive healthcare services, aiming to make HCL the healthiest workplace. Partnerships with HCL Healthcare provide preventive checks, chronic care, dental services, wellbeing support, COVID-19 helplines, and onsite clinics at major locations like Noida, Chennai, Bangalore, and more.
- **Amenities**: HCL's Amenities Program offers exclusive discounts and deals on accommodations, transport, daycare, and on-campus stores,

maximizing value for employees across various brands and product categories.

Refer to image no (19) in annexure

Celebrate:

At HCLTech, celebrating achievements isn't just a tradition; it's a cornerstone of our culture, manifested through robust rewards and recognition programs that honor the hard work and dedication of our employees. Whether it's acknowledging individual milestones or team successes, we believe in spotlighting and appreciating exceptional contributions across all levels of the organization. Furthermore, our commitment to fostering togetherness extends beyond the workplace, as we enthusiastically commemorate every holiday and international day, recognizing the diverse cultures and traditions within our global community. Through these celebrations, we forge deeper connections, foster inclusivity, and strengthen bonds among employees. Additionally, we prioritize employee wellness through a meticulously crafted strategy that encompasses physical, mental, and emotional well-being. From wellness workshops and fitness challenges to mindfulness sessions and access to counseling services, we empower our employees to prioritize self-care and lead fulfilling lives both inside and outside of work. By championing achievements, celebrating diversity, and promoting wellness, HCLTech cultivates a culture of appreciation, belonging, and vitality that fuels our collective success.

Celebrating Achievement:
when it comes to recognizing the most engaged employees, undoubtedly the ones who are our top performers and contributors across business, passion and engagement streams are our prime focus. To ensure to recognize them we run a gala event which was the first of a kind in the Industry and is most popular amongst all our supercharged people and as the description sums it up, we call it the Achievers League.

HCLTech's Achievers' League

Recognizing all employees or doing it too often actually underplays the contribution of hard-working employee, keeping this tenet in mind HCL celebrates the achievement of its top contributors in style with its annual rewards and recognition red carpet ceremony, The Achievers' League.

Program Differentiators:

- Public recognition along with family members
- The gala ceremony heightens the sense of achievement.
- Awards under each pillar of appreciation

HCLTech Achievers League Awards, an event steeped in tradition and excellence, **celebrating over 15 years of honoring the brightest stars within our organization**. What began as a humble recognition program has evolved into the epitome of achievement and recognition, a beacon of inspiration for all who aspire to greatness.

- Achievers League has undergone various transformations, adapting, and refining its program structure to ensure that it remains at the forefront of recognizing excellence in all its forms. Today, we stand on the threshold of the most elite version of the Achievers League yet, where top performers from across the organization are celebrated in eight prestigious cream categories, representing the pinnacle of achievement and distinction, namely, **6cess, 4ward, and 2good awards, Mentor Awards, DEI PRG Awards, Sparks, Passion Club, and HCL Foundation Awards.**
- This year, with a group of top performers based on a more focused selection criteria, we'll deliver a truly personalized experience. The highlight will be achievers name on a stunning trophy, center stage recognition, and an event designed to supercharge the sense of accomplishment!
- **Expanding our award criteria to other employees bands** as well, by doing this we can ensure that excellence is recognized and celebrated across a wider spectrum of talent and achievement.

Award Categories:

- **Event award categories:**

1. **Performance:**

   This year, we will recognize achievers in two segments (**Segment 1**: E0-E2 band, **Segment 2**: E3 – E6 band) and in 3 categories each:

   - **2Good**: Consecutively DP rated for 2 years.
   - **4Ward:** Consecutively DP rated for 4 years.
   - **6Cess:** Consecutively DP rated for 6 years.

2. **Passion/Collaboration:**

- **Spark & Passion clubs:** To recognize employees who uphold organizational value & culture.
- **DEI Employee Resource Groups:** To recognize employees who champion inclusion, fostering diversity in action and shaping a workplace where everyone thrives.
- **HCL Foundation volunteering:** To recognize employees who play a vital role in the realms of sustainable socio-economic development.

3. **Mentoring:**

Mentoring for paving the way for personal and professional growth of all employees and our next generation women leaders

Refer to image no (20) in annexure

The carefully constructed and transparently selected recognition help HCLTech maintain high motivational levels within the organization. It aim to create an environment of healthy competition that delivers mutual success and at the same time our recognition programs are aligned to support the talent objectives of the organization.

Xtramiles: is a comprehensive Rewards and Recognition platform, fostering a culture of appreciation and high-performance behavior. With its four pillars of Passion, Performance, Participation, and Innovation, Xtramiles empowers employees to both recognize and be recognized for their contributions.

The platform offers various ways for employees to express appreciation, from gratitude cards to instant cash rewards aligned with the appreciation pillars. Accumulating "miles" through appreciation cards qualifies employees for club achievements, ensuring ongoing recognition throughout their tenure at HCLTech.

Additionally, custom rewards allow managers to applaud exceptional performance instantly, without the need for badge achievements. Employees can redeem earned miles for top brand vouchers globally, enhancing morale and engagement.

HCLTech's R&R team consistently communicates program updates and promotes appreciation culture through campaigns, ensuring employees stay informed and engaged with the platform.

HCLTech Jewels offers a unique approach to Rewards and Recognition (R&R), going beyond cash incentives. It provides employees with additional financial rewards alongside regular compensation, fostering a sense of belonging and self-actualization. These programs enhance engagement, productivity, and job satisfaction, boosting employee commitment and retention.

Key Differentiators:

- Instantly recognizable monetary incentives
- Easy-to-understand process
- Performance measured by defined parameters
- Explicit monetary value
- Consistent recognition

All financial rewards are aligned with specific job-role parameters, providing extrinsic motivation. Managers have the opportunity to recognize employees who contribute to project/function targets on a monthly, quarterly, and annual basis, based on program criteria.

Refer to image no (21) in annexure

Celebrating Wellness

HCLTech continuously evaluated their wellbeing programs and added/modified or discontinued some of the programs based on the current need and requirements of the employees and their families.

HCLTech is focused on amplifying specific programs to supercharge their employees towards wellness & wellbeing through some of its signature initiatives as below:

Wellness Sessions:

Caring for our employees' health in the workplace not only benefits them but also fosters a productive and efficient working environment that enhances business outcomes. Employee health and productivity are closely linked: a mentally and physically healthy individual is more optimistic, creative, and motivated. We offer a variety of initiatives around the clock, both virtually and in person, ranging from soothing meditation to gym sessions, Zumba, and Pilates. Originally started on Wednesdays before the pandemic, these sessions are now held daily. However, due to the fondness for the name, we still call them "Wednesyays."

- **Life Coach Sessions:** HCLTech offers specialized life coaching services focused on mental and emotional wellness.
- **Doctor's Sessions:** We bring in doctors and industry specialists to promote healthy habits, dispel myths, and provide specialized consultations on topics ranging from women's health to issues related to aging.
- **Wellness Seminars:** HCLTech employees participate in seminars designed to enhance their physical, emotional, and financial well-being**.**

Refer to image no (23) in annexure

Health Challenge: HCLTech Health Challenge caters to the needs of HCLTechies who have been working in hybrid work conditions for long. The main objective of the health challenge is to encourage healthier lifestyle behaviors. The highlights of the initiative are as follows:

- 12 weeks of gamified health challenge
- Weekly & overall contests & reward
- Access to AI powered diet & fitness
- Weekly quiz & webinar

Through Health Challenge, HCLTech intends to create wellness that is fun, effective, and beneficial for individuals and for the organization. Health Challenge contributes to an enhanced, effective, more positive, and productive work environment. The event challenges engaged people in healthy lifestyle behaviors that helped them make "lasting" improvements. Lasting improvements mean lasting benefits to their employees and to their business.

Refer to image no (24) in annexure

Managed Care Plans

The key to leading a healthier life lies in taking small steps consistently. These care plans are carefully designed and benchmarked against various stringent clinical improvement criteria to help HCLTechies monitor and take control of their health. The plans include various bio parameters and diagnostic tests along with regular handholding with our team of doctors, nutritionists, wellness coaches, and fitness experts at regular intervals.

As part of Managed care plans, below mentioned comprehensive care services are being offered:

1. Periodic diagnosis and lab tests
2. Regular monitoring
3. Timely doctor consults
4. Nutrition and Wellness coach consults
5. Life coach consults for mental and emotional wellbeing
6. Fitness Sessions

To become a part of HCLTech Healthcare Managed Care Plan services, employee has to take his annual health checks and doctor consultation.

Below mentioned are the Care Plan offered to employees and their family members:

1. Supreme Health Plan: This plan is offered to employees and their family members, if they are diagnosed with Diabetes, hypertension, high cholesterol, or other cardiac-related issues.

2. Prime Health Plan: This plan is offered to employees and their family, if they are diagnosed with Pre-diabetic, Pre-Hypertensive, or any other cardiac risk/ condition by HCL Healthcare doctors during their preventive health check.

3. Calorie Fit Care Plan: This plan is offered to employee and their family, if they are diagnosed with obesity, higher than required weight, weight-related health issues or if their BMI is greater than 25, HCL Healthcare doctors will recommend them for the Calorie Fit Care Plans

4. Pro Health: This plan is recommended by doctors for Care continuity and post the completion of other stated care plans.

The above-mentioned care plans helped HCLTech in enhancing their people's health and wellbeing and help them to sustain positive self & family care in the long-term.

Arogya world certification: Healthy workplace requires healthy work place practices, leadership that drives these practices inside and outside the workplace. Arogya world certification recognizes organizations for their leadership and commitment to health, data on employee engagement, health program participation, and health outcomes.

Refer to image no (25) in annexure

Your Dost – At YourDOST, it provides an online counseling and emotional support platform designed to foster mental wellness. It anonymously connects the person with the right expert from the panel consisting of psychologists,

psychotherapists, counselors, life coaches and career coaches, who understand and guides completely confidential individual sessions.

Refer to image no (26) in annexure

Be Well Festival – An employee wellness program, aims to increase awareness among employees and encourage them to nurture holistic wellness. A one-of-its-kind Benefits & and Wellness festival to elevate employees' Mind, Body, Heart & Soul.

- Mind Zone: Dedicated to mindfulness journey, with Brain games, mental illusion & flow Junctions.
- Body Zone: Recharge with Body massagers, overcome fitness obstacles, & express yourself through intuitive body movement.
- Heart Zone: To feel the warmth of your emotions, letting your inner child out with childhood games, expression wall.
- Soul Zone: Discover peace, embrace nature, savor calming sounds, balance energy at Meditation, Sound healing, Forest Bathing & 7 chakra rooms.

Benefit & Wellness Marketplace: Benefits extended by through BenefitBox partners & discover unique wellness products to enhance your well-being.

Refer to image no (27) in annexure

Green Run Marathon – It's a corporate social responsibility (CSR) initiative focused on sustainability and environmental conservation. It is a marathon where participants run to raise awareness about environmental issues and promote sustainable practices. The Green Marathon is part of HCLTech's broader commitment to the environment, education, and health, aiming to deliver social impact by bringing together the best of the company's resources and expertise. Live Streaming at all the locations and simultaneous flag off at 7 am for 5 km and 8 am for 3 km all location in the morning. Showcasing the power of community and health consciousness on a global scale, it surpasses the previous record set by Kayla Itsines and the BBG Community in Melbourne, Australia, in 2016, which saw 2,195 participants.

The Guinness World Record Official Attempt was followed by HCLTech Green Run that was graced by the presence of various celebrities who flagged off the event - Milind Soman in Noida, Joshna Chinappa in Chennai, Anju Bobby George in Bangalore, and Saina Nehwal in Lucknow. Their participation inspired participants to strive for health and sustainability.

Two exhilarating categories of runs – the 5K timed run and the 3K fun run – catered to various fitness levels and preferences of the participants. What set this event apart is the unique in-campus running track established at all locations, providing HCL Technologies employees with an exclusive and invigorating running experience.

Refer to image no (28) in annexure

Arogya World certification

Arogya World launched extensively researched mental health criteria, as part of its Healthy Workplace framework in collaboration with WHO, to help corporates address employee mental wellbeing in a structured manner. Arogya World believes in constant improvement and a proactive approach in addressing health issues at the workplace, and the new mental health criteria are another step in this direction. Other efforts to encourage companies to address mental health include case studies on how exemplary Healthy Workplaces have reduced stigma and successfully deployed mental health programs to large employee populations.

The new set of criteria, which include promoting well-being, managing stress, leadership, and supporting recovery, have been combined with Arogya World's existing Healthy Workplace standards, encompassing physical health promotion and NCD prevention efforts such as a no-tobacco policy, healthy eating, physical activity, and shifting mindsets. These initiatives are crucial in establishing and maintaining a healthy work environment. Through a variety of carefully chosen initiatives, HCLTech has made it a priority to demonstrate their concern for their employees, regardless of their work arrangements. Creating and maintaining a healthy work environment can be challenging, especially with a large workforce, but at HCLTech, it is viewed as an ongoing commitment to providing the best for their employees.

Sportathon: Promoting Team Spirit Through Sports

Engaging in sports at work fosters team spirit, alleviates work monotony, strengthens team dynamics, and invigorates individuals to strive harder and perform better. With these principles in mind, the Employee Engagement team spearheaded the creation of HCL's Annual Sports Fest, "Sportathon."

Sports have long been ingrained in HCLTech's culture, evidenced by the vibrant passion of our employee group, "Sports Unlimited." This dedicated group collaborates to organize internal tournaments and represents the organization in corporate events.

Sportathon aims to encourage employee participation in a variety of sporting activities within our office premises. These activities are categorized under three main headers:

- Indoor Sports
- Outdoor Sports
- Traditional Sports

Refer to image no (29) in annexure

Celebrations:

Celebrating achievements and milestones is an essential component of HCLTech's engagement strategy. From recognizing individual contributions through awards ceremonies to commemorating cultural and festive occasions, HCLTech ensures that employees feel appreciated and valued. These celebrations not only boost morale and motivation but also strengthen the sense of community and belonging within the organization.

Celebrating togetherness: To foster interpersonal connections and integrate individuals into cohesive groups, the People Engagement team at HCLTech plans, initiates, and executes a wide array of activities and initiatives. These include :

- International celebrations
- public holidays
- Monthly events that honor cultural and demographic diversity around the world.

Refer to image no (30) in annexure

Utsav: Embracing Festive Joy

Since 2016, HCLTech has embraced the spirit of Diwali, the festival of lights, with style and flair. This week-long celebration spans across our offshore campuses and culminates in a grand event held at one of our locations. A highlight of Utsav is the eagerly anticipated lucky draw, drawing participation from all business lines. With a plethora of exciting gifts and prizes up for grabs, including a grand prize, Utsav is a celebration not to be missed.

Alignment with Talent Management Strategy and Processes:

HCLTech's engagement approach aligns closely with its talent management strategy and processes, aiming to attract, retain, and develop top talent:

Recruitment and Onboarding:

By showcasing a vibrant and inclusive work culture through its engagement initiatives, HCLTech attracts prospective employees who value collaboration, communication, and appreciation. During the onboarding process, new hires are introduced to the 4C engagement framework, emphasizing the company's commitment to employee empowerment and growth.

Performance Management:

The 4C engagement approach complements HCLTech's performance management system by fostering a conducive environment for employees to excel. Regular feedback sessions and recognition programs align with performance evaluation criteria, incentivizing employees to contribute their best and strive for excellence.

Learning and Development:

Collaboration and co-creation opportunities within the engagement framework serve as valuable learning experiences for employees. HCLTech leverages its engagement initiatives to promote knowledge sharing, skill development, and career advancement, thereby enriching the talent pool and nurturing future leaders within the organization.

Succession Planning:

Engagement initiatives such as team-building activities and cross-functional projects facilitate the identification and grooming of high-potential employees for leadership roles. By fostering a culture of collaboration and celebration, HCLTech ensures a robust pipeline of talent capable of driving organizational success in the long term.

Overall, HCLTech's 4C engagement approach not only enhances employee satisfaction and retention but also reinforces its talent management strategy by nurturing a dynamic and empowered workforce poised for continuous growth and innovation.

Integration

The design and delivery of the engagement approach were carefully aligned with the talent management strategy and talent processes to ensure synergy and effectiveness. Here's how the engagement approach was designed and delivered, along with its alignment with talent management:

Design of the Engagement Approach:

1. **Research and Analysis**: The engagement approach began with thorough research and analysis of the organization's talent landscape. This included understanding the demographics, preferences, and needs of employees, as well as identifying areas for improvement in engagement.

2. **Goal Alignment:** The engagement approach was aligned with the overarching goals of the talent management strategy. This ensured that engagement initiatives directly supported talent acquisition, development, and retention objectives.

3. **Holistic Approach:** The engagement approach took a holistic view of employee well-being and satisfaction, addressing various aspects such as communication, recognition, professional development, and well-being.

4. **Customization:** Engagement initiatives were customized to cater to the diverse needs and preferences of employees across different teams, roles, and locations within the organization.

Delivery of the Engagement Approach:

1. **Communication and Transparency:** Clear communication and transparency were key pillars of the engagement approach. Communication and Transparency: Clear communication and transparency were key pillars of the engagement approach. Leaders and managers communicated openly with employees about the organization's goals, strategies, and initiatives, fostering trust and alignment.

2. **Leadership Involvement:** Senior leadership played an active role in driving engagement initiatives, demonstrating their commitment to employee well-being and satisfaction. Leadership Involvement: Senior leadership played an active role in driving engagement initiatives, demonstrating their commitment to employee well-being and satisfaction. Leaders led by example, participating in engagement activities, and promoting a positive work culture.

3. **Integration with Talent Processes**:

   a. **Recruitment:** Engagement initiatives were integrated into the recruitment process to attract top talent and showcase the organization's commitment to employee engagement and development.

   b. **Onboarding:** New hires were introduced to the organization's engagement initiatives during the onboarding process, emphasizing the importance of engagement from the outset.

   c. **Performance Management:** Engagement metrics were incorporated into performance management processes to assess employee engagement levels and identify areas for improvement.

   d. **Career Development:** Engagement initiatives were linked to career development opportunities, with employees encouraged to participate in activities that supported their personal and professional growth.

4. **Feedback Mechanisms:** Continuous feedback mechanisms were established to solicit input from employees on engagement initiatives. This feedback was used to iterate and improve the engagement approach over time.

5. **Measurement and Evaluation:** Key performance indicators (KPIs) were defined to measure the effectiveness of engagement initiatives. Measurement and Evaluation: Key performance indicators (KPIs) were defined to measure the effectiveness of engagement initiatives. Regular evaluations were conducted to assess progress toward engagement goals and identify areas for refinement.

Alignment with Talent Management Strategy and Processes:

1.**Talent Acquisition:** The engagement approach helped attract top talent by showcasing the organization as an employer of choice with a strong focus on employee well-being and satisfaction.

2.**Talent Development:** Engagement initiatives supported talent development by providing employees with opportunities for professional growth, skill development, and career advancement.

3.**Talent Retention:** By fostering a positive work culture and addressing employee needs, the engagement approach contributed to higher employee satisfaction and retention rates, reducing turnover and retaining valuable talent.

4.**Succession Planning:** Engaged employees are more likely to demonstrate leadership potential and contribute to succession planning efforts by taking on leadership roles and mentoring others.

Overall, the design and delivery of the engagement approach were closely aligned with the talent management strategy and processes, reinforcing the organization's commitment to attracting, developing, and retaining top talent in the competitive IT industry.

Measurable Benefits

HCLTech prioritizes its employees globally, aiming to provide a consistent experience throughout the company. With a strong focus on employee-centric values, HCLTech strives to create a supportive and engaging work environment that fosters professional development.

After the pandemic scenario, HCLTech continues to prioritize the safety and well-being of its employees and their families, even as they work in a hybrid model. Emphasizing employee wellness, collaboration, and work-life balance, HCLTech assesses the effectiveness of its Employee Engagement strategy using impact metrics.

The key metrics include:

One key metric is employee participation, with the belief that engaged employees are more likely to align with organizational goals and contribute positively to the business. Actively involved employees take part in programs and initiatives, take ownership of projects, and drive change within the organization. Employee participation in experience-building initiatives is seen as a significant factor in the success of HCLTech's engagement strategy.

Engaging workforce of 46,000+ average monthly employee participation in all employee engagement initiatives (350+ events conducted in this FY'24) HCLTech emphasizes on a comprehensive engagement of its people touching all aspects and levels as possible and thus it derives the best in industry results through its targeted and focused engagement strategies:

- 1,471 Wellness & Fitness Sessions were held with more than 2,50,000+ people actively participating. Sessions on stress, anxiety coping, parenting, sleep issues, yoga, Zumba, ergonomics, the gym, Pilates, clinical doctor sessions, and other topics are included in the wellness & fitness programs. Out of which 85% sessions were conducted on Fitness 15% session on Psychological and awareness sessions.

- 1,43,961 employees and dependents has availed the HCL Health Checkup benefit, which is a 10% increase from the prior year.
- 47% repeated their health checks twice in last four years.
- 100000+ lives covered under voluntary Top-up which provides cover once the base sum insured limit is exhausted.
- OPD policy helps employees to incur non hospitalization medical expenses. 54000+ lives covered under OPD voluntary plan.
- Platinum health checkup is availed by 2,732 + employees & their dependents.
- Care plan facility is utilized by ~ 20490+ employees & their dependents.
- Life Coach Consultation has been supported by 4,231 employees.
- Green Run was conducted in seven locations Noida, Bangalore, Chennai, Lucknow, Vijayawada, Madurai & Nagpur simultaneously, where about 12,000+ runners participated in total, HCLTech invited celebrities for the event and flag off.
- A Guinness world record was attempted & acquired by HCL tech for maximum number of people running at one spot.
- 'BE WELL' festival was held in 7 locations with around 4,14900+ people engaged.

Financial Wellbeing
- At HCLTech, over ~ 13000+ employees used the food wallet option to increase their tax savings.
- 1100 + employees are availing company car lease policy provided by HCL.
- HCLTech now has 63 vendors on board. 1,73,338employees visited the Amenities page, saving a total of 2.3 Cr in employee savings.

Employee, family and community wellbeing.
- HCLTech insured/secured the lives of about ~ 460000 employees and their dependents with the assistance of our health insurance.
- By expanding coverage to an employee's in-laws and siblings, HCLTech has protected the lives of 7200+ parents-in-law and 8700+ siblings.
- Recognizing the requirements of the employees, the corporation provided medical insurance to ~ 4000 dependent sisters.
- HCLTech has been funding school fees of 89 children's whose parents demised.
- Samuday: 2.4M+ people across 1,953 villages reached; 280 Anganwadi Centers, 18 functional water schemes, 11 mobile health clinics, 1,275 Schools & 32 solar mini-grids.
- HCLTech Grant: Present in 16 states, 3 UTs, 88 districts; total commitment so far ~INR 146.95 Crore towards rural development

committed annually in in the thematic categories of Environment, Education and Health.

- Uday: 1.03 million program participants reached across 11 cities (Noida, Chennai, Lucknow, Nagpur, amongst others) & 92 slums; ~2,200 Persons with Disability; 94,000+ linked with Social Security Schemes; 16 Govt. MoUs, 116 NGO Partners.
- Harit: 232.9 acres of area under plantation; 34,719 dogs vaccinated; 330 acres of waterbodies conserved-maintained.
- My Clean City: 95,000+ households reached; 60 markets converted in single-use Plastic free.
- Power of One: 6,92,660 cumulative volunteering hours clocked by 83,876 volunteers since inception.
- 1,500+ volunteers & 500+ business accounts engaged annually.
- 600 scholars supported it.
- The HCL Foundation will further scale its efforts to strengthen knowledge-sharing networks through e-learning interventions and modernizing schools.
- They will continue to deploy innovative technology solutions to help those impacted by the pandemic rebuild their lives, including strengthening healthcare for the underserved.

Accolades & Recognitions:

- Under the canopy of these spectacular numbers:
- HCLTech emerged as Highest-ranked India headquartered company in Forbes' "World's Best Employers" global list and were ranked 30 overall.
- "Company of the Year" by India's leading business newspaper, Business Standard.
- Global Humanitarian Award, presented by World Humanitarian Drive, for exemplary humanitarian response during the coronavirus pandemic.
- HCL is recognized as a "Healthy Workplace 2022 by Arogya World which is aligned with the WHO (World Health Organization) guidelines.
- Gold in Arogya World Healthy Workplaces Program (AWHP). This started as a Clinton Global Initiative, is a scientifically designed, evidence-based program that was developed to advance the workplace health movement in India. Arogya World's assessment framework was co-created with doctors, public health professionals, and industry leaders and is based on WHO guidelines.
- Brandon Hall Group - HCM Excellence Awards- Gold in Best Benefits, Wellness and Well-Being Program

- Brandon Hall Group Award, HCM Excellence Awards Silver in Best Advance in Employee Engagement.
- Brandon Hall Group, HCM Excellence Awards Bronze in Leading DEI initiatives.
- Brandon Hall Group, HCM Excellence Awards Gold in Best Advance In Employee Recognition Program.
- Brandon Hall Group - HCM Excellence Awards- Bronze in Best Benefits, Wellness and Well-Being Program. The awards recognize the organizations that have successfully developed and deployed programs, strategies, modalities, processes, systems, and tools that have achieved measurable results.
- HCLTech achieved a monumental feat recently by breaking the Guinness World Record title for the 'Most People Running Simultaneously across Multiple Venues'. The record attempt was successfully completed by a remarkable 2,349 HCLTech employees across four locations: Noida, Chennai, Bangalore, and Lucknow.
- HCL Foundation felicitated for its support to Clean Ganga Fund, at the Ganga Utsav 2022, in the presence of Shri. Gajendra Singh Shekhawat, Hon'ble Minister of Jal Shakti, Government of India, and Mr. G. Asok Kumar, Director General, NMCG.

Refer to image no (31) in annexure

Overall

Employee engagement is the degree to which our people feel committed, motivated, and satisfied with their work and workplace. The concept revolves around the notion that engaged employees are happier, healthier, and more productive. Leaders play a crucial role in fostering this engagement at HCLTech. Some of the **key insights** gained from our journey.

- Effective leadership plays a crucial role in enhancing employee engagement, fostering a positive work environment, and driving organizational success.
- Transitioning from merely engaging employees within the workplace to continuously introducing innovative and evolving methods to keep them engaged, healthy, and empowered is crucial. This includes reducing stress and establishing a 'new normal' agile work environment that prioritizes safety.
- Strategies like recognition, collaboration, ongoing planning, and execution are essential for improving employee engagement and organizational performance.

Employee engagement can assist employees in navigating uncertainty, change, and stress by nurturing their well-being, mental health, job security, and motivation.

Our strategy solidified a 'winning move' by prioritizing employee welfare while ensuring business continuity. Our empathetic, proactive, inclusive approach helped maintain our employees' health, engagement, and safety.

An effective employee engagement strategy hinges on identifying existing issues, collaborating with employees on solutions, and implementing changes to enhance employee satisfaction. Through employee engagement surveys, we pinpointed areas for improvement and established new focus segments based on employees' needs.

Our robust employee resource group, 'Sparks,' and 'passion clubs' facilitated communication and execution of initiatives, while our employee survey scores and participation reinforced employee satisfaction.

At HCLTech, our employee engagement strategy revolves around employee interests and passion. In the current scenario, key areas of focus include enhancing the quality of work, fostering innovation, and improving employee well-being. Establishing super teams and ensuring timely feedback closure, with an added emphasis on employee communication and networking relationships, will also be pivotal.

Focus areas for the upcoming year include:
• Enhancing Employee Wellbeing, through various programs like Be Well, Fitness Fiesta and many more in the pipeline.
• Enhancing our employee engagement portal that integrates all engagement programs into one link, serving as a centralized platform for all initiatives.
• Enhancing the engagement in Inductions session by Sparks members and coming up floor engagement as well.
• Offering a readily accessible platform with initiatives and links for employees to join and engage, while also measuring engagement levels across the organization.
• Supporting Employee Feedback Closure
• Launching cross-functional forums.
• Implementing a special program for Managers to empower mid-level managers in creating an engaged workforce.
• Enhancing the innovation and suggestion platforms for people at HCLTech.

About Brandon Hall Group™

With more than 10,000 clients globally and more than 30 years of delivering world-class research and advisory services, Brandon Hall Group™ is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

Professional Certifications
Self-paced certification programs. Virtual group sessions for companies. In-person conferences and summits.

Membership
Individual and Enterprise Membership options: Includes research assets, advisory support, a client success plan and more.

SOME WAYS WE CAN HELP

Advisory Offerings
Custom research projects, including surveys, focus group interviews and organizational needs assessments for transformation, technology selection and strategy.

Excellence Awards
Three annual programs recognize the best organizations that have successfully deployed programs to achieve measurable results.

ENTERPRISE EXCELLENCE CERTIFICATION PROGRAM
Recognizes the best HCM programs that transform their organization and achieves breakthrough results. This designation is a step above the HCM Excellence Awards® which focuses on one program within a company. Enterprise Excellence is a hybrid of award winners who are also members.

SMARTCHOICE® PREFERRED PROVIDER PROGRAM
Uniquely places HCM service and technology companies at the top of organizations' consideration list of vendors. It adds an unmatched level of credibility based on BHG's thirty-plus years of experience in evaluating and selecting the best solution providers for leading organizations around the world.

AGENCY! BY BRANDON HALL GROUP™
Provides comprehensive marketing solutions for human capital management solution providers. We offer strategic services to establish a strong foundation for your marketing efforts.