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Wipro Talent & Workforce Transformation



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Scope

We are engaged in a world where businesses are driven by human capabilities. Organizations are experiencing a pivotal moment, having evolved from an industrial to a knowledge economy, and now to one fueled by the unique human qualities of hearts, minds, and essential traits — essentially, our humanity.

Wipro has supported numerous partners with their talent and workforce transformation, in creating a more adaptive and dynamic workforce. In the war for talent, our Talent and Workforce Transformation model integrates Supported Automation, Workforce Analytics with AI, and an Integrated HR Information System, centralizing around a Dynamic Workforce. This structure boosts efficiency, fosters innovation, and ensures adaptable, data-driven decision-making. It streamlines operations, enhances compliance, and nurtures a continuous learning culture, optimally aligning talents and maximizing engagement for strategic agility and sustained growth.

We believe in empowering your employees to unlock their full potential by taking ownership of their careers to drive the transformative change your organization seeks. Their empowerment is not just an investment in their future, but the cornerstone of a collective success.

Key influencers for unlocking your Talent & workforce management journey:

Data-Driven Workforce Planning	High Touch Human Support	Empowering Employees with Self-Help Tools
AI analytics for insights	Personalized development plans	Comprehensive AI-driven training
Predictive modeling for foresight	Coaching and mentoring programs	User-centric design for ease
Align with business objectives	Leadership development initiatives	Knowledge sharing platforms enabled by AI
Continuous improvement through feedback	Employee engagement strategies	Performance support resources powered by AI

Our Offerings

Consultancy Services

1. Strategic Workforce planning and business case
2. Talent and learning strategy and transformation
3. Enterprise skills planning and forecasting to identify in demand skills
4. Skills architecture design, assessment, and transformation
5. Talent Management Operating model

6. Talent Management Strategy & transformation

Skills transformation

1. Skills design & Talent intelligence
2. Human centres and skills anchored Talent Acquisition process
3. Career & Skills architecture & integration with other talent management processes
4. Curriculum design basis different personas
5. Content design & management
6. Learning Content Delivery Tools · End to End Ecosystem.

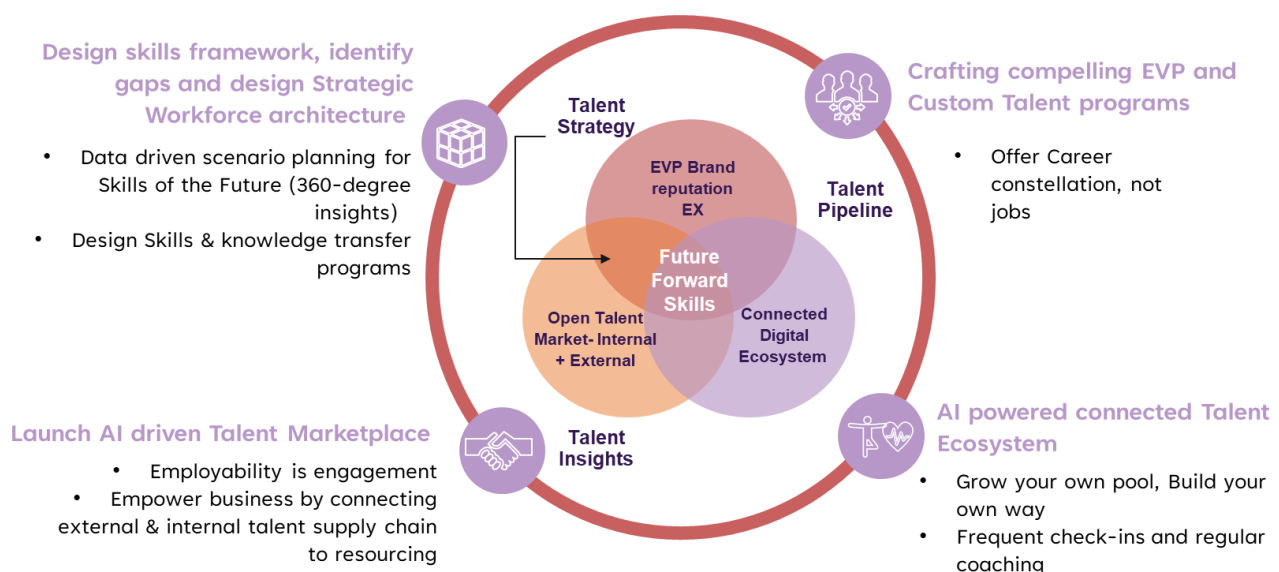
Operations:

1. Talent Administration
2. Learning & Development Administration
3. Learning vendor management
4. AI-driven Talent Matching
5. RPA Automation

Service Features

1. Focus on creating skill based Organisation.
2. Emerging & advanced Technology at the core
3. Agile methodology to transform and excel
4. Collaborative partnership
5. Innovative strategies for learning delivery
6. Implementing Design Thinking to strategically place employees experience at the core of our initiatives.
7. Delivering proven solutions at an organization scale for maximum impact.AI and automation at the heart of talent solutions

Our Approach



Design Skills Framework, Identify Gaps, and Design Strategic Workforce Architecture

We will help you develop a comprehensive skills framework that maps out all necessary skills and competencies tailored to your strategic goals. Our approach includes assessing current workforce capabilities against the designed framework to precisely identify where skills are lacking. We will assist in designing a strategic workforce architecture that effectively addresses identified gaps, aligning your talent strategy with future business needs.

- **Data-Driven Scenario Planning for Skills of the Future (360-Degree Insights)**
 - Scenario Planning: Utilize our expertise in data analytics to forecast future scenarios and their impact on skill requirements. We will help you understand potential future states of the industry and prepare accordingly.
 - 360-Degree Insights: We will integrate insights from multiple data sources to give you a holistic view of future trends and skill needs. This will enable proactive planning and readiness for emerging opportunities and challenges.
- **Design Skills and Knowledge Transfer Programs**
 - Program Development: We will design customized skills and knowledge transfer programs to bridge the gaps identified in your workforce. These programs will be tailored to boost the competencies that are most critical for your organization's future
 - Implementation Support: Our team will assist in the rollout of these programs, ensuring they are effectively integrated into your existing learning and development frameworks.

Launch AI-Driven Talent Marketplace

We will help you develop and launch an AI-driven talent marketplace tailored to your organizational needs, facilitating the efficient matching of job roles with the best-fit candidates. Utilize our expertise in AI to enhance the marketplace's capabilities in predicting job fit, performance potential, and career progression paths, ensuring a high level of accuracy and efficiency.

- **Employability as Engagement**
 - Engagement Through Development: We will assist in creating programs that focus on continuous development and employability of employees, aligning personal growth with organizational goals.
 - Career Pathways: By offering clear and accessible career pathways, we ensure that employees are engaged and motivated, seeing long-term value and career progression within your organization.
- **Empower Business by Connecting External and Internal Talent Supply Chain to Resourcing**
 - Integrated Talent Supply Chain: We will help you develop a strategy to integrate external and internal talent supply chains, optimizing the allocation of resources across projects and initiatives.
 - Strategic Resourcing: Utilize our systems to provide strategic insights into talent utilization and needs forecasting, ensuring that you have the right people in the right roles at the right time.

- Agile Response to Market Changes: Our approach ensures that your resourcing strategy is flexible and adaptable, capable of responding to rapid market changes and internal demands efficiently.

Crafting Compelling Employee Value Proposition (EVP) and Custom Talent Programs

We will help you craft a compelling Employee Value Proposition that resonates with both current and potential employees by articulating the unique benefits and opportunities your organization offers. Tailor-made programs will be designed to cater to the specific needs of your workforce and business objectives, enhancing skills, engagement, and retention.

- Offer Career Constellation, Not Just Jobs

- Career Constellation Approach: Move beyond traditional job roles to offer 'career constellations'—flexible, personalized career paths that allow employees to move laterally, vertically, or into entirely new domains based on their interests, strengths, and the evolving needs of the organization.
- Dynamic Career Development: We will implement frameworks that allow employees to design their career trajectories within the company, promoting a culture of continuous learning and adaptation

AI-Powered Connected Talent Ecosystem

We will help you develop a connected talent ecosystem powered by AI, which seamlessly integrates various HR processes—from recruitment to retirement—ensuring a cohesive and efficient talent management strategy. Utilize AI to gain deep insights into your workforce, predicting needs, identifying potential skill gaps, and recommending personalized development paths for each employee.

- Grow Your Own Pool, Build Your Own Way

- Custom Talent Development We support you in creating tailored development programs that align with both individual career goals and organizational objectives, enabling you to 'grow your own' talent.
- Strategic Talent Pooling: Our approach helps you build a robust internal talent pool, ready to step up as business needs evolve, reducing dependence on external hiring and fostering a strong internal culture.

- Frequent Check-ins and Regular Coaching

- Continuous Engagement: Implementing a system of frequent check-ins and feedback sessions between employees and managers, fostering open communication and continuous performance improvement.
- Personalized Coaching: Our services include setting up regular, structured coaching sessions that address individual employee needs, helping them to unlock their potential and achieve professional growth.

Key Service Benefits

1. Transform organizational culture to prioritize continuous learning.
2. Streamline development with a unified skills taxonomy.
3. Boost engagement and learning hours with proven solutions.
4. Accelerate reskilling/upskilling for swift adaptability.
5. Ensure credibility with verifiable knowledge and skills assessments.
6. Cut costs in learning program maintenance and delivery.
7. Reduce redundancy in learning content and platforms for efficiency.

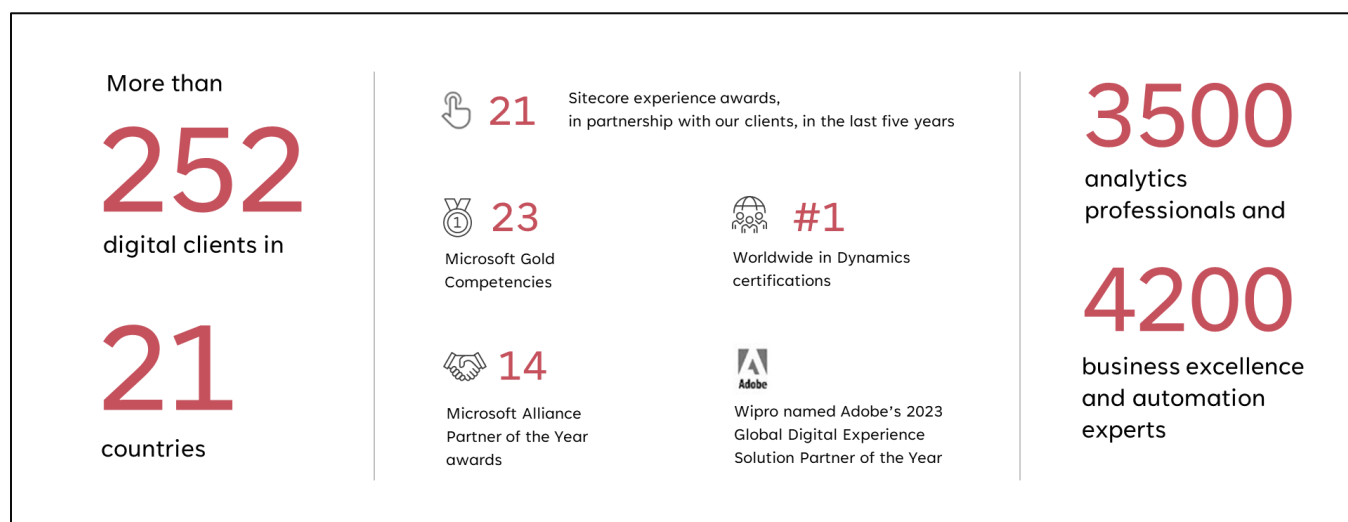
Why Wipro

Wipro has a global ecosystem of HR transformation experts with experience in HR strategy and transformation, employee experience, HR process optimization, HR tech and advisory, process intelligence and much more.

Wipro has partnerships with all major global HRMS vendors like SAP, Workday, Service Now, Oracle HRMS, and Automation and process mining companies like UiPath, Celonis, Blueprism, Avaamo.

Wipro is a leading IT Services and consulting organization and worked as a trusted partner to help the UK Government apply an assured cloud delivery approach when developing their most complex information systems and cloud solutions. Wipro has invested \$1B in building GenAI tools and capabilities across the organization.

We are well placed to work with clients to help assess readiness, design, build, deliver, and test, to take advantage of cloud solutions. We bring global scale and skills across experience and technology:



Contacts

This service is intended to help customers develop and deliver successful talent & workforce transformation, Wipro takes pride in working with clients and helping them to deliver business outcomes. Kindly contact us at the following Wipro email id for any further information and engagement related details.

Email - publicsector-uki@wipro.com



About Wipro Limited

Wipro Limited (NYSE: WIT, BSE: 507685, NSE: WIPRO) is a leading technology services and consulting company focused on building innovative solutions that address clients' most complex digital transformation needs. Leveraging our holistic portfolio of capabilities in consulting, design, engineering, and operations, we help clients realize their boldest ambitions and build future-ready, sustainable businesses. With 250,000 employees and business partners across more than 60 countries, we deliver on the promise of helping our clients, colleagues, and communities thrive in an ever-changing world.

