

Nomination: 5823

TCS Talent Development - Building Formative & Diagnostic Assessments for Talent Decisions

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Tata Consultancy Services LTD

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

TCS Talent Development - Building Formative & Diagnostic Assessments for Talent Decisions

Category

B01 - B59 Achievement > B20 - Achievement in Learning Measurement

Achievement Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Tata Consultancy Services(TCS) is an IT services, consulting, and business solutions organization partnering with many of the world's largest businesses in their transformation journeys for over 50 years. We offer a consulting-led, cognitive-powered, integrated portfolio of business, technology, and engineering services and solutions.

For TCS, developing the capabilities of a 592,000-strong workforce of 153 nationalities across 18 timezones and 2,500+ future-relevant skills brings new meaning to 'diversity' and 'scale'.

The Business need is simple: Right-talent at the Right-time. This requires modern assessments to baseline/measure associates' learning and propensities, enabling best-fit matches for business teams and associates in terms of top jobs and learning.

TCS's Re-imagined Talent Development (TD) team had a head start. After experimenting with multiple models, we successfully created an assessment ecosystem that provides insights into the associates' current skills and assesses their readiness to apply knowledge. Based on the result from this ecosystem, TCS has been successful in onboarding Right-Fit talent - providing the Right Associates with the Right opportunities at the Right-time, where they can accelerate their careers while growing the business.

These strategies have given opportunities for TCS' High-Talent to get the first right to performing new jobs, enabling an Industry-best retention [REDACTED]

b. Outline the team's or organization's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

As the technology landscape evolves rapidly, there is a pressing need for organizations to find ways to assess the readiness of the workforce to deliver transformational engagements to its customers. For a large company like ours, emphasis has always been on internal talent. Giving our employees the 'first right to exciting opportunities' has been of utmost priority.

TCS launched a new learning strategy to rapidly build a future-ready workforce- Elevate. This merit-based, democratic talent framework offers 'Full-stack' learning paths, establishing tighter-linkage between Learning, Career, and Rewards at every experience level. .

The Framework have well-crafted, technical learning paths for employees to choose from and they are assessed for their skills in their learning journeys via an AI-based evaluation platform, that enables the scale and spread we need.

The assessment construct comprises formative and diagnostic proctored assessments to measure an associate's multi-dimensional performance and assess them on scenarios and live-coding abilities.

Assessments are crafted as Objective type questions (OTAs) and Coding questions at multiple complexity levels bringing in parity among the employees of different cadres at the same experience bands [REDACTED]

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c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

Elevate talent framework is a unique, one-of-a-kind strategic Talent Development initiative that has been a proactive measure by TCS to march our workforce forward with the right skills even before the need arises. In Elevate, employees' Rewards and Career acceleration are tightly coupled with assessments. Hence, these assessments play a significant role in the employee's career and profoundly impact the organization. Incentives are provided as rewards at various levels of learning milestones. Each of these milestones is deemed achieved by successfully completing pre-defined assessments. Thus, assessments play a vital role in baselining the current skills and ascertaining employee readiness for future roles.

Since there are direct monetary benefits shown in terms of rewards & incentives and career progression to higher roles, there has been a positive mindset created among the employees to push themselves to perform better constantly.

In two years, >14000 employees gave built Superior Identities via Elevate, [REDACTED]

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d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Impact Seen:•

[REDACTED]

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Webpage Link

Would you like to add an additional webpage link?

[REDACTED]

Would you like to add an additional supporting document?

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