

Nomination: 9355

TalenTeam

<b>Page: General Information</b>
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
<b>Name of Organization/Company</b> TalenTeam
<b>Additional Contacts</b> I do not wish to list additional contacts
<b>Page: Entry Information</b>
<b>Entry Title</b> TalenTeam
<b>Category</b> D01 - D08 Solution Provider > D06 - Leadership or Skills Development Solution Provider of the Year
<b>Solution Provider Submission Format</b> Written Answers
<b>a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required</b> TalenTeam helps organizations build the skills they need to thrive, by implementing learning and development solutions centered around SAP SuccessFactors (an enterprise resource management software provider). (Appendix-1).  As a globally recognized SAP Gold Partner, we add value through implementation, technical support, training, system health checks, and release management.  We also develop our own technology—most notably Blend LXP, our next-generation learning experience platform that delivers hyper-personalized, skills-based learning journeys.  TalenTeam operates in a demanding HR technology sector. First, because we're dealing with SAP software, which is extremely capable but complex. Second, because there's a lot of competition.  This entry highlights how we've successfully differentiated ourselves through third-party-validated, market-leading customer satisfaction and delivering a series of 'mission impossible' projects.  HISTORY  TalenTeam was founded by Sandeep Nahata (2012). Since then, we've remained at the forefront of our niche, providing innovative skills solutions to over 120 clients worldwide.  Recent events:  <ul style="list-style-type: none"><li>• We successfully entered the US market (office established: Feb-2025).</li><li>• We expanded our solutions to serve more enterprise clients.</li><li>• We grew our support team by five to enhance client service.</li><li>• We've launched a Global Partner Program to scale our own skills transformation tools through implementation partners/affiliates.</li></ul>

**b. Outline the organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required**

**ACHIEVEMENT IN PRODUCT DEVELOPMENT**

We were the first to offer a complete end-to-end skills solution compatible with SAP SuccessFactors. Additional recent launches:

- An AI-powered Skills Transformation Suite (STS).
- Blend LXP enhancements for improved integration, personalization, analytics, and extended enterprise learning.

(Appendix-2).

**MAJOR CLIENT WINS**

We secured high-profile clients including the BBC, Eli Lilly, John Deere, Pfizer and Scotiabank.

**PROJECT HIGHLIGHTS**

What sets TalenTeam apart is our willingness to tackle 'mission impossible' projects and quantify success (below) through post-project evaluations (next section). E.g:

- Alter Domus: Amid four mergers, TalenTeam launched 'My Academy,' a unified learning platform offering 10,000+ skill-aligned courses supporting personalized career development. (Appendices-3-4).
- Vodafone: When no suitable off-the-shelf solution existed, TalenTeam built a custom learning/career platform, seamlessly integrating four systems to deliver real-time, personalized progression. (Appendices-5-6).

Additional case studies: (Appendices-7-9).

**EMPLOYEE SATISFACTION**

Employee retention increased to >90% (2024), up from 79% (2022). (Appendix-10).

**SHARING INSIGHT**

We willingly/frequently share expertise at no cost. Not only with clients but across the sector. We:

- Host in-person and virtual learning and skills events, fostering collaboration, spotlighting customer success stories and sharing SAP roadmaps (drawing up to 700 participants).
- Share expertise via monthly webinars.

(Appendix-11).

**#1 FOR CUSTOMER SATISFACTION**

The Raven Intelligence report officially listed us #1 for customer satisfaction. (Appendix-12)

**SAP RECOGNITION**

- Regularly featured in SAP communications/events (e.g., SuccessConnect/Innovation Showdown), positioning TalenTeam as a go-to SAP partner.
- Finalist in SAP's flagship Innovation Showdown.

**GOVERNANCE**

Our robust processes are detailed in Appendix-13.

**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 organization's past performance (up to 250 words). Required**

**SIGNIFICANCE TO CLIENTS – MEASURABLE IMPACT**

We engage independent evaluators to assess project outcomes, holding ourselves accountable. Within the eligibility period:

- Alter Domus: Average training hours per employee more than doubled from 9.11 (2020) to 23.96 (2023), totaling 150,000+ hours annually. eNPS rose from +8 to +26. (Appendix-4).
- Vodafone: In 2025, >95,000 employees completed training, more than doubling average learning hours. Analysis showed a strong correlation between learning and employee engagement. (Appendix-6).
- BBC: Monthly platform usage doubled from 10,000 to 20,000 visits. In 2023-24, 65% of 5,452 roles were filled internally. (Appendix-8).

Appendix-12 contains additional customer testimonials.

**SIGNIFICANCE TO THE WIDER MARKET**

Our impact extends beyond business, creating lasting value for the wider marketplace. We've provided consulting support to companies such as Lightcast, Mercer and Tech Wolf, enhancing their offerings. Additionally, we share insights widely through webinars and events.

**INVESTING IN FUTURE TALENT**

TalenTeam actively supports the next generation through:

- Internships for 3-6 students annually, offering real industry experience.
- Mentorship and school outreach to build skills in creativity, communication and business thinking.

(Appendix-14).

**INVESTING IN A GREENER FUTURE**

As part of our sustainability commitment, we've:

- Partnered with JUST ONE Tree, planting 250+ trees/month (5,000+ total).
- Launched the Green Team app to help organizations showcase CSR/ESG initiatives.

(Appendix-15).

**SIGNIFICANCE TO TALENTEAM**

The successes outline have enabled the company to reinvest in further software development and global growth, through commercial success rather than external funding.

**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**

This nomination is supported by 15 appendices that provide robust, specific evidence for each claim made across our submission:

- Appendix-1: Company overview and explanation of our SAP SuccessFactors services and Blend LXP.
- Appendix-2: Innovation in product development, including AI-powered Skills Transformation Suite and Blend LXP enhancements.
- Appendices-3–4: Alter Domus case study and measured impact (e.g., training hours doubled, improved eNPS, external accreditation).
- Appendices-5–6: Vodafone case study, including user experience, learning impact and operational savings.
- Appendices-7–8: BBC case study, internal mobility results and user satisfaction improvement.
- Appendix-9: Lloyd's Register case study showing adoption success, user engagement and independent evaluation results.
- Appendix-10: Employee satisfaction, Glassdoor ratings and increased retention from 79% (2022) to over 90% (2024).
- Appendix-11: Evidence of proactive knowledge sharing via events and webinars.
- Appendix-12: Independent rankings from Raven Intelligence, showing #1 customer satisfaction and SAP Voice of the Customer Awards.
- Appendix-13: Governance and delivery frameworks including SAP Activate methodology and independent evaluation use.
- Appendix-14: Internship and mentorship initiatives supporting the next generation, plus outreach to local schools.
- Appendix-15: Sustainability efforts, including tree planting, carbon offset data and the Green Team CSR app.

**Webpage Link**

**Would you like to add an additional webpage link?**

[REDACTED FOR PUBLICATION]

**Would you like to add an additional supporting document?**

No

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I Agree