Nomination: 9455

ValueLabs

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

ValueLabs

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Additional Contacts

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

Page: Entry Information

Entry Title

ValueLabs

Category

A01 - A31 Employer of the Year > A07b - Employer of the Year - Computer Software - More Than 250 Employees

Employer of the Year Submission Format

Written Answers

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

ValueLabs is an Agentic AI Services company shaping the future of enterprise innovation. Specializing in Software Product Development, QE, Experience Design, Automation, and Data & AI, powered by AiDE®, our enterprise-grade Agentic AI platform. With the launch of AiDE Agents, its third generation, we're transitioning from a consulting-led product development company to a platform-led Agentic AI Services company, transforming processes into intelligent, autonomous workflows with measurable outcomes.

When generative AI emerged 28 months ago, we saw both a threat and a breakthrough opportunity. We declared our old model obsolete and built AiDE® -our Enterprise Operating System, now powering every function.

Our journey began with a selfless act by our Founder & Chairman, Arjun Rao, offering free computer-based education to school children. From a three-member team in 1997, we've grown to 7,000+ people across 30 locations, serving 300+ clients globally.

We are anchored by the ValueLabs Stack: Values, Business Model, and Innovation –motivating us for, "Doing the Right Thing, Always." As a founder-led privately held firm, we prioritize employees and clients, evidenced by our Employee NPS of 80 and Client NPS of 90.

Sam Alva, our new CEO, brings a bold, future-forward vision rooted in Agentic AI, accelerating transformation while amplifying human potential.

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

NPS
Over the past three years, ValueLabs has sustained an industry-leading Employee NPS of 80 (vs. the 50 benchmark), reflecting our focus on well-being, purpose, and growth. Complemented by our Client NPS of 90 shows how this drives strong, lasting partnerships.

Talent Development
AiDE® is like the Iron Man suit for our employees — empowering them with autonomy and intelligence to drive impact. Our AiDE Certified Engineer (ACE) Program upskills engineers in Agentic AI to deliver impact across software development lifecycle. Through nominations, interviews, workshops, and a final test, certified engineers are ready to deliver the 10x vision from day one.

Employee-first Mindset
With employees and clients as sole stakeholders, we prioritize our employer brand by creating personalized touchpoints. From Onboarding, Learning to Exit indices and Manager NPS, we constantly measure and improve. We even track Customer Performance Index to link employee satisfaction with client success.
Our approach to AI goes beyond productivity–enabling teams to build Vertical AI capabilities, reimagining enterprise models for an AI-first world.

Our Third Stakeholder: Families of Employees
Recognizing families as extensions of the company, with programs like 'Wings', offering inspiring sessions for employees' children by icons like chess-grandmaster Viswanathan Anand, and 'ImagineEd', which provides specialized education and activities like summer camps.

Well-being & Medical Benefits
We offer interest-free loans, emergency salary advances, and long-term financial support in times of personal loss. Over the past three years, we have enhanced medical insurance benefits fivefold. These initiatives reflect our commitment to stand by employees beyond just compensation.

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

At ValueLabs, we don't separate life and work, we bridge them through genuine care. While others responded to recent disruptions with caution, we chose compassion. We were among the first to introduce bi-annual appraisals, sustaining this for 12 consecutive cycles. Even after moving to an annual cycle, we ensured the spirit of recognition remained unchanged.

Our care extends far beyond employees. In the tragic event of losing an employee, we establish family trusts to secure their children's futures. This rare practice fosters trust and long-term loyalty. In fact, over 180 employees have been with us for more than 20 years.

While others insisted on returning to offices, we retained flexibility. With one of the lowest attrition rates and a Glassdoor rating of 4.1, our culture continues to thrive.

What sets us apart is how we future proof our workforce and organization. Embracing a "Service-as-Software" approach — we transform work once done manually into intelligent systems that deliver outcomes at scale. While research shows that 87 percent of enterprises are still piloting AI, ValueLabs has reached full production scale across its operations.

With AiDE Agents, our employees don't just use AI – they co-create with it. Unlike traditional automation tools, AiDE Agents bring autonomy, context-awareness, and domain adaptability, allowing our employees to deliver better outcomes faster.

Ours is not just a story of retention or engagement, it's a story of transformation. The ValueLabs Stack aligns innovation with empathy, enabling every individual to evolve with us while shaping the future of Agentic AI.

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

With AiDE®, we've created a category of our own: combining platform innovation, consulting depth, and outcome-based delivery to solve enterprise-scale challenges. From strategy to execution, we design and deploy tailored AI solutions through both horizontal capabilities and vertical industry offerings.

Our industry recognizes this distinctive approach. In 2025 alone, we received nine Globee® Awards for Artificial Intelligence (eight Gold and one Bronze), along with honors from Stevie and World HRD awards. This external validation confirms we've moved from "the art of the possible to the science of the real" in Agentic AI Services.

www.valuelabs.com

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Would you like to add an additional webpage link?

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Would you like to add an additional supporting document?
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