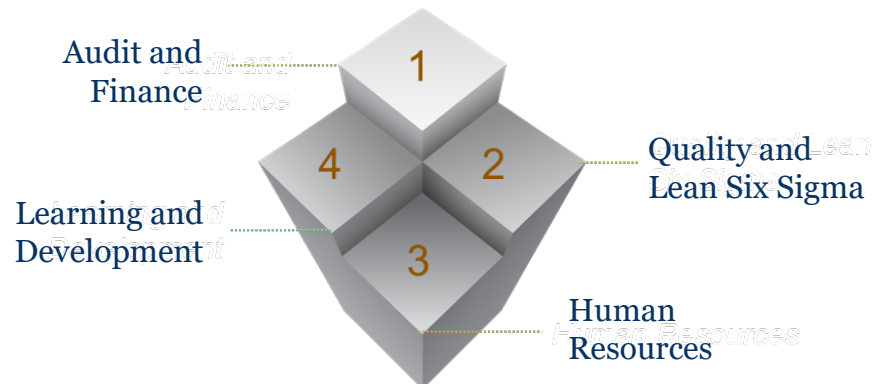


Global Operations Leadership Development Program (GOLD)

An experiential learning program for leaders – acknowledged and awarded the Brandon Hall gold award several times

Program Details

- GOLD is an 18 month program wherein the participants undergo a structured learning path and rigorous assessments to emerge as Genpact's Top Talent. The Program focuses on building strong Operational Excellence, coupled with Functional Expertise
- During the Program, its mandatory that each participant chooses any one of the above functions as their elective



Program Details

- Participant to do two rotations across 18 months in addition to the current job.
- Participant will go through at least one rotation within their business and one rotation outside of their business / function or geography.
- The GOLD candidate should be released for his/her first rotation for a different / enhanced role.
- Role plan and goal sheet to be documented at beginning of the rotation
- Will be specific to each participants Personal Development Need.

Assessment / Evaluation:

- 50 % - Rotation and projects
- Feedback from Rotation managers
- Project Evaluation by Project Champions
- Completion of goals
- Program Owner and Managers feedback
- 50% -Training interventions & Performance on the Program
- Graduation Criteria:
- Completion of all requirements of the program
- Completion of program certifications
- Sustaining a minimum level of performance on the program
- 100% Attendance during interventions
- Panel Assessment

