



FOR IMMEDIATE RELEASE

## **ACCENTURE INDIA BAGS FIRST ASIAN HUMAN CAPITAL AWARD**

**Singapore, 25 August 2009** – Accenture Services Limited, India (Accenture India) has won the inaugural Asian Human Capital Award. Accenture India will receive their award at the Singapore Human Capital Summit on 29 September from Singapore's Minister for Manpower, Mr Gan Kim Yong. Conferred by the Ministry of Manpower, INSEAD and CNBC Asia Pacific, the annual Award is the first of its kind that recognises innovative people practices adopted by organisations in Asia that have achieved significant business impact.

2 A total of 44 entries were received from 7 countries across Asia for the prestigious Asian Human Capital Award 2009.

3 Prof Narayan Pant, Dean of Executive Education, INSEAD and a member of the judging panel said: "The number of high quality submissions was encouraging as it demonstrated the importance of creative people strategies among regional companies. Furthermore, participating in an award competition allows the same companies to benchmark their efforts against others in the region, again indicating the importance of Human Capital strategies for them. As the Asian Human Capital Award enters its second year, we feel confident that it will be the human capital award that organisations would aspire to receive."

4 "Businesses operating in this highly diverse region face unique human capital challenges. The organisations that have submitted entries for the Award have developed effective people strategies to address these challenges. The award showcases the best of these innovative practices. The people strategies of the award winners will form useful inputs for the formulation of uniquely Asian-centric solutions to meet the strategic people challenges in the region," said Leo Yip, Permanent Secretary of Singapore's Ministry of Manpower.

## **Accenture India – Competency-Based Talent Management Practice**

5 Accenture India was recognised for its Competency-Based Talent Management Practices which are applied for recruiting, developing and deploying its employees. The Competency-Based Talent Management Practices were conceived and developed independently by the local human resources (HR) team to address local talent sourcing challenges and key business needs. It has helped employees develop their proficiencies by identifying competency gaps and improved its employee engagement score, which is one of the highest amongst high performing organisations around the globe. Accenture India also adopted a system of Mentor-Mentee relationships that provides personalised career guidance and serves as employees' second point of reference for performance appraisal, in addition to their direct supervisors. Prof Narayan Pant added, "Accenture stood out from the rest with their investment in people, and allowing employees to take control of their careers. Particularly commendable was their focus on Mentor-Mentee relationships that achieved a significant impact."

6 Said Mr. Sandeep Arora, Managing Director, Delivery Centres for Technology, Accenture India, "Identifying, building and continually enhancing the proficiency and leadership capabilities of our people is both good business sense and the right thing to do. To achieve this, we have developed a comprehensive approach to talent management. It permeates all aspects of our business including recruiting, staffing, performance management and rewards and recognition, so our people can help our clients achieve high performance."

7 Delegates to the Singapore Human Capital Summit can engage in discussion with Accenture India as it presents its winning best practices and ideas at a pre-Summit event – the Asian Human Capital Award Forum at the InterContinental Singapore on 28 September 2009. Accenture India will also be making a presentation at the Summit at Raffles City Convention Center on 30 September 2009.

8 For more information on The Singapore Human Capital Summit 2009 and The Asian Human Capital Award, please visit [www.singaporehcs Summit.com](http://www.singaporehcs Summit.com)

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**About Ministry of Manpower**

The Ministry of Manpower aspires to develop a globally competitive workforce and a great workplace, for a cohesive society and a secure economic future for all Singaporeans. For more information, please visit [www.mom.gov.sg](http://www.mom.gov.sg)

**About Singapore Workforce Development Agency**

The Singapore Workforce Development Agency (WDA) seeks to enhance the employability and competitiveness of our workforce to meet the changing needs of Singapore's economy. Working with industry, unions, employers, economic agencies, professional associations and training organisations, the agency's efforts are targeted at supporting industry growth by building a pipeline of workers through training and skills upgrading, and raising industry standards through enhancing manpower capabilities.

For more information, please visit [www.wda.gov.sg](http://www.wda.gov.sg)

**About INSEAD**

As one of the world's leading and largest graduate business schools, INSEAD brings together people, cultures and ideas from around the world to change lives and transform organisations. For more information, please visit [www.insead.edu](http://www.insead.edu)

## **About CNBC**

CNBC Asia Pacific is uniquely positioned to speak to viewers from across the region. Headquartered in Singapore, the network provides nine and a half hours of live Asia-produced programming, which is complemented with coverage of live market action from Europe and the US. CNBC Asia Pacific's channels, which include CNBC Asia, CNBC-TV18 (India), CNBC Pakistan, Nikkei-CNBC (Japan) are available in more than 21 countries across the Asia Pacific region. CNBC Asia Pacific also has a strategic alliance with China Business Network, a subsidiary of the Shanghai Media Group. The channels are distributed via satellite, cable and terrestrial broadcast networks, as well as broadband. CNBC content is also distributed on the 3G platform through selective markets. More information is available at <http://asia.cnbc.com>.



**About Accenture India:**

Accenture is a global management consulting, technology services and outsourcing company. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments. With more than 177,000 people serving clients in over 120 countries, the company generated net revenues of US\$23.39 billion for the fiscal year ended 31 August 2008. Its home page is

[www.accenture.com](http://www.accenture.com)

## **About The Asian Human Capital Award**

The Asian Human Capital Award is conferred annually by the Ministry of Manpower (MOM), INSEAD and CNBC Asia Pacific. It was launched by Mr Gan Kim Yong, Minister for Manpower, at the inaugural Singapore Human Capital Summit in October 2008. This award is the first of its kind that recognises innovative and impactful people practices adopted by organisations in Asia and is conferred by partnership comprising a government agency and internationally renowned institution and media organisation. By recognising and showcasing successful practices, the award will help shape effective strategies and solutions for human capital challenges in Asia.

A judging panel comprising prominent business and thought leaders will select no more than two winners every year. The winner(s) will be recognised at the Singapore Human Capital Summit, a premier people and leadership conference that brings together top global and regional CEOs and HR directors to discuss leading ideas, practices and opportunities in human capital management in Asia. The inaugural award ceremony will take place at the Singapore Human Capital Summit on 29 September 2009.

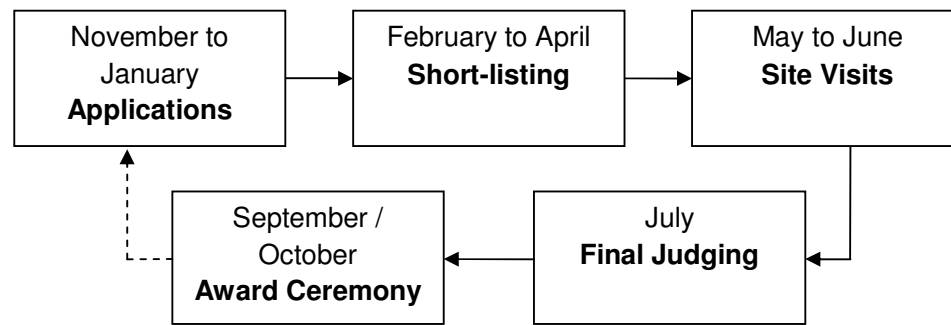
### **BENEFITS**

Winning the award is an affirmation that the organisation is an exemplar of human capital management in Asia and has effectively aligned its business and people strategies to maximise value. The winner(s) will be:

- invited to join renowned thought and business leaders to share their winning people strategy at the Singapore Human Capital Summit;
- featured prominently in Asia publications; and
- presented with a specially-commissioned Asian artwork trophy.

### **JUDGING CRITERIA & PROCESS**

The evaluation process for the award is illustrated below.



All entries will be assessed by a panel of leading HR directors, and site visits will be conducted to verify the top entries. These selected entries will be assessed by the distinguished judging panel. Winning entries should demonstrate:

- Alignment of people practice to business strategy;
- Innovation in developing and contextualizing the people practice to address local needs and the quality of execution; and
- Impact on business outcomes

## APPLICATIONS

Organisations with operations in Asia are welcome to submit entries for the award. Entry forms can be downloaded at [www.singaporehcs Summit.com/award.asp](http://www.singaporehcs Summit.com/award.asp). Completed forms should be sent through email to [awardsecretariat@mom.gov.sg](mailto:awardsecretariat@mom.gov.sg).

For updated information on the Asian Human Capital Award, please visit [www.singaporehcs Summit.com/award.asp](http://www.singaporehcs Summit.com/award.asp), or contact:

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