

KNOLSKAPE launched the ‘Young Leads Program’ to identify potential leaders and build the capabilities of young talent at Tata Elxsi

CHALLENGE

Tata Elxsi wanted to identify its high potential young leads (3-10 years of work experience) and create an engaging development journey so that they are ready to take up leadership roles in the organization. The idea was to ensure the identification and development of young talent.

SOLUTION

KNOLSKAPE developed the ‘Young Leads Program’ in which the high potential young leads were identified through KNOLSKAPE’s Virtual Assessment Center (VAC) comprising Psychometric tools, Games and Simulations. The selected Young Leads underwent a five-month blended experiential learning journey. The development journey consisted of Pre and Post Assessments, Virtual Learning, Gamified Simulations, Pre-Reads, as well as Action Plans for implementation of learnings at the workplace.

The solution was designed such that it addresses the mindset, skillsets and behavioral challenges to enable performance. The mindset shift starts with the Young Leads understanding the need for change, buying into the ideas, and realizing how crucial this change is for the success of themselves and the organization. The program focused on applying and practicing the new skills required for the shift from the position of an individual contributor to a people manager’s role.

KNOLSKAPE’S VALUE ADDITION

KNOLSKAPE added great value to Tata Elxsi’s efforts as part of the ‘Young Leads Program’ by addressing various business needs and problems through the following measures:

- » A reliable, scientific method for the selection of high potential young leads through VAC, Simulations, and Gamified Learning.
- » A holistic learning approach through the Assessment Report, 180 Degree feedback Report and Learning Journey comprising programs based on use-cases such as Leading Self, Leading Others, Leading Business, Leading Digital Execution, etc.
- » A Mentoring Program that developed young leads to prepare their Career Plans as well as Individual Development Plans with feedback and follow-up.
- » Structured learning approach comprising of Simulations and Self-Paced Learning as a Development Path for the staff who were unable to qualify to become a Young Lead.
- » Knowledge Assessments – Pre and Post the learning journey.

CLIENT TESTIMONIAL

“The Young Leads program has contributed to the retention of the staff. The average staff turnover is 19.1% at Tata Elxsi whereas, among the young leads, it is at 14% and mini leads is at 15%. Clearly there is a 5% difference on an average from the perspective of staff retention.

I would like to thank KNOLSKAPE, the Talent Engagement and Development team (TED Team) for co-creation – design and implementation in collaboration with Employee Connect Tata Elxsi HR Team (EC-HR) and the Think Tank comprising of nominated members from the Business units for the success of the program. We now have a successful program which ensures selection, development, retention of high potentials in our organization”.

– **S. Rajagopalan**
Head Human Resources
Tata Elxsi Limited, Bangalore, India

IMPACT

- » **Simple and customized** selection of 309 High Potential Young Leads from 850 applicants, based on the role competencies.
- » Most of the **participants scored 16 to 20 points** (out of 25) in the Post Assessment indicating **significant knowledge gain** (Majority was between 11-15 points in the Pre-Assessment).
- » Areas such as agility, ownership, perseverance, collaboration, thinking big, growth mindset, and transparency which were comparatively lower were addressed.
- » Staff Engagement increased and the company saw a reduction in turnover of the **high potential by 5%** against the entire workforce average.
- » Overall Feedback Score of the program was **4.6 out of 5** (92%)