

For AllTM Magazine

Great Place To Work[®]

March 2024

Transforming India For All

What's powering
India's Growth?

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Insights from the For
All Summit 2024 in
Mumbai

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Latest Insights
from India Inc.

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Your one stop
guide to all things
workplace culture!

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About

Great Place To Work India

Great Place To Work® is the global authority on workplace culture. Our mission is to help every place become a great place to work for all. We give leaders and organizations the recognition and tools to create a consistently and overwhelmingly positive employee experience, fostering cultures that are proven to drive business, improve lives, and better society. Our recognition is the most coveted and respected in the world for elevating employer brands to attract the right people. Our proprietary methodology and platform enable organizations to truly capture, analyze, and understand the experience of all employees. Our groundbreaking research empowers organizations to build cultures that retain talent and unlock the potential of every employee. Our coaches, content, and community connect the boldest leaders, ideas, and innovations in employee experience. Since 1992, our Certification, Best Workplaces™ Lists, and global benchmarks have become the industry standard, built on data from more than 100 million employees in 150 countries around the world.



Asmita Dube
Business Head –
Community & Events



Adishva Doshi
Business Head –
Community & Events

Preface

India Inc. leaders are vital in transforming India through the capacity of their workplaces and beyond. We are inspired by our CXO community members who have, over the last year, come together across many events, strategy meetings, study missions and ideation labs to fuel our vision of 'Making India a Great Place To Work For All.' We look forward to curating another memorable year for workplace culture enthusiasts to come together and foster ecosystems that promote organizational growth, enhance employee experience, and positively impact society. We thank you for your active participation and look forward to your continued support!

The Time for Transformation is Now: Great Place To Work India Leads the Charge

Yeshasvini Ramaswamy
Serial Entrepreneur & CEO of Great Place To Work, India



It's not merely about the tasks we accomplish but the deeper purpose driving our actions. Our commitment extends beyond the present moment; it's about weaving a tapestry of inter-generational vision, striving to sculpt India into a beacon of inclusive prosperity.

Great Place To Work embodies this ethos, encapsulating the essence of organizational culture, values, and narratives. It's a reflection of our collective journey, the community we nurture, and the narratives we craft.

Our collective narrative goes beyond individual journeys. We strive to build a thriving community where every leader finds inspiration to reach their full potential, every company earns well-deserved recognition for their contributions, and every employee discovers the power and freedom to make a real difference. We cultivate a global network that embraces change, rooted in the belief that trust forms the bedrock of high-performance cultures.

The insights gleaned from our National Trust Index™ study underscore this narrative: Certified workplaces outshine others by 32 points in Credibility, Respect, and Fairness. These pillars form the foundation of a robust workplace culture, and the stark disparity between Certified and Non-Certified organizations underscores the transformative power of trust-building.

The brand symbolizes our unwavering dedication to the For All philosophy, propelling our every endeavor. Our extensive research, encompassing insights from over 2,000 organizations and 5 million employee voices in 2023 alone, unveils a transformative year marked by Sustainability, Pride, and Fairness amidst the rapid integration of new technologies. Great workplaces go beyond just offering good salaries. They create a model for fostering diversity, ensuring fairness, and empowering every individual to feel valued.

The recent For All Summit 2024 heralds a new chapter in our mission to spotlight High-Trust, High-Performance Culture across India's corporate landscape. Through collaboration with global thought leaders and a keen awareness of geopolitical shifts, we stand poised to catalyze the transformative potential of Talent, Technology, and Trust within workplace dynamics for India Inc.

Despite the commendable strides in India's economy, as projected in recent budgetary forecasts, a critical question looms large: are we prepared to uphold our values and ensure consistency? As HR leaders, we must discern between potential and performance.

Workplace culture, the linchpin of Talent, Technology, and Trust, brooks no compromise. Our research underscores that 36% of leaders perceive the lack of alignment among these elements as directly impacting employee morale and engagement. Moreover, intergenerational conflicts loom on the horizon, posing a new frontier in shaping workplace dynamics.

Now is the hour to pose the probing questions and set the course for future workplace culture. If not us, then who? If not now, then when? Great Place To Work India assumes the mantle, rallying leaders to unlock transformative potential within their organizations. Together, let's forge workplaces where every individual finds fertile ground to thrive.

Some strides we made in the last year

Glorifying Celebrating Certification Nation Day 2023

Certification Nation Day is the day for Great Place To Work Certified™ organizations to come together to recognize and celebrate the greatness in their workplace culture throughout the country. All Certified organizations join this global celebration and discover their unique company culture. The latest Certification Nation Day was celebrated in India between 1st-3rd November 2023.

This year, Great Place To Work India pulled out all the stops to make Certification Nation Day (CND) bigger and better than ever.

How did we empower organisations to participate?

Action Kit

We provided clients with everything they needed to join the fun – email graphics, presentation slides, printable materials, and social media assets.

Easy-to-Join Contest

With just three simple steps – posting on social media, using specific hashtags, and tagging us – participation was accessible for all.

Evaluation Transparency

Clear criteria outlined how entries would be judged based on likes, shares, creativity, hashtag usage, and tagging us.

The result? A roaring success?

With high participation, creative social media entries, and widespread media coverage, our CND celebration resonated with audiences across India. Our efforts were recognized by the global team, and India won the prestigious award in the Great Place To Work global network for one of the best CND celebrations!

Larsen and Toubro Limited was recognized as the Large organizations category winner in the Certification Nation Day contest for the most unique celebration. H&R Block (India) Private Limited bagged the award in the Mid-size organizations category.

India's CND success story is a testament to the power of strategic planning, engaging content, and client-centricity. We look forward to building on this momentum and making next year's CND even more exceptional!

New Recognitions introduced last year in 2023 by Great Place To Work India:



India's Best Workplaces Building a Culture of Innovation by All



India's Best Workplaces For Millennials

Some insights from our latest and largest study of workplace culture:

5 million employee voices heard and represented.

22 industries represented, with major contribution being from:

IT and ITes(35%)

Manufacturing & Production (15%)

BFSI (9%)

Non-profit and Charity Organisations (8%)

12 Indian languages and many international languages.

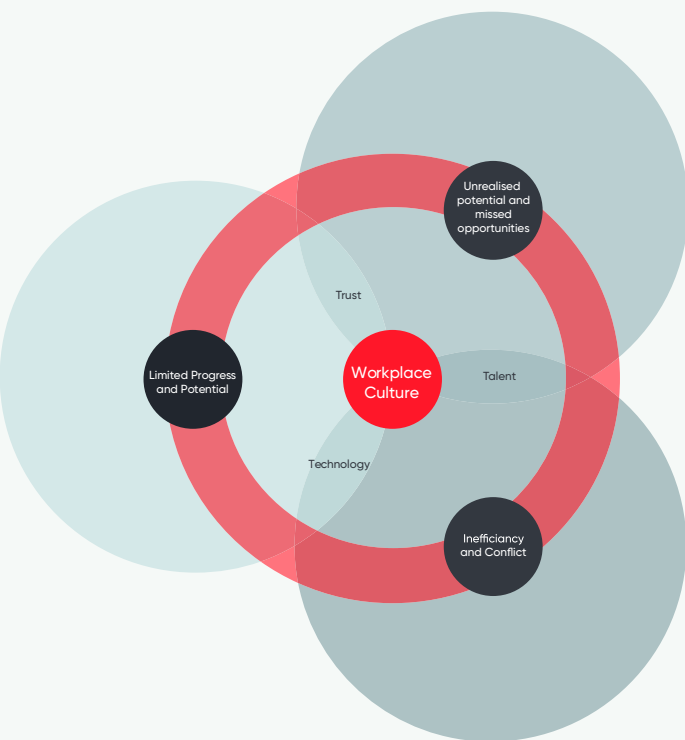
What is powering India's growth?

India's journey in the last decade is a testament to agility, innovation, and maximized human potential. It's a story of a nation making significant progress toward becoming a global hub for commerce and services. At the core of this vision is the undeniable domestic demand that has fuelled the country's urban transformation and rural revival. As India marches ahead, the role of its youthful and dynamic population—the demographic dividend—becomes increasingly crucial in shaping its future. However, the landscape of employment and talent in India has undergone a profound transformation.

Technology

The tenfold increase in the number of patents granted in India marks a new period for the current world. Cutting-edge technologies such as AI, 5G, edge computing, and blockchain, once considered the domain of niche sectors, are now paving the way for widespread industrial application. This surge in technological advancement, driven by an era defined by volatility and complexity, casts a spotlight on the transformative impact these innovations will have on the workforce of tomorrow.

The future workforce in India is envisioned to be at the intersection of technology, efficiency, and data-driven insights. This vision transcends traditional boundaries, with tech-augmented talent becoming a key driver of growth across multiple sectors such as manufacturing, healthcare, and retail. The challenge, however, extends beyond merely investing in technology and upskilling. It's about nurturing an ecosystem where talent feels genuinely empowered to harness new technologies and supported by leadership to excel in their endeavors.



Talent

Today, there's a tangible shift in workplace culture and employee expectations. The modern workforce, primarily Millennials and Gen Z, showcases a strong sense of community, values, transparency, and honesty in communication from their leaders more than ever before. This era of change also brings a sense of introspection as many employees show concern over their work's meaningfulness and impact on the larger world. This generational shift underscores employers' nuanced challenges in attracting and retaining the best talent.

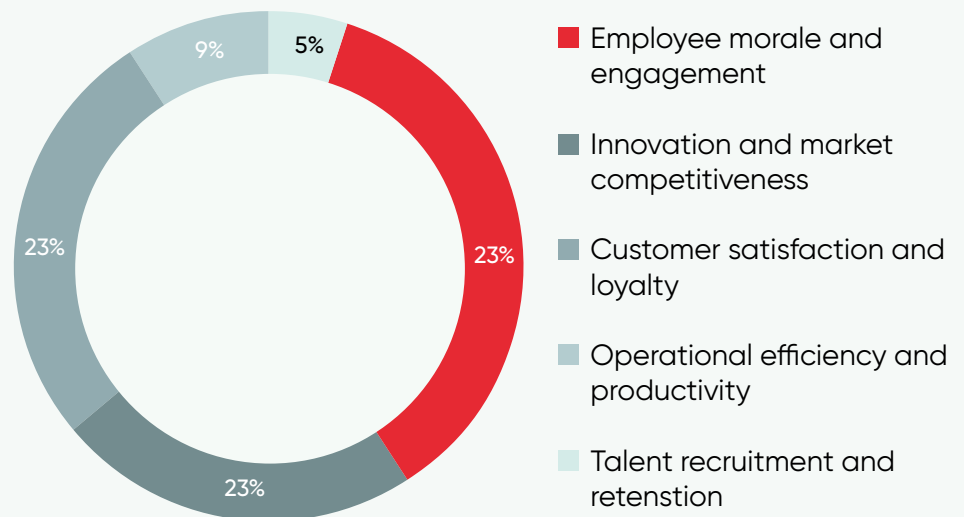
Trust

Our research shows that –employees, particularly those within the 2 to 5-year tenure bracket, often lack support and empowerment. This segment, crucial for any organization's success, signals the need for foundational trust and empowerment to navigate times of change.

Likewise, the differentiator for building the high trust high performing teams– is focusing on fair pay and equitable treatment, which can significantly multiply this trust. Regardless of the industry, organizations that provide fair pay, fair

treatment, and a supportive environment are at least 5X times likelier to be perceived as great workplaces. Furthermore, an inclusive and equitable workplace amplifies this positive perception. When employees feel they can be their true selves at work, the likelihood of them viewing their organization as a great workplace becomes 4X. These findings underscore leaders' need to create an environment where talent, trust, and technology are harmoniously balanced.

36% of leaders believe that without aligning trust, talent and technology, employee morale and engagement will be the first to suffer



As we look ahead, the synergy of talent, trust, and technology emerges as a critical blueprint for India's ongoing narrative of growth and innovation. For leaders, the challenge and opportunity lie in weaving these elements together, ensuring a cohesive strategy that does not compromise. By championing a culture that equally values these pillars, India can continue to harness its demographic and technological advantages, paving the way for a bright future for all.



Key Workplace Trends from India Inc. 2023

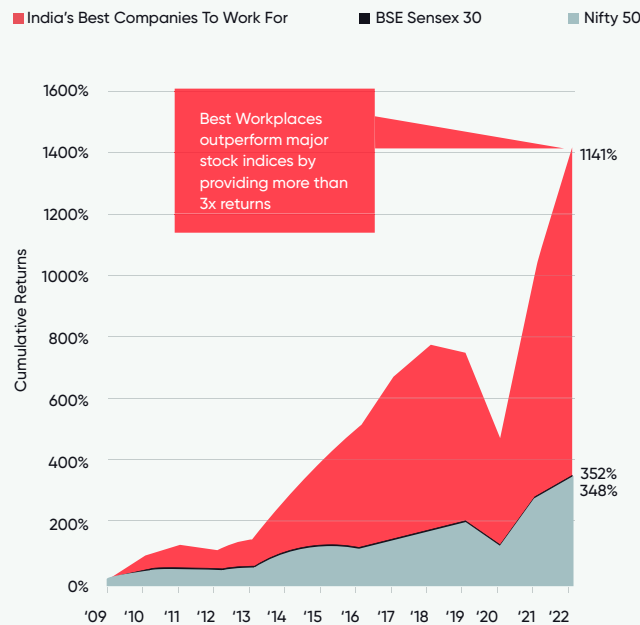


Fig 6.1

Investing in **Best Workpalces** results in Higher Business Returns

Banking and credit sectors witness a **4%** slump in employee sentiment, despite making up **60%** of BSFI's workforce.

There is a direct impact of Workplace Wellness on Workplace Culture. Study indicates a difference of **14%** between the companies in the top and the bottom quartiles on Culture and Wellness Index.

Employees who can bring their genuine self to work are **4.3x** likely to experience psychologically and emotionally healthy workplace.

Over the proceeding tirennium there has been a consistent upwsard trajecory in the women progressing from **21% in 2021 to 23% in 2023**.

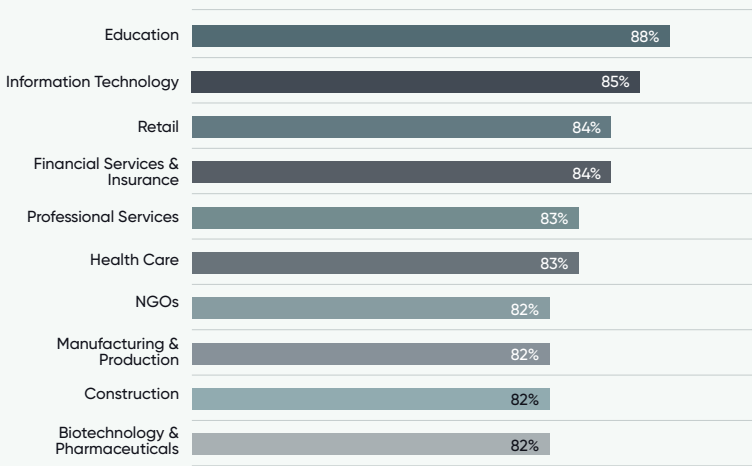


Fig 6.2

Industry **Trust Levels** Reveal Significant Cultural Enhancement Potential

Retail outshines most industries across all workplace culture aspects, the difference range from **1% to 4%**.

In 2023, IT industry's Trust Index Mean and Overriding sentiment decline by 1%, challenging the upward trajectory of the industry. This decline led by Females, GenZ and ITES vertical, it's driven by drop in team spirits and organisational pride.

Best Workplaces lead with **2x more readiness** to innovate.

70% Workforce are millenials.

Workplace culture sentiment maintains equilibrium since last year at **82%**

80% NGOs primarily focus on promoting education, ensuring good health and well-being, and working towards.

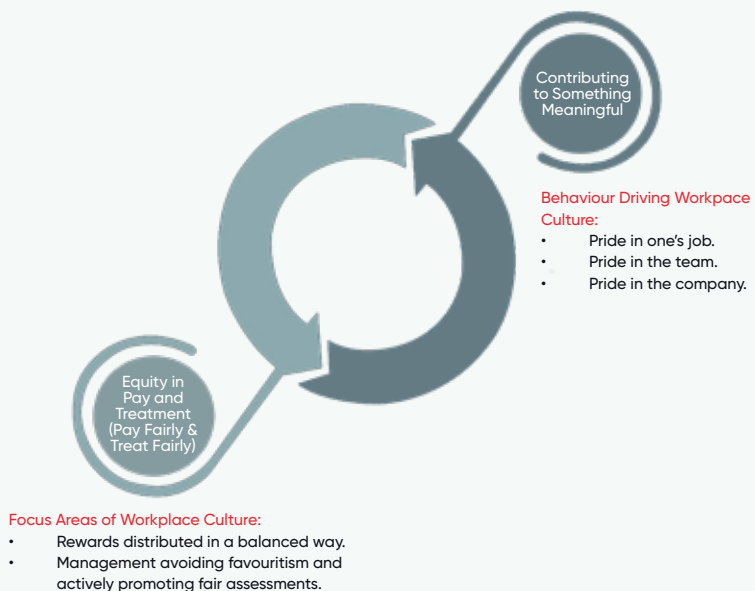


Fig 6.3

Pride and Fairness define the workplace culture fulcrum of 2023

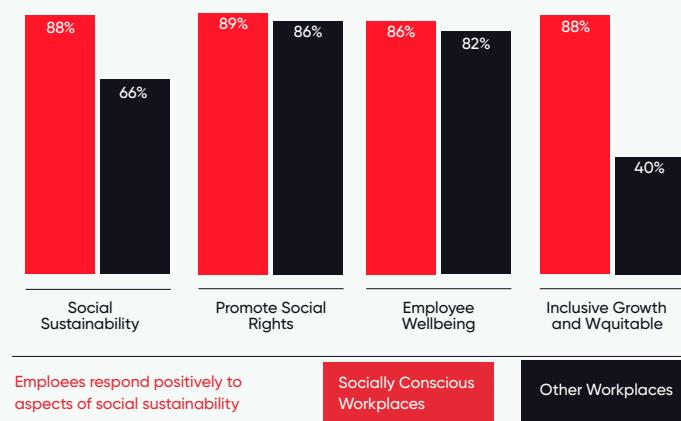


Fig 6.4

Socially Conscious Workplaces stand apart due to their commitment to Human Rights, Well-Being and Inclusive Growth

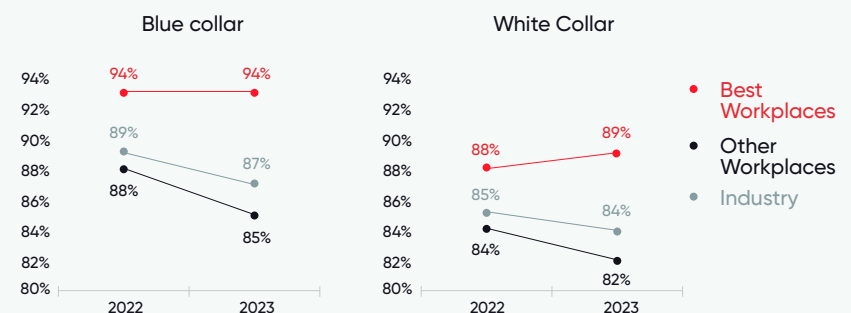


Fig 6.5

Blue collar and white collar workers have unique needs and Best Workplaces acknowledge them

What makes Great Place To Work India a great workplace?



Great Place To Work India's vision is to Make India a Great Place To Work For All. As a contributor to this journey, we have a unique set of Best People Practices which enable our employees (fondly known as Greater) in maximising their potential. These practices are centred towards enhancing their experience and empowering them to contribute to every organization's culture journey.

Self-Development Budget

A unique policy and best practice in L&D is every Greater on completion of a year in the organization can align with their manager and L&D lead to sign up for a learning or certification course that will help them in their current role and upskill them.

Wellness Leaves

Defining wellness as our overall emotional, physical, psychological, and social well-being, all our Greater can avail Wellness Leave to take a day off when they are not feeling physically or mentally fit to put in a day's work or want to take a day off to refresh and recharge.

100:100:100

We believe in fostering complete transparency towards our Greater. Hence, 100% of the Greater have access to 100% of the information at 100% of the times.

Unlimited Sick Leaves

All Greater have access to unlimited sick leaves in a year!

Some of the best practices which highly resonate with our Greater

Power of the collective and the community

"If you want to go fast, go alone. If you want to go far, go together."

India's transformation is incomplete without a sense of community between its changemakers. Collective action is the key to harnessing India's potential towards become a great workplace for all.

To bring the community together, Great Place To Work India hosts different events and houses different communities for workplace culture enthusiasts to come together and exchange their learnings, challenges and experiences.

Exclusive CXO communities for Certified Workplaces

These communities are closer-door forums for senior leaders. The objective of these forums is to facilitate learning between from each other, drawing insights from the best in the world and advocating for advancement of great workplaces in India. These communities emphasise upon the power of collective wisdom and aim to be the voice of transformation in organizational cultures.

What are some of our speakers saying?



"India needs SHE enterprises – Sustainable, Humane and Enlightened organizations, led by shapers."

R Gopalakrishnan
Corporate Advisor and Author



"AI is the co-pilot for organizational strategy, skill management and talent management."

Ramkumar Narayanan
EVP Technology and Services, FIS India and Phillippines



"The game has changed today. Strategy and capability need culture to drive effective digital transformation."

Rajiv Jayaraman
Founder and CEO, KNOLSKAPE

Average member feedback for CXO community meetings:



A peek into our communities:

25% CEOs 75% CHROs and other CXOs

20+ industries

Members joining in from 20+ cities across india

To know more or become a part of our CXO communities, scan the QR code here:

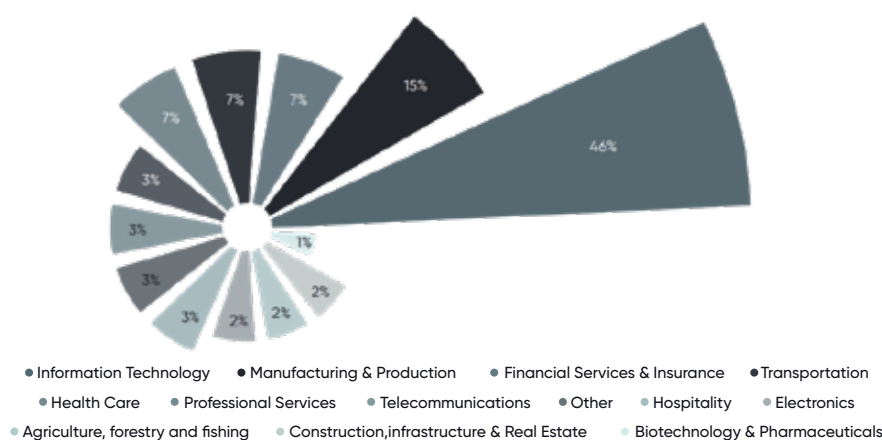


Insights from the Innovation Ideation Lab for CXOs

60+ Organisations

46K+ Employees

100+ Industry Leaders



Track Innovation

Develop a platform that enables employees across the organization to record their ideas, earn points, and track their contributions to innovation. This platform promotes engagement, provides a sense of progress, and allows for celebration of individual and collective achievements.

Reward Innovation

Recognize and celebrate innovative ideas at various formal and informal forums. Implement a rewards system that acknowledges and encourages innovation, fostering a culture that supports and celebrates creative thinking.

Building an Inclusive Innovation Culture

It is essential to build a culture that embraces innovation and inclusivity. Actively listen to employees without biases, ensuring that ideas from diverse backgrounds and perspectives are valued and considered.

Psychological Safety

Leaders need to create a culture of psychological safety where failures are accepted, fostering an environment that encourages risk-taking and experimentation.

Budget for Innovation

Leadership should be intentional about innovation, allocating resources and creating opportunities for employees to innovate. This includes budgeting for innovation and considering the time cost involved.

Cross-form a group of Innovation Drivers

Recognize that the current workforce is shifting towards Millennials and Gen Z, and focus on creating a sense of belonging for the younger generation in the workplace. This can be achieved through mentorship programs, employee resource groups, and inclusive initiatives.

Belonging

Create a diverse group of volunteers from every segment of the organization to drive innovation. These change-makers will gather ideas from all levels and ensure inclusivity in the innovation process.

Transparency of the Process

Increase transparency in the innovation process by providing organization-wide visibility on the status of implemented ideas. This helps employees track progress, fosters trust, and encourages active participation.

Great Place To Work®

For All Community

India

Leadership Unplugged

Get to know about **Best People Practices** in diverse industries such as Information Technology, Manufacturing, Banking, Financial Services & Insurance, Construction & Real Estate, Retail and many more.

The 'Leadership Unplugged' series on the **For All Community India App** to unravel the leadership journey of industry veterans who are committed to enhancing employee experience at their workplaces.

Understand from great workplace leaders and experts on how they are creating and sustaining a **High Trust, High Performance Cultures** at their workplaces.

Hear exclusively from the **members of our CXO communities**.

“हर शख्स को जलाना होगा चिराग , तभी दुनिया में उजाला होगा ।”
(Every individual will have to light a lamp to spread light the entire world.)

Shailesh Singh

Senior Director & Chief People Officer, Max life Insurance



Workplace Culture on the go!

Great Place To Work®

For All Community

India

60 second culture briefs

Exclusive leadership videos

Early Access to Great
Place To Work events

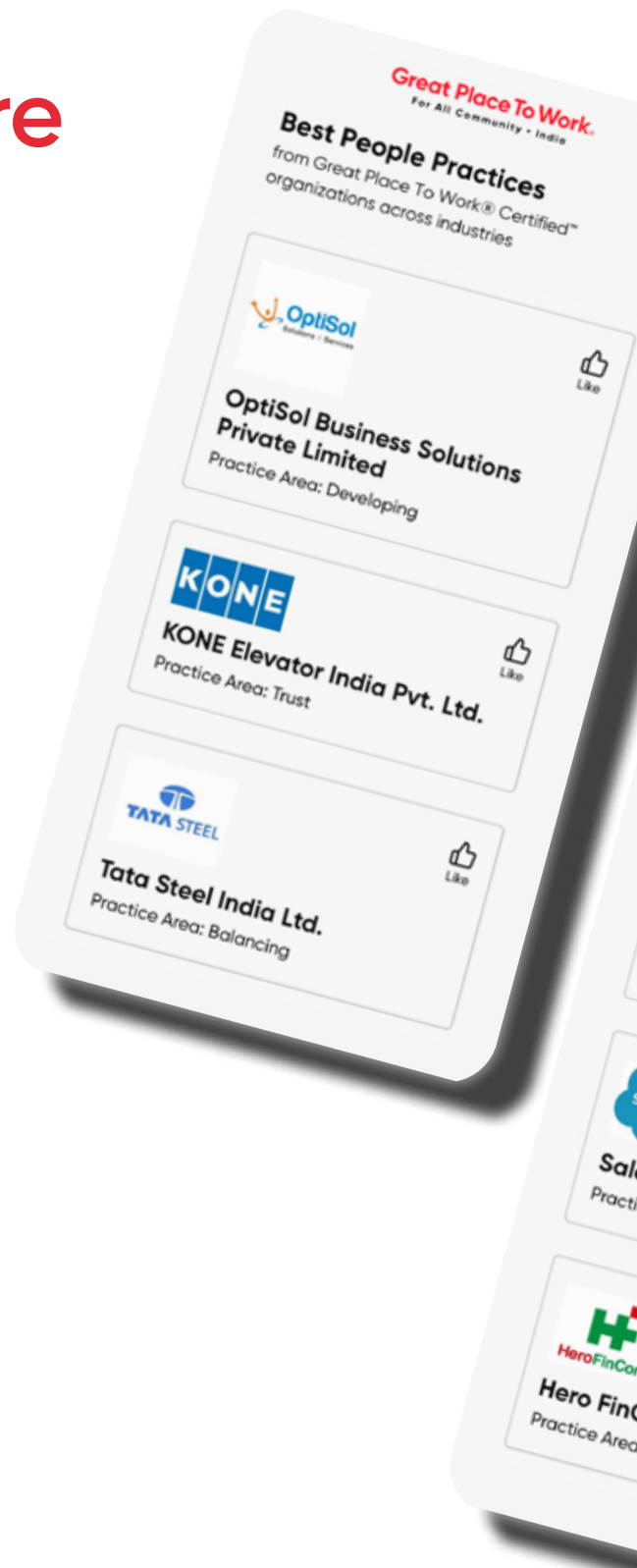
Great Networks, Great
Discussions!



Download on the
App Store



GET IT ON
Google Play





Scan the code
to get the app





Study Mission

Study Missions are immersive learning experiences, exclusively curated for CXOs. As a part of these experiences, members visit the headquarters of one of India's Best Workplaces which have been ranked in Great Place To Work India's latest national lists.

These Study Missions offer two-fold benefits to the delegates:

Learn from the Best Workplaces, and understand what sets them apart from the rest.

Interact with the leaders and a cross-section of their employees and experience the workplace culture of the host organizations first hand.

Some of our previous Study Mission Partners



What did this year's Study Mission talk about?

"Study Missions are exploratory and tell us what other organizations are doing for their people. These Study Missions get us to share Best Practices and more importantly, make us realise how we as organizations are touching lives of other people. Great Place To Work's Study Missions help us to think a different way and create a great workplace for everybody."

Andy Ponneri

Former SVP & Business Leader
India
Synchrony International Services

"I am a big advocate of forums like Study Missions – these forums provide the opportunity to share your heart out, understand industry challenges and some inputs and ideas to go back and experiment."

Sachin Khurana

VP and Chief People Officer
Happiest Minds Technologies



Culture Transformation in a Hybrid World

Hosted by Infosys Limited

Infosys has consistently received accolades as one of India's Best Employers, Nation Builders, and Best Workplaces for Women, among many other achievements. Members got to witness Infosys' unwavering commitment to nurturing an exceptional work culture. The leaders at Infosys emphasised on why nurturing a positive organizational culture is paramount in this rapidly evolving landscape of the modern workplace.



Making Every Moment Magical

Hosted by Mahindra Holidays and Resorts India

Members got to be a part of the magical experiences that Mahindra Holidays and Resorts India Limited (MHRIL) creates for their members (who they fondly call Guests), their employees, their partners, and the community. Member took away key insights from their SEWA (Service with Empathy, Warmth, and Attentiveness) values and how they are deeply embedded in how they interact within and outside the organization.

Our next Study Mission will be held with one of India's Best Employers Among Nation Builders: **Larsen and Toubro Limited**



LARSEN & TOUBRO

3Ts of Transforming India

800+ attendees
(in person and virtual)

53% CXOs

200+ organisations

20+ industries

★★★★☆ overall
delegate experience

25+ speakers out of
which 50% identified
as female

1 day

Scan the QR code here
to view the complete
Summit agenda:



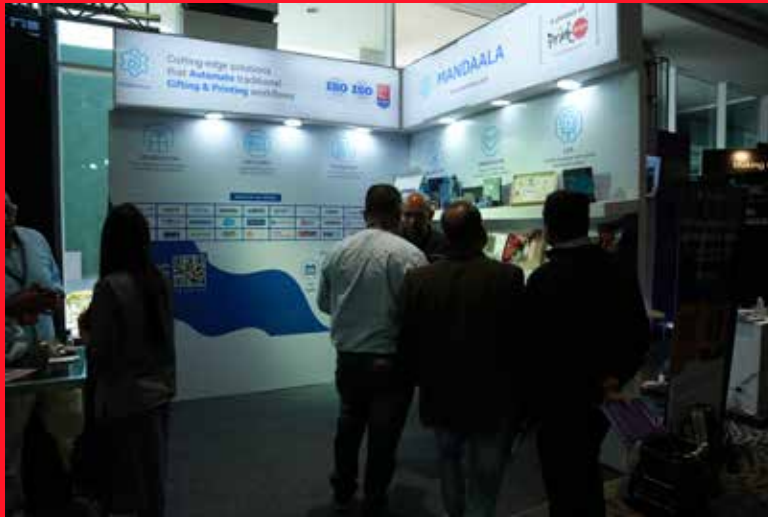
The **Great Place To Work India For All Summit** is India's largest and the most sought-after Summit in the space of workplace culture. It is a blending pot of **CEOs, CXOs and senior HR professionals** coming from different geographies and backgrounds, towards a common aim – building and sustaining a High Trust, High Performance™ Culture. The For All Summit enables fulfilment of a two-fold objective:

- Learning from best workplace leaders and global thought leaders
- Networking with peers across industries to stay updated on the latest trends and exchanges best practices on creating Great Workplaces.

The For All Summit is a **hybrid event** – it allows workplace culture enthusiasts to join in-person and immerse themselves in the experience, while also enabling their global teams to tune in virtually and get all the learnings from the Summit first-hand.

The For All Summit 2024 concluded on **8th February 2024** at **The Westin Mumbai Powai Lake in Mumbai, India**. The theme for this year was '**3Ts of Transforming India – Talent Technology and Trust**', which echoes the nationalist sentiment that has current swept the nation in our G20 presidency year.

India is on a progressive journey from being the 5th largest to the 3rd largest economy in the world – and a mega-transformation awaits us. Our annual study of 2000+ workplace cultures reveals a simple yet strong observation – Trust binds Talent and Technology. The **synergy between Talent, Technology, and Trust** is transformative. By nurturing Talent, investing in Technology, and fostering Trust, organizations can unleash innovation, drive economic growth, address societal challenges, and build a sustainable future. It is through these 3Ts that we can truly transform India by Making India a Great Place To Work For All.



Glimpses from the summit

Speaker Wall of Fame



Abhinav Aggarwal
Fluid AI



Amitabh Kant
Government of India



Anup Rau
Future Generali India
Insurance Company Limited



Arun Arumugam
TIAA Global Capabilities



Atul Dhawan
Deloitte India



PV Sindhu
Indian Badminton Player



Dr. Sandhya Chintala
NASSCOM



Gautam Aggarwal
Mastercard



Gopali Contractor
Accenture



Joseph Fernandes
Mastercard



Keshav Suri
The Lalit Suri Hospitality
Group



Dr. Marcus Ranney
Human Edge



Nivedita Nanda
ISS India



Pavithra YS
Vindhya e-Infomedia Pvt. Ltd.



Prashant Tiwari
Amara Raja Group



Dr. Punita Kumar-Sinha
Independent Director



Roopa Bharvani
TIAA Global Capabilities



Santosh Kumar Singh
Adani Group



Dr. Shashi Kad
SAGE Sustainability



Sumit Agarwal
PR Signal



Vishal Gondal
GOQii



Yeshasvini Ramaswamy
Great Place To Work India

What stood out for the Delegates?

Session with the highest feedback

Diverse and Infinite: Journey of an Entrepreneur

Session feedback: ★★★★★

"Strength comes from within, if you set your sights on your dream. Listen to voices which empower you, instead of those which hold you back."

Sumit Agarwal



Made in India



Amitabh Kant

Session feedback: ★★★★★☆

India's Trust in Its Talent



PV Sindhu

Session feedback: ★★★★★☆

Better for People: Making meaningful progress in DEIB



Keshav Suri & Pavithra YS

Session feedback: ★★★★★☆

An Eye for AI: Powering the future through big tech and human intelligence



Abhinav Aggarwal and Gopali Contractor

Session feedback: ★★★★★☆

To watch the session highlights, navigate to the **Speaker Videos** section on the **For All Community India App**.

Trending: For All Summit 2024

Hear from the delegates



Scan to
view more



"What I love about the For All Summit is the kind of peers, delegates and speakers I get to meet at the Summit every year!"

Payal Brahm Shukla
Bosch Limited

"Really appreciate the way in which the events and the topics have been well managed and moderated for knowledge-sharing from best workplaces!"

Poornima Shankar
LatentViewAnalytics

"The vast amount of experience shared here makes the Summit a great place to be at!"

Ashok Gopalan
Renault Nissan Technology
& Business Centre India

On the
Internet

Search on LinkedIn, X or other social media platforms using this hashtag to see how the For All Summit trended on social media.

#ForAllSummit



In the Media

Scan the QR code below to see the Economic Times' coverage of the For All Summit 2024:



About Our Partners

Over 2700 brands trust Pinnacle for designing and making thoughtful awards, trophies & lapel pins. For 24 years customers keep coming back for they get everything from one place. Design, Manufacturing, Logistics, Reporting.



MANDAALA

Mandaala offers customised SaaS-based solutions that automate traditional gifting and printing workflows for organisations. With a catalogue of over 5000+ products, it enhances employee/customer experiences through merchandise, infusing new energy into the processes. Mandaala has earned the trust of 150+ large corporations with over 15+ years of industry expertise.

Pazcare is India's first truly digital employee insurance & benefits platform. It enables employers provide world class insurance & benefits to their employees. With 1700 customers, 500,000 lives covered, Pazcare is on a mission to enable world class insurance & benefits experience to Indian companies.



One Pass For All!

India's leading organizations are using the organization pass. Are you?

Become a part of exclusive learnings and networking events. Give your high-performing team members the exposure they deserve.

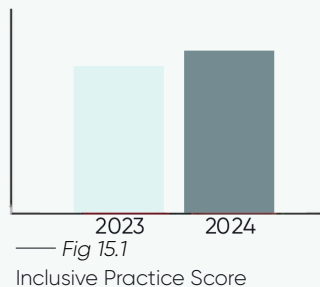
"Synchrony's continued partnership with The Great Place To Work has been a strong and consistent support in shaping and strengthening our cultural journey. As we work together towards our vision of a thriving and inclusive workplace for all at Synchrony, I'm excited about the future collaborations and opportunities offered by the Organization Pass that will truly play a significant role in this commitment."

Paritosh Mishra
Vice President, Operations,
Synchrony International Services



Get your Organization Pass NOW!

First American India's Integrated Success Framework



In 2017, First American (India) (FAI) stepped into the limelight, securing a spot among **India's Best Workplaces in IT & IT-BPM**. This marked the commencement of an extraordinary voyage. Through their steadfast dedication to fostering and preserving an exceptional workplace environment, they clinched this prestigious accolade for the fifth consecutive time in 2023.

FAI has consistently ranked among the best workplaces for women for five years. In 2023, they debuted on the **Diversity, Equity, Inclusion, and Belonging** list and are **Inclusive Practices™** accredited. They also earned their first ranking on **India's Best Workplaces in Health and Wellness** list, showcasing their commitment to employee well-being.

In 2023, FAI was ranked 86th and achieved recognition as one of **India's Best Companies To Work For**, testament to their dedication to exceptional workplace culture. Their top leadership actively constructs and sustains an integrated framework, fostering excellence throughout.



India's Best Workplaces™ in IT & IT-BPM 2023 (Recognized 5 times)



India's Best Workplaces™ in Diversity, Equity, Inclusion, and Belonging 2023

Best People Practices

- 'Swasthya' program offers **holistic support**—emotional, physical, financial. Wellness corner app conducts health assessments, provides **online consultations**.
- Tranquil app aids **mindfulness** and coping with stress.
- EAP support for colleagues provided through app/toll free helpline through certified professional counsellors while maintaining confidentiality.
- Beacon(new joiner) Connect** integrates new hires with the organization and FAI culture through leadership introductions and team integration.
- The monthly /quarterly townhall showcases new hires' photos & recognition of top performers, fostering a **welcoming atmosphere** at the Business Unit level. This initiative, called "**Digital townhall**," provides introductions by business managers, enhancing comfort and assimilation into the business unit.
- FAI's DEI program, **SPECTRA**, emphasizes three key practices: fostering inclusion as a core value, facilitating growth and development for individuals with disabilities (PWDs), and integrating historically excluded groups (HEGs).
- The program operates with a dedicated DEI budget, as a percentage of the overall company annual budget.

Impact

- Employee sentiment regarding **work pressure** has seen a **positive shift**. Employees are more comfortable in **discussing stress and burnout**.
- New hires at FAI are **integrated** into the organization and its culture in a smooth manner and feel **welcomed**.
- Increase in representation of **women and PwD's**.
- Formation of **LGBTQIA+ ERG**
- Increase in the employees' **emotional connect** with the organization.

FAI: Empowering People and Driving Success Through People Practices



India's Best Companies To Work For™



India's Best Workplaces™ for Women 2023 (Recognized 5 times in a row)



India's Best Workplaces™ in Health and Wellness 2022

Each One Get one.

Together for a better world, one referral at a time – Refer an NPO/NGO close to your heart to us. We will help them Become Great.

In the past year, we certified **100+** nonprofits pro bono.

India's Best NGOs to Work For™ WALL OF FAME



Scan the QR code to refer an NGO. Support them in their journey towards becoming a great workplace.

The National Trust Index finds Certified Workplaces ahead of the curve.

A study that articulates the current state of workplace culture in India. This survey will be instrumental in shaping decisions on workplace culture across industries, government bodies, and even policy-making!

The National Trust Index is the nation's voice!



45
National Trust Index

83
Certified Workplaces

47 84
Credibility

44 82
Fairness

42 83
Respect

Get recognised for your Great Work Culture



















As a Great Place To Work® Certified Organization, you have the opportunity to feature among the most credible Best Workplaces™ lists in India and globally. Organizations are recognised across more than 20+ countries, types, sizes and themes that matter to employees.

Registrations open! Book your survey slot now!

Visit: www.greatplacetowork.in/contact-us/ or write to in_getcertified@greatplacetowork.com

Note: Since the lists are announced throughout the year, there are process deadlines for each. Please reach out to us to know more.

Great Place To Work Annual Calendar

	India's Best Workplaces™ in Health & Wellness 2023	MARCH 2024		India's Best NGOs to Work For	OCTOBER 2024
	India's Best Workplaces™ in BFSI	APRIL 2024		World's Best Workplaces™	NOVEMBER 2024
	India's Most Trusted Leaders	JUNE 2024		India's Best Workplaces™ in IT & IT-BPM	NOVEMBER 2024
	THE ECONOMIC TIMES India's Best Companies To Work For	JUNE 2024		Commitment towards Sustainability (ESG)	DECEMBER 2024
	India's Best Employers Among Nation-Builders 2024	JUNE 2024		India's Best Workplaces™ in Pharmaceuticals, Healthcare and Biotech	DECEMBER 2024
	India's Great Mid-size Workplaces	JUNE 2024		India's Best Workplaces™ in Manufacturing	JANUARY 2025
	India's Best Workplaces™ For Millennials	AUGUST 2024	Great Place To Work. For All Summit Mumbai 2025		FEBRUARY 2025
	Best Workplaces™ in Asia	AUGUST 2024		India's Best Workplaces™ in Retail	FEBRUARY 2025
	India's Best Workplaces™ for Women	SEPTEMBER 2024		India's Best Workplaces™ Building a Culture of Innovation by All	FEBRUARY 2025
	India's Best Workplaces™ in Diversity, Equity, Inclusion and Belonging	SEPTEMBER 2024			

Become Great.

For queries, discussion or exploring collaborations, write to IN_events@greatplacetowork.com

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