



PEOPLE & CULTURE NEWSLETTER

Q2 2021 - EDITION 1

Team,

I am excited to share the first edition of the People & Culture Newsletter. In this newsletter we will share updates on new joiners, ongoing projects and key opportunities. As well as topical and interesting industry information.

Please enjoy!

Rosanne

Rosanne

WELCOME NEW TEAM MEMBERS

I am extremely pleased to welcome **57 new team members** so far in 2021. A growing Capco HR Team is key to drive our strategic agenda and enable the business to deliver the best possible service to our clients.



INTRODUCING THE STRATEGIC PRIORITIES OF THE NEW COES

As you know, I joined Capco at the beginning of the year with the single goal of shaping the HR function into a high performing People & Culture team that enables the growth of the business through market leading and scalable solutions which attract, engage, reward and retain talent. Enhancing our focus on DEI across all areas of the employee lifecycle to accelerate belonging, inclusion and respect, build more diverse teams, increase opportunities for diverse talent and lead by example.

A key step in achieving this vision was the creation of our Center of Excellence (CoE) structure that allows for specialist skills and colleagues to use their knowledge to create scalable solutions that we can utilize across the globe.

Our CoE leads for Talent Acquisition, Talent Development and DEI have defined their vision and strategic priorities as shown on the right, and these were agreed upon with the Global Leadership Team in July.



NEWS FROM TALENT ACQUISITION

GLOBALLY, YTD
2555 HIRES
AND PENDING HIRES



32%
United Kingdom

26%
United States

16%
India

37 DAYS
UNTIL OFFER

80%
ACCEPTANCE

57%
DIRECT SEARCH

17%
REFERRALS

KEY FACTS & FIGURES

Our Talent Acquisition teams have been focused on recruiting for the high demand we see coming in from the business.

Globally, we have made 2,555 hires and pending hires YTD. Thereof, the UK accounts for 32%, the US for 26% and India for 16% of the global hires.

On average a candidate is in the pipeline for 37 days until we place an offer and the offer acceptance rate is roughly 80%. Our largest source for locating talent is the direct search at 57% followed by referrals who count for 17% of our total hires.

REFERRAL ROUNDS

As referral remains our second most important source channel, we have been looking at more proactive ways to engage with external talent vs. waiting for our employees to refer somebody.

Therefore we have introduced 'referral rounds' which allow our talent acquisition teams to spend time with associates at Capco to actively source from within their LinkedIn network. The objective is to identify sourcing leads for current openings. If a lead turns into a hire there is a generous bonus for the associate!

Want to learn more? Contact your local recruiting team now!

INNOVATIVE REFERRAL CAMPAIGN "YOU REFER, WE PLANT!"

In June, the Talent Acquisition Team in AGS introduced a new referral campaign that is not just innovative but also supports our sustainability efforts across Capco.

In cooperation with Plant my Tree, Capco AGS supports a reforestation project. With every referral submitted, Capco AGS will plant at least 3 trees in addition to granting the referral fee. Once the mark of 20 referrals is met 100 additional trees will be planted.

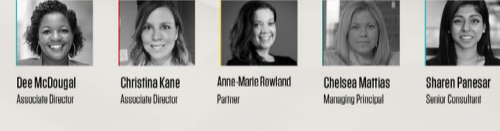
This might be an interesting campaign for your region as well.



WOMEN AT CAPCO: CAREERS IN CONSULTING

THURSDAY | 29TH JULY | 5:00 PM BST [REGISTER NOW](#)

SPEAKERS:



Dee McDougall Associate Director Christina Kane Associate Director Anna Marie Howarth Partner Christine Maffucci Managing Principal Sharon Penrose Senior Consultant

FIRST GLOBAL RECRUITING WEBINAR "WOMEN AT CAPCO: CAREERS IN CONSULTING"

On July 29th we held an incredibly successful global recruiting webinar on female careers in consulting. We hosted 158 external attendees who joined us in the discussion, where three successful Capco consultants shared their personal journeys and experiences, as well as gave tips on how to forge your own career path in the world of consulting. Click [here](#) to take a look at the webinar.

GET READY - EMPLOYEE ENGAGEMENT SURVEY

As we grow, it is essential that we place even greater emphasis on connecting with and engaging our people. We need your input to help us get it right!

In September, we will be partnering with Glint to run a global engagement survey, so that we can find out what we do particularly well and where we need to change. This is your opportunity to have a voice in shaping how we do things at Capco.

The survey will open the week commencing September 13th and will run for 2 weeks. It is entirely confidential and will take approximately 10 minutes to complete. Your input will be invaluable in helping us build an even better organisation.

Stay tuned for further communication issued soon.



REVAMPING PERFORMANCE MANAGEMENT

Great performance drives our organisation and we want to ensure that you feel rewarded and recognised for the contribution you make.

We are working with a global team to develop an approach to performance enablement that can be easily adjusted as we grow.

What can you expect?

- A 4-point rating scale to enable greater differentiation
- Goal setting to achieve clarity and focus
- Quarterly conversations to share real-time feedback
- A new way of getting involved with community projects.

We will provide you more insights in our Q2 HR All Hands Call on September 7th, 2021.



BUILDING OUR #BYAW CULTURE



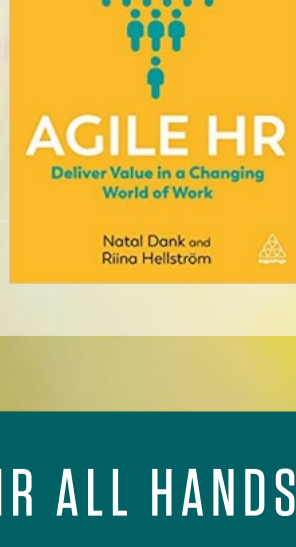
Capco is built on a foundation of #BYAW, and to be successful, we need to be intentional about recruiting, retaining and developing diverse talent across the firm. Through partnerships with regional HR teams, the HR CoEs and the business, we are focused on cultivating a community of belonging, accountability and allyship.

As the program grows, we are always open to additional perspectives and input to help guide where we are headed. Current initiatives include the following—feel free to schedule some time with Dee, Razan Abdelgadir or Emma Cumming (who both just joined, warm welcome!) to discuss:

- Increasing DEI competence across Capco: embedding inclusive behaviors in existing L&D programs
- Amplification workshops with Women@Capco
- Bespoke coaching for high potential diverse talent in the US
- Capco Circles, a small group mentoring program in the US & UK
- Regional DEI Town Halls in September

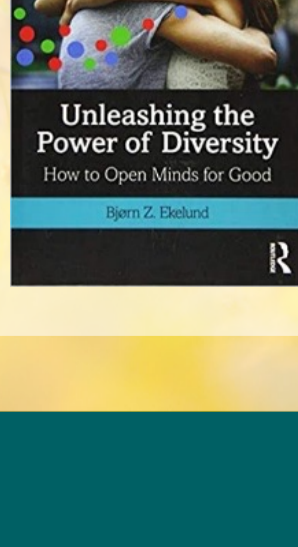
NEED A SUMMER READ?

Whether or not your vacation is still ahead or you just want to read a good book on the weekend, I would like to highlight two books worth reading. If you have a recommendation that is worth reading, share it with me and I will take it up in the next newsletter.



Agile HR is a book for HR professionals outlining how the HR function can implement agile ways of working to boost performance and support the business with more targeted solutions.

Unleashing the Power of Diversity outlines ways to create a common language across teams that reinforces positive identity, builds trust towards people and processes, supports innovation and helps make diversity sustainable.



HR ALL HANDS CALL AGENDA

We have our Q2 HR All Hands call coming up **September 7th** and I am looking forward to see you there. To make the call as impactful as possible for you please share topics you would like to get an update on or general topics of interest by August 25th via email to claudia.lezzi@capco.com

I hope you found the first edition of our People & Culture Newsletter insightful. Please provide feedback you may have directly to me or Claudia Iezzi.

Stay healthy and enjoy the summer!

Rosanne

Chief Human Resources Officer

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