

MAVERIC



THINK
NXT
INDUCTION

LIBA

Leadership
Development

Think NXT

Maveric 4.0 : Strategic priorities



KNOW OUR LEADERS

DELIVERY & COMPETENCY LEADERSHIP

Functions in each Delivery & Competency unit

- Delivery - DL & TL
- Technical Group
- Talent - Recruitment & L&D
- Regional Account Revenue
- HR - Associate Experience
- Operations



**CHANDRAMOULI
SUNDARAM**
SENIOR VICE PRESIDENT

DATA



**SANDEEP
SEKAR**
VICE PRESIDENT

DIGITAL



**RATANESH KUMAR
SINGH**
VICE PRESIDENT

QE



**ANAND MELWYN
MENEZES**
SENIOR VICE PRESIDENT

TEMENOS

BUSINESS LEADERSHIP



**ARAVIND
PONNIRAIYAN**
SENIOR VICE PRESIDENT

DELIVERY



**KISHAN
SUNDAR**
SENIOR VICE PRESIDENT

ENGAGEMENT & IMPACT



**SUNIL
MANUKONDA**
SENIOR VICE PRESIDENT

GROWTH



**RAJESH
VASUDEVAN**
SENIOR VICE PRESIDENT

TALENT

EXECUTIVE LEADERSHIP



**RANGA
REDDY**
CEO

INORGANIC GROWTH AGENDA



**MAHADEVAN
V**
DIRECTOR

US NEW CLIENT ACQUISITION



**SUBRAMANIAN
N N**
COO

UK/ EUROPE NEW
CLIENT ACQUISITION



**MURALEEDHAR
RAMAPAI**
EXECUTIVE DIRECTOR

NEW LOGO ENGAGEMENT
AND CONVERSION



**VENKATESH
P**
DIRECTOR

BUILDING THOUGHT LEADERSHIP
UNIT



**MAHESH
V N**
DIRECTOR

BUSINESS AND CUSTOMER
STRATEGY



**VENKATRAMAN
G S**
CFO

INORGANIC GROWTH AGENDA



- ❖ Superior **ENGAGEMENTS, EXCEPTIONAL** leaders, and **ACCELERATED** career growth
- ❖ On the path to become **TECHNO-FUNCTIONAL** leaders in the shortest time possible
- ❖ Scale driven, **MULTI-COMPETENCY OPPORTUNITIES** across BankTech landscape
- ❖ More **CUSTOMER FACING** roles and experiencing new culture

T H I N K
N X T

DIFFERENTIATED TALENT

Accelerate Your Career Growth With THINKNX T

WAYS OF WORKING

Commitment

- Taking ownership of your work
- Going beyond stated responsibilities to create value
- Persisting to 'Make it happen'

Drive

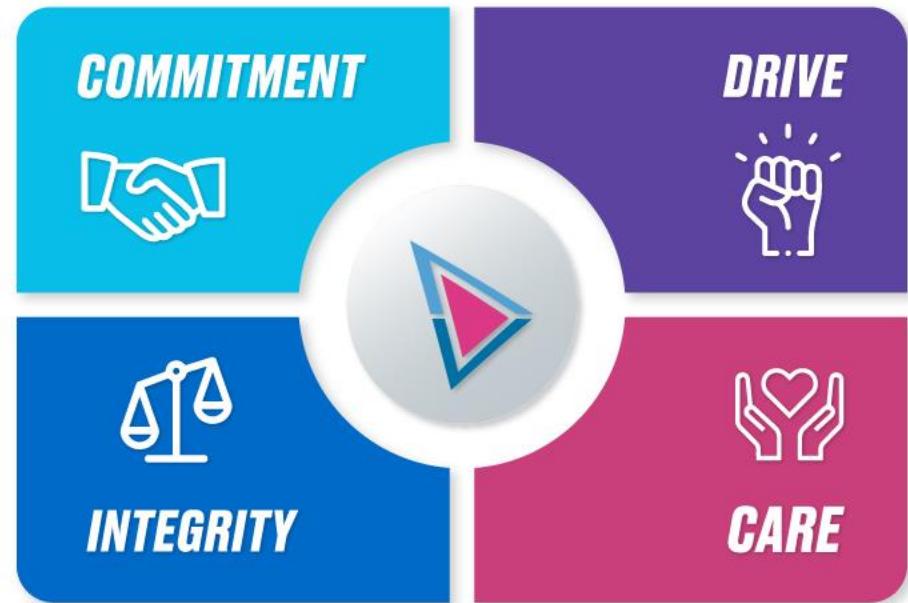
- Building deep domain, technical and leadership competencies
- Openly seeking feedback for reflection and development
- Challenging the status-quo
- Working through Ambiguity

Care

- Creating an environment of freedom and accountability
- Actively listening (personal and professional)
- Recognizing and appreciating people
- Giving responsibilities ahead of time

Integrity

- Respecting each other
- Driving transparency at work
- Making and fulfilling commitments

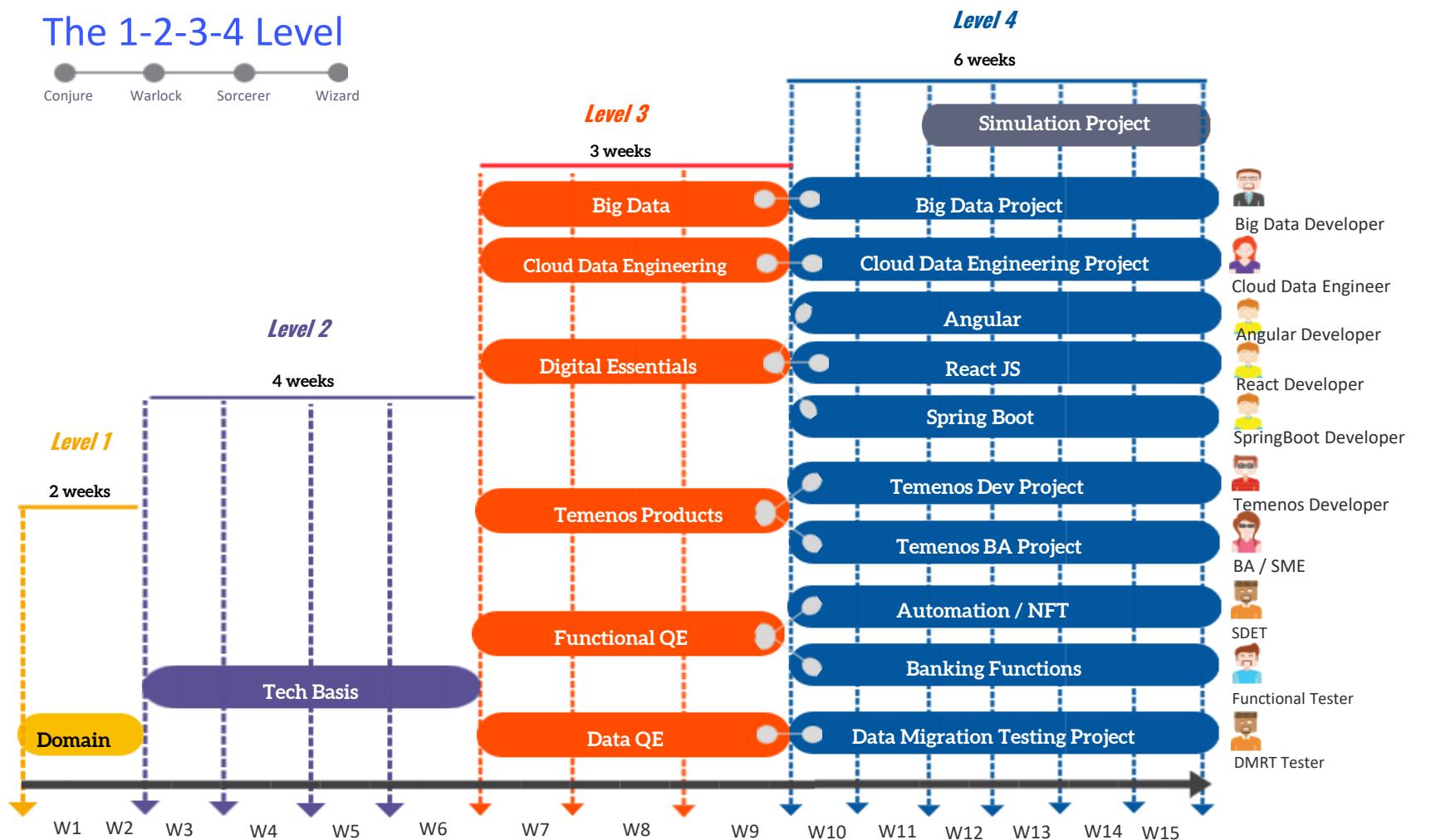


GRIND

Ground for Integrated Development

GRIND is a tailor-made 15 week grooming program for associates joining us through different sources and with various experience background. Based on the resource category, demand and assessment at the end of 6th week associate will be assigned to a competency stream to undergo specialized training and to get hands-on work experience in their respective stream.

The 1-2-3-4 Level



→ WIZARD
Associates to deep dive in the assigned stream, by picking up their next level areas and exhibit their mastery through completing in-house project

→ SORCERER
Based on the Tech Basis assessment, associates are assigned to one of the competency stream to become expert

→ WARLOCK
Associates take up sessions in tech basis incl. Java, SQL, Agile, Source Code Management tools and other needed tricks for development and engineering work

→ CONJURE
Associates undergo basics of banking training for a week to understand and acquire domain knowledge

GRIND MAP

- THE QUEST FOR KNOWLEDGE -

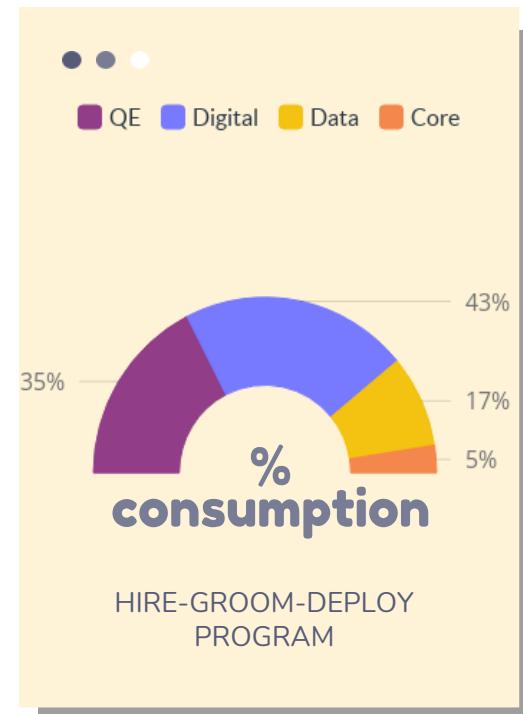
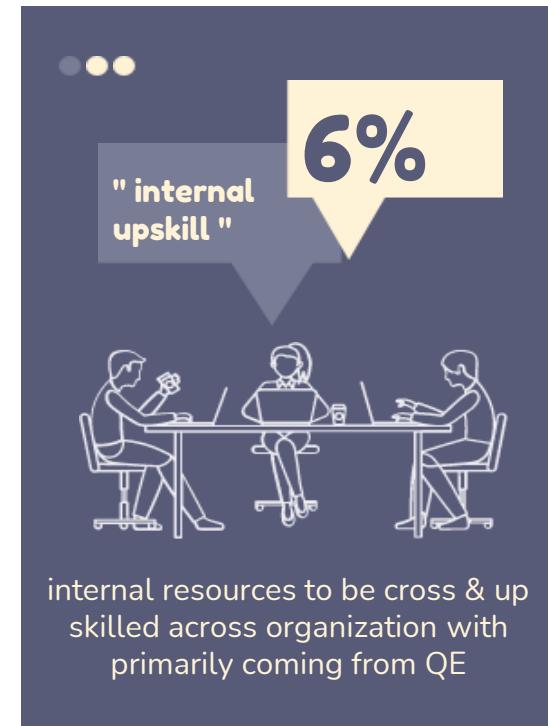
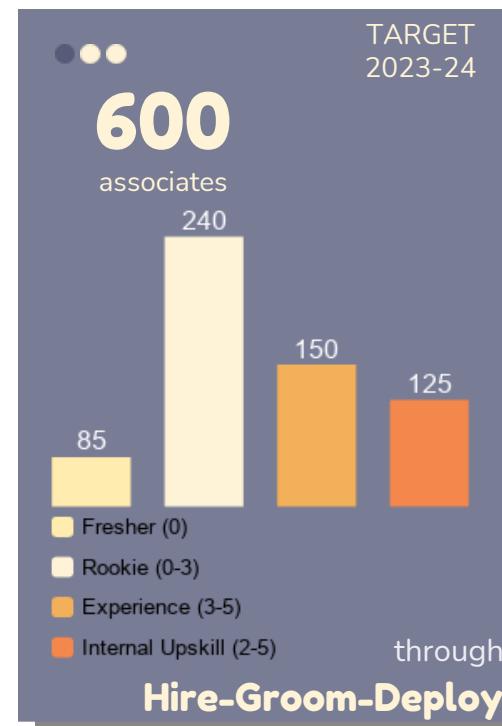


Please reach out to your fulfilment team to enroll for an upskill program and be part of the quest.

thinknxt@maveric-systems.com

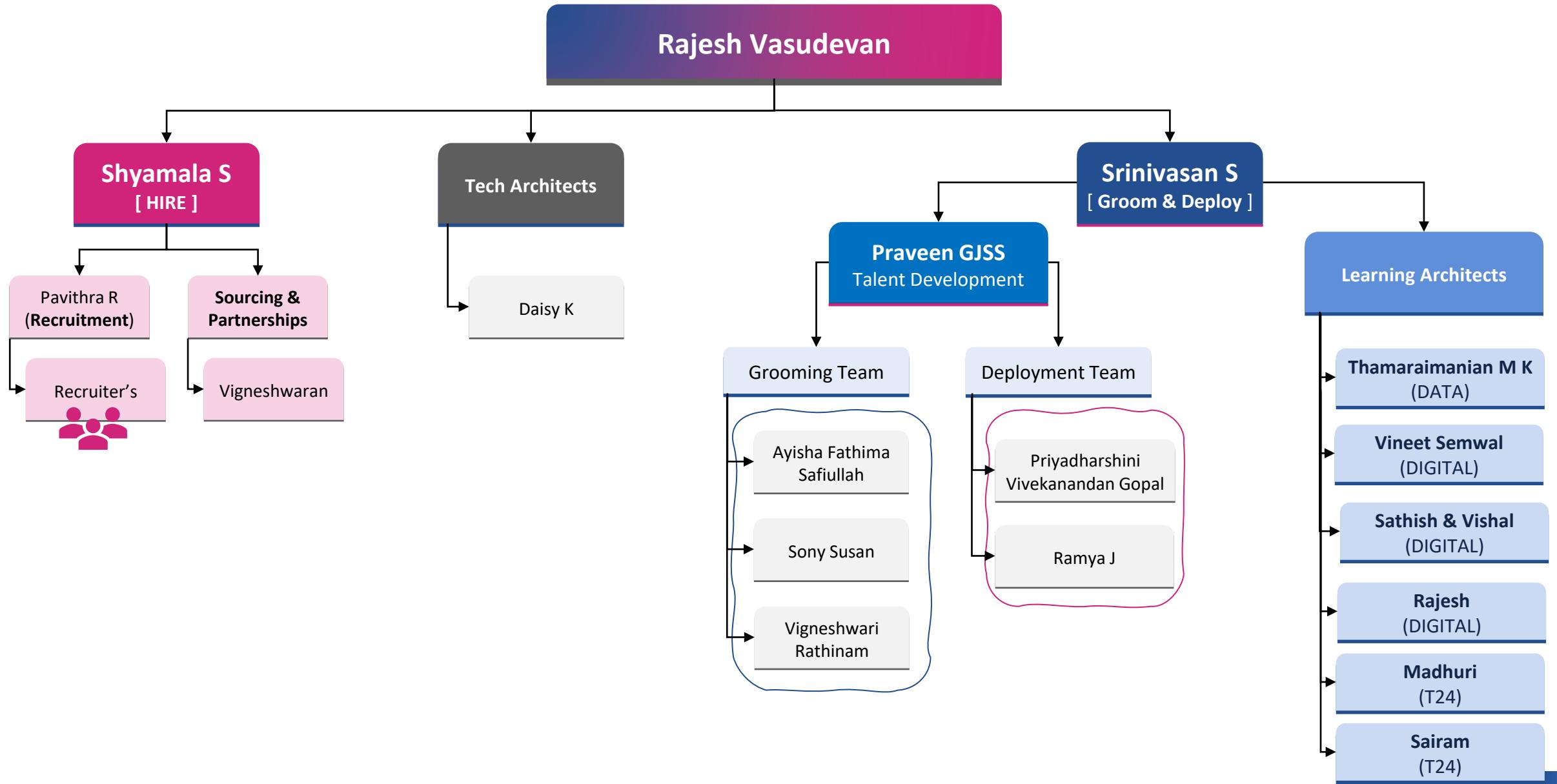
COPYRIGHT © 2023. ALL RIGHTS RESERVED.

Competency Mix

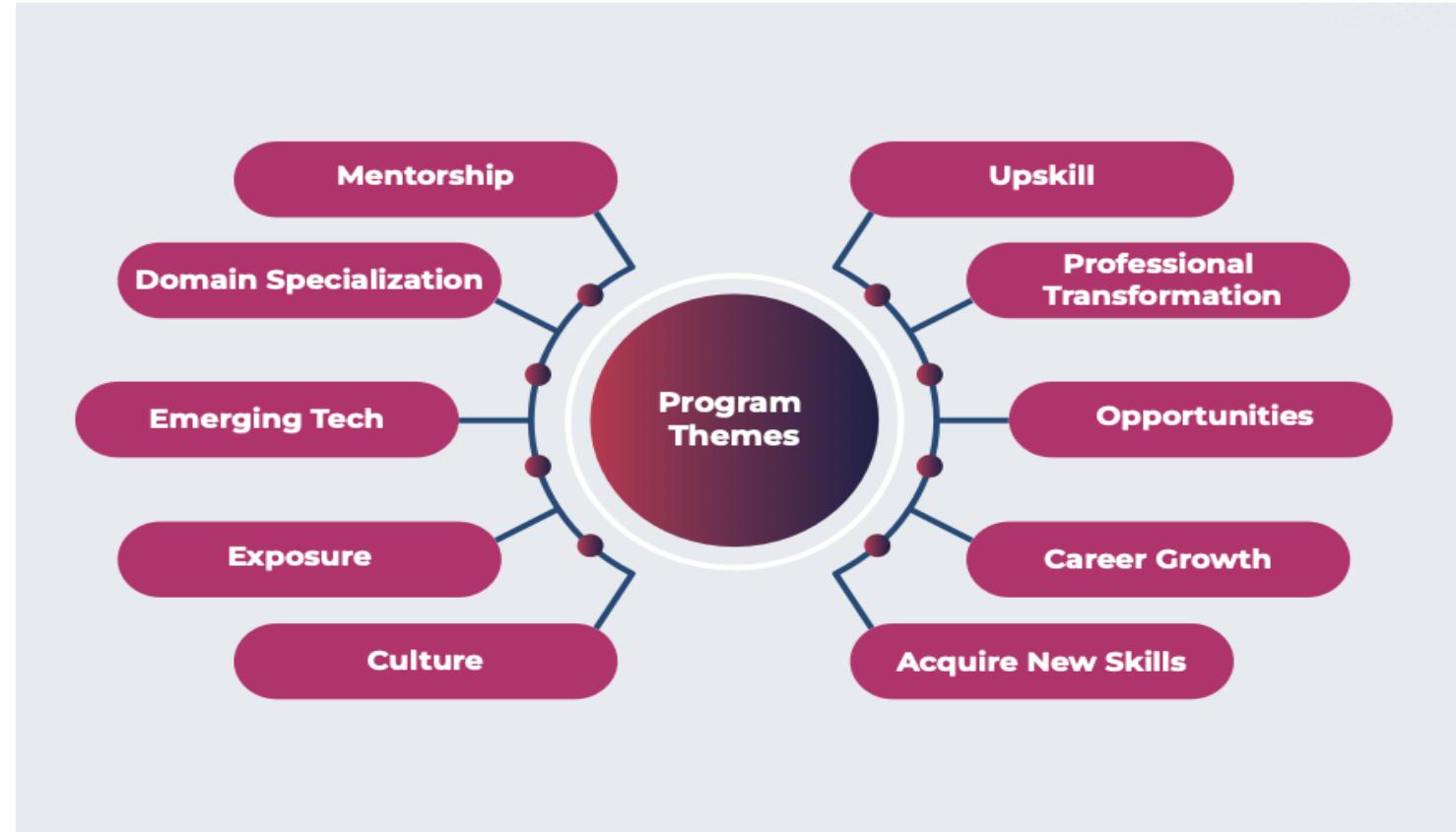


Category	Exp.	2023-24 Target	% Mix	QE 35%	Digital 43%	Data 17%	Core 5%
Fresher	No Exp.	85	15%	50	22%	25	12%
Rookie	1-3 yrs	240	40%	125	55%	85	32%
Experienced	3- yrs	150	25%	30	14%	65	27%
Internal Upskill	2-5 yrs	125	20%	19	9%	75	29%
Total		600	100%	225		100	

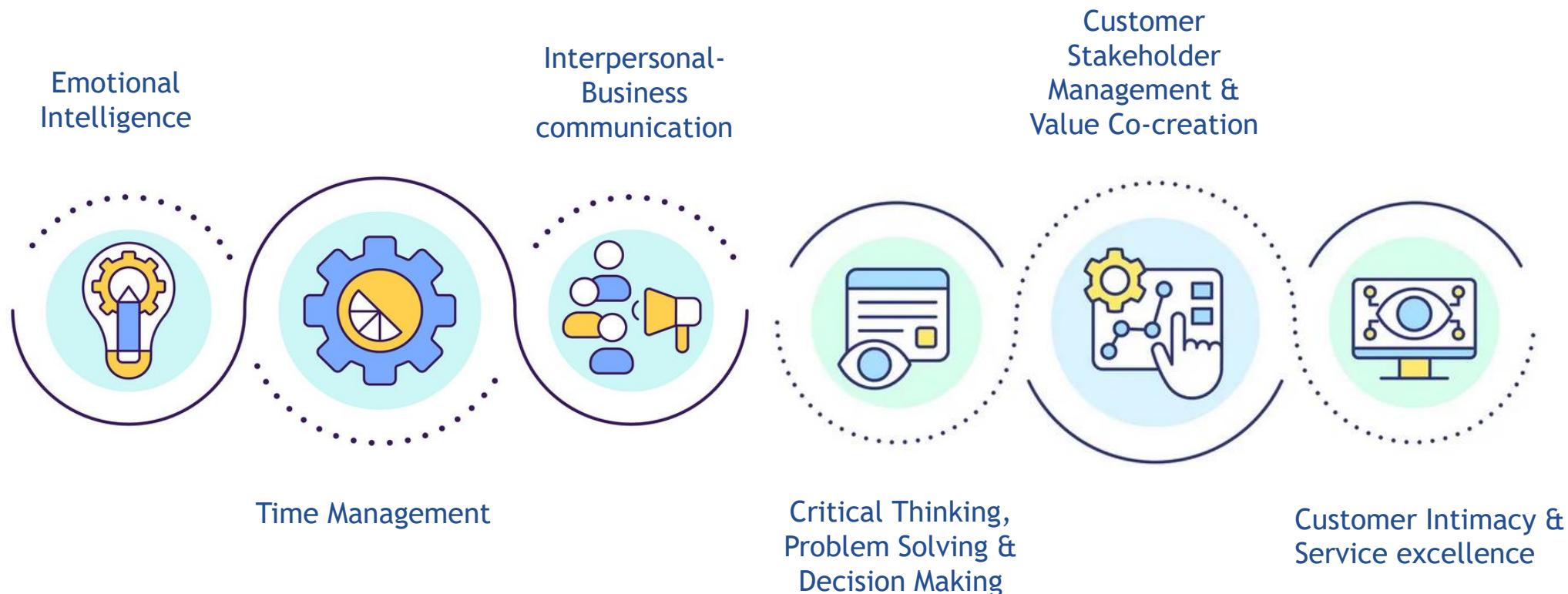
ThinkNxt 2.0 Structure



Program Themes



The THINK NXT Program has learning road maps consistent with an employee's role and specialization. After the initial common subjects, full-length modules of Digital Essentials, Data Fundamentals, Quality Engineering and Product Specialization, as applicable, form a part of the learner's curriculum.



GRIND-003 Program Plan | Digital



	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9
	04-Sep	11-Sep	18-Sep	25-Sep	02-Oct	09-Oct	16-Oct	23-Oct	30-Oct
Day 1	Induction & You Speak We	Corporate Banking & OOPS, UML	Core Java		Agile	Advanced Java	Design Patter	Critical Thin	
Day 2	Retail Banking Concepts	Case studies & brainst	OOPS, UML	Core Java	SQL	Jira	Advanced Java		HTML, CSS, J
Day 3	Assets & Liabilities	Doubt clarification & a	Devops Fundamenta	Core Java	SQL	Jira	Advanced Java	API Design	HTML, CSS, J
Day 4	Customer & Accounts		Core Java	Core Java	SQL	AWS	Advanced Java	API Design	HTML, CSS, J
Day 5	Payments	Emotional Intelligence	Core Java	Practice	Time Mana	AWS	Business Comr	Docker & Ku	HTML, CSS, J
		Leadership Connect		Leadership Connect			Leadership Connect		
									PC - Mapping

Week 10	Week 11	Week 12	Week 13	Week 14	Week 15	Week 16	Week 17
06-Nov	13-Nov	20-Nov	27-Nov	04-Dec	11-Dec	18-Dec	25-Dec
Springboot		Customer St	Angular	Customer In	React JS	PC	
Springboot		Angular	Angular	React JS	React JS	PC	
Springboot	Springboot	Angular	Angular	React JS	React JS	PC	
Springboot	Springboot	Angular	Angular	React JS	React JS	PC	
Springboot	Springboot	Angular	Angular	React JS	React JS	PC	
Leadership Connect	Lunch & Learn		Leadership Connect		Demo - CUL		
		Mentorship					
					Deployment Ready to Cu		



**CERTIFICATION SPONSORSHIP
FOR TOP PERFORMERS**

AWS Certified Developer
Agile Scrum Master

Legend
Soft Skills
Leadership Connect
Lunch & Learn
Holiday

Coverage

- Domain, Technical & Soft skills

Training

- Full time professional trainers
- Contracted Professional trainers
- Internal trainers
- Leadership & SME connects

Skill Validation

- Regular practice questions/quizzes during the training sessions
- Weekly assessments & assignments
- Reverse KT sessions
- Feedback from Trainers, Mentors, Grooming & Deployment team
- Final Project Charter
- Behavioral aspects

Tools

- Talent LMS
- Git for project charter
- Digital Labs

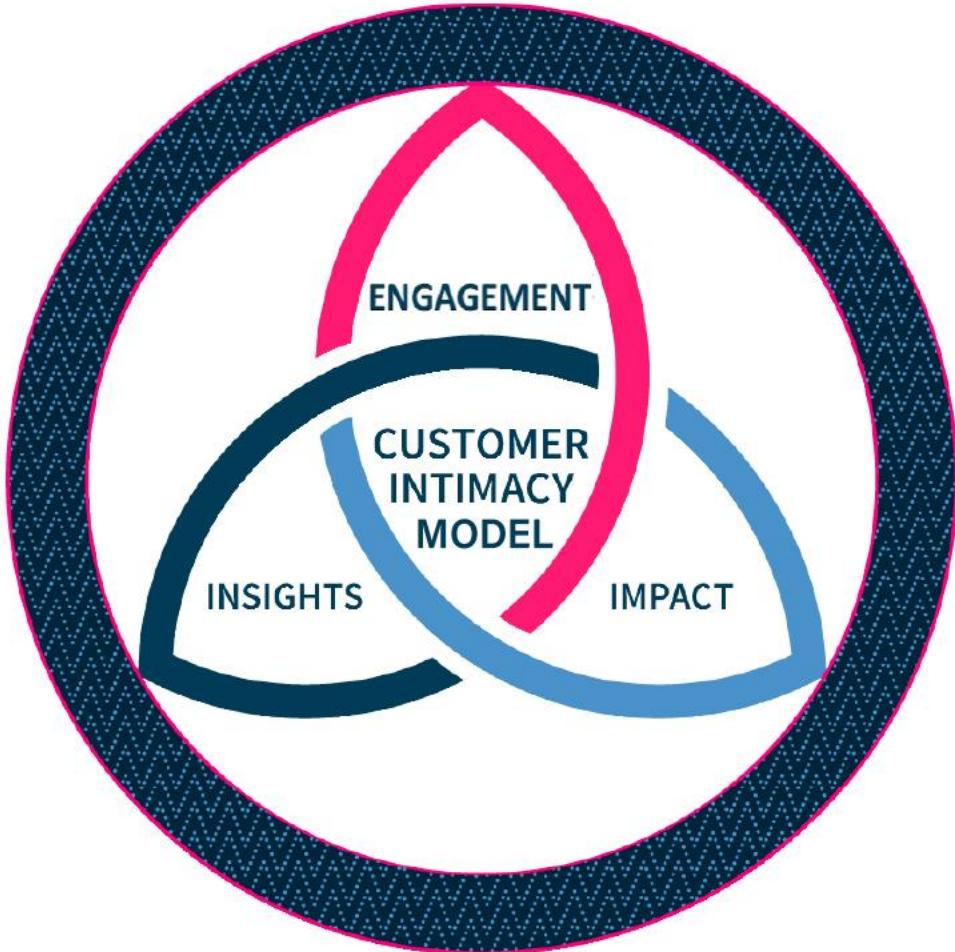
Feedback

- Trainer feedback by trainees by end of every topic
- 1-1 report to trainees from ThinkNXT team
- Mentor feedback on Project charter



DIFFERENTIATED APPROACH

CUSTOMER INTIMACY MODEL



- Engagement, Insight & Impact.
- Providing best possible solutions to individual customer needs.
- Seeing beyond what the customer sees.
- Trusted relationships increasingly built on successful delivery.
- Commitment to delivery/ meeting results.

- 
1. The way you **COMMIT TO THE SUCCESS** of external **customer** as well as your **team member**
 2. Create a **COLLECTIVE ENERGY** & thus be in a **position** to take up the objective in most **IMPACTFUL** manner
 3. How much of **importance** you attach in **INVESTING** in **BUILDING RELATIONSHIPS** (be it with customer org / internally)
 4. Kind of **FOCUS, TIME & ENERGY** that you invest in **NURTURING** people (esp the younger associates)
 5. **SEEKING FEEDBACK, LISTENING** to ideas & **BUILDING** on top of them



RESPECT

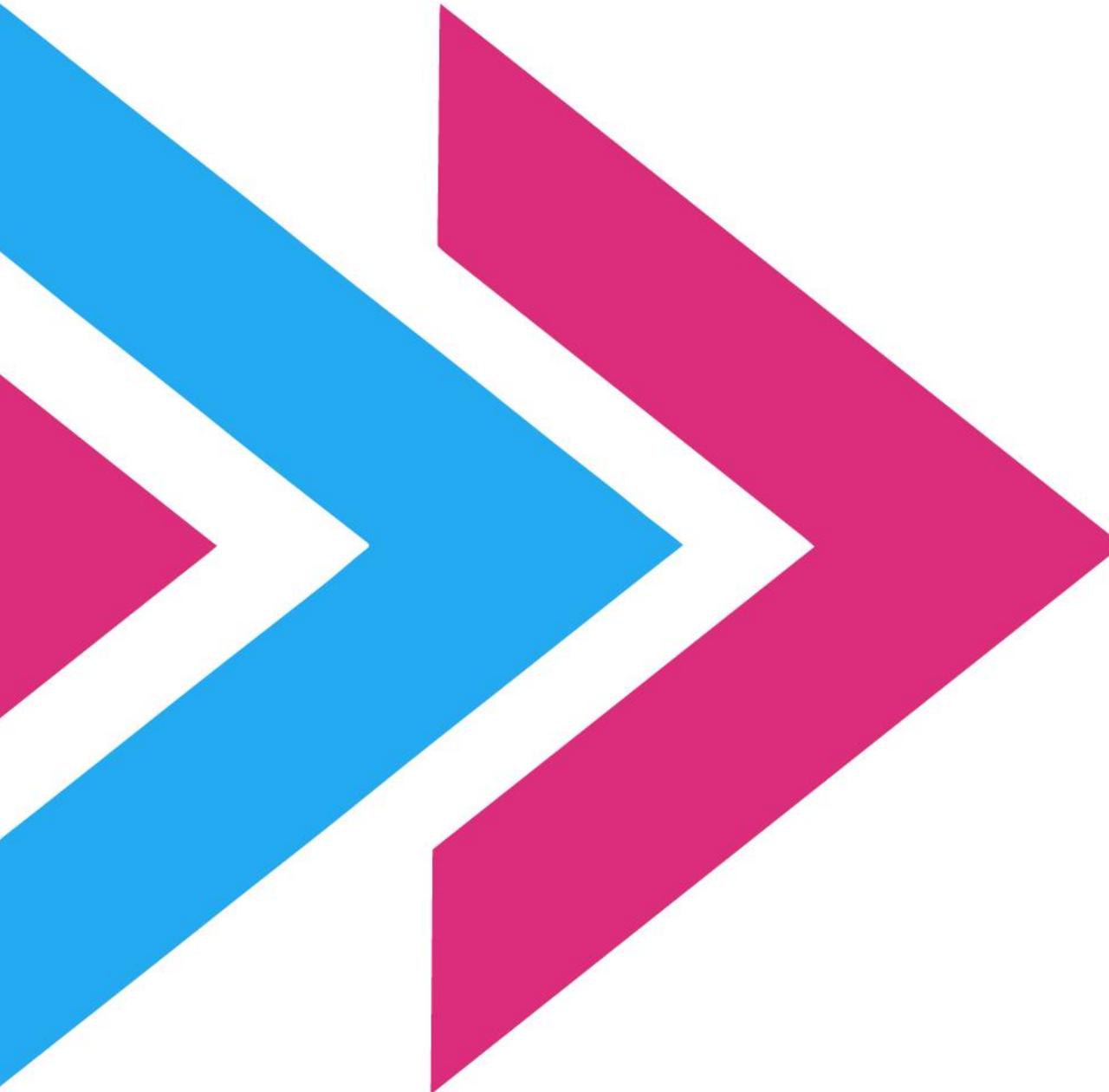


RECOGNITION



CHALLENGE





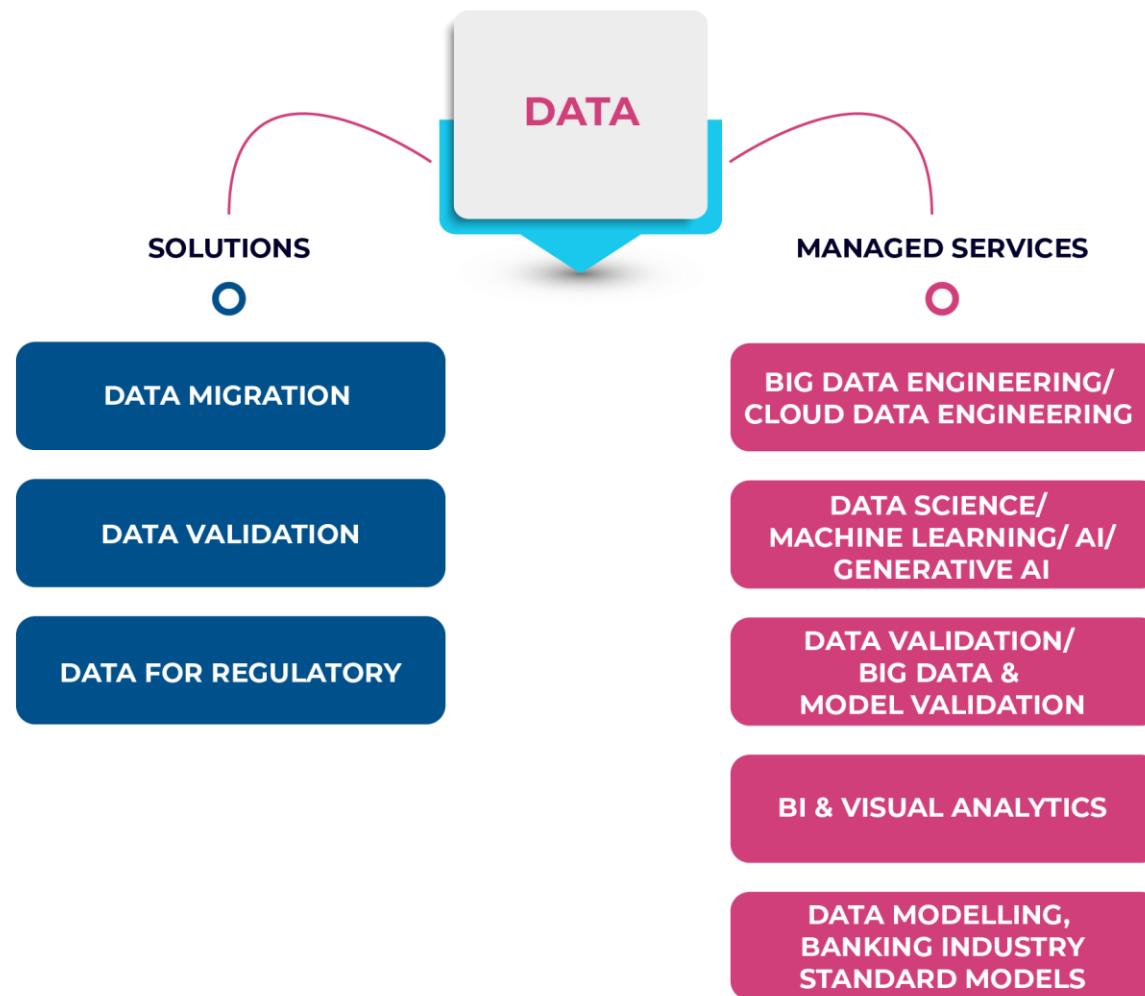
**WHAT ARE
YOUR KEY
TAKE AWAYS?**



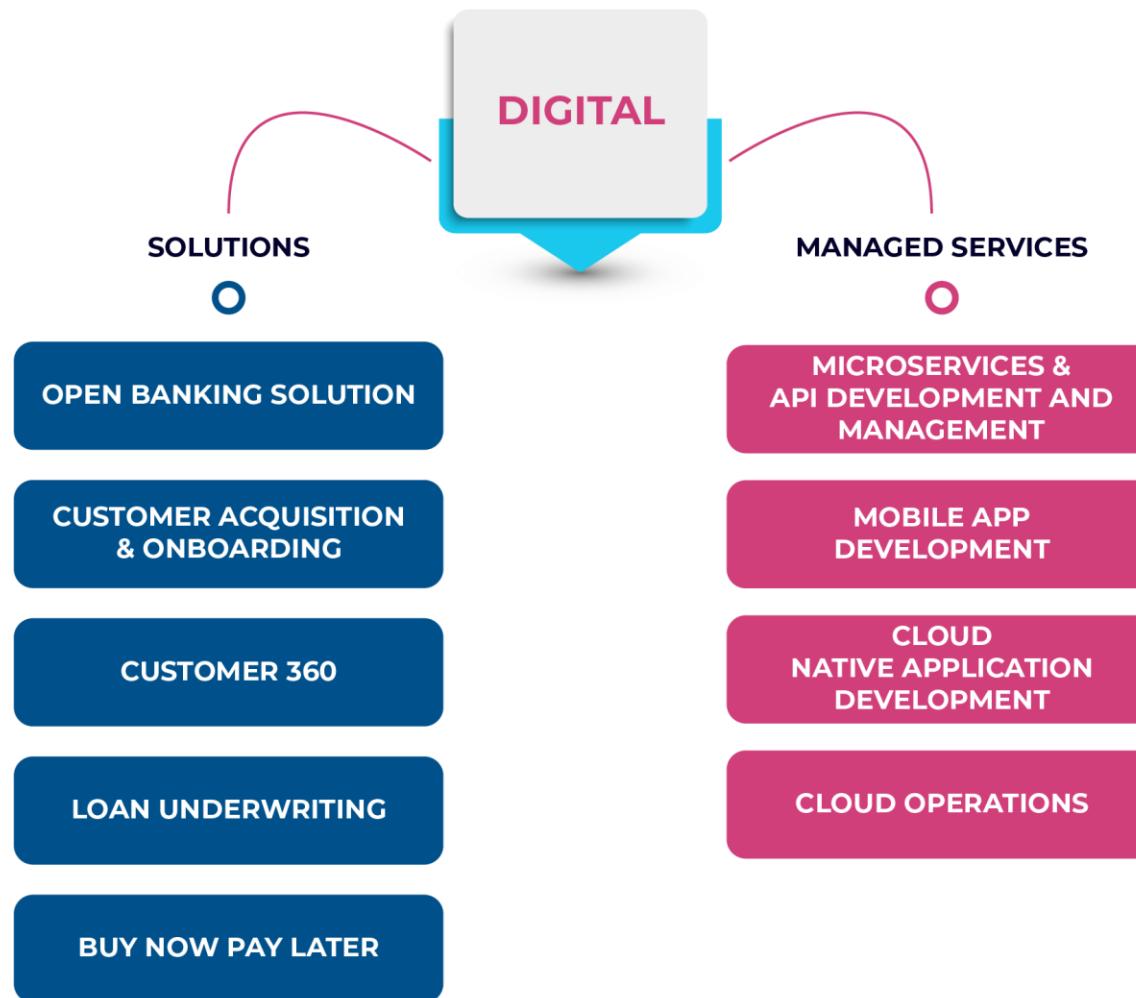


Appendix

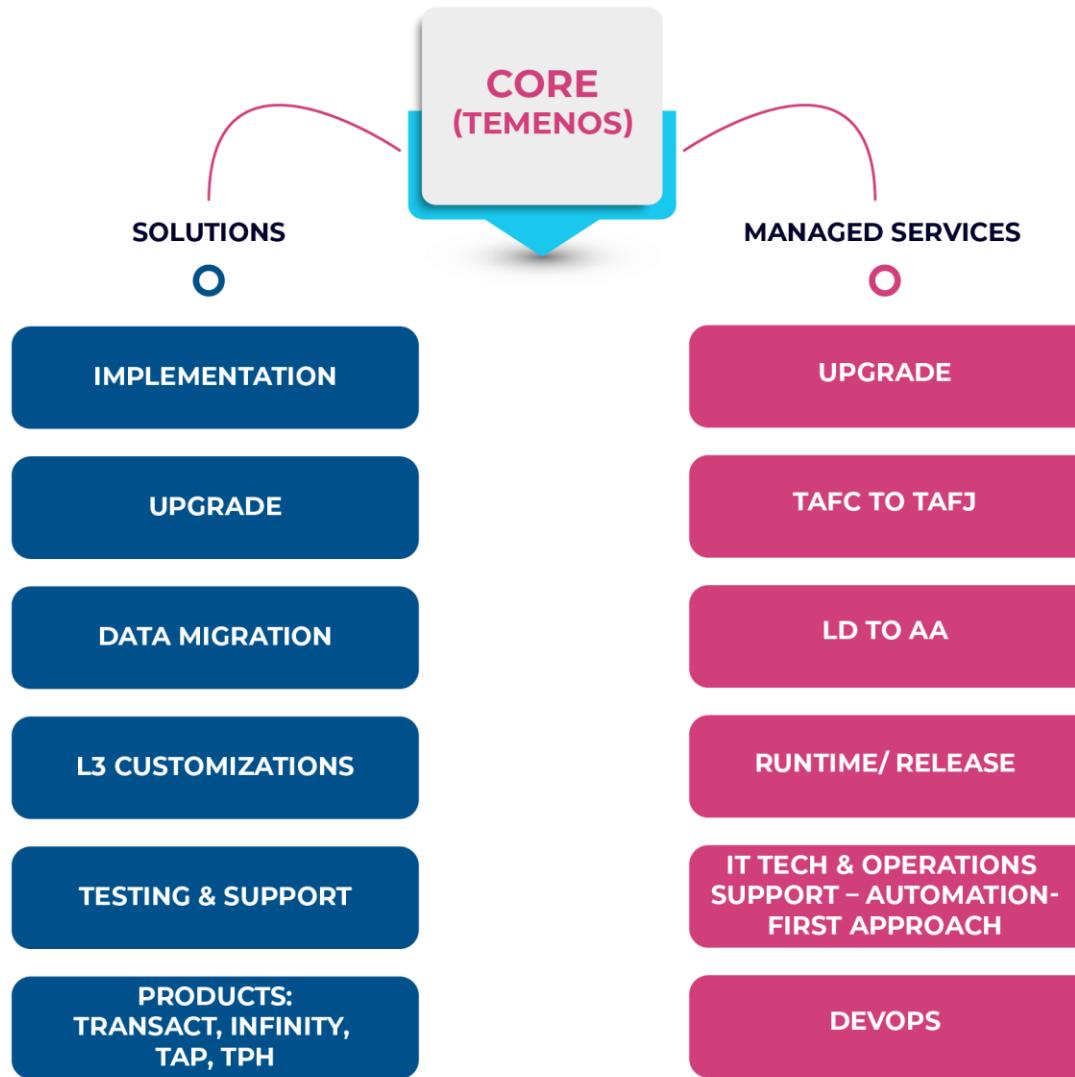
DELIVERY & COMPETENCY SERVICES



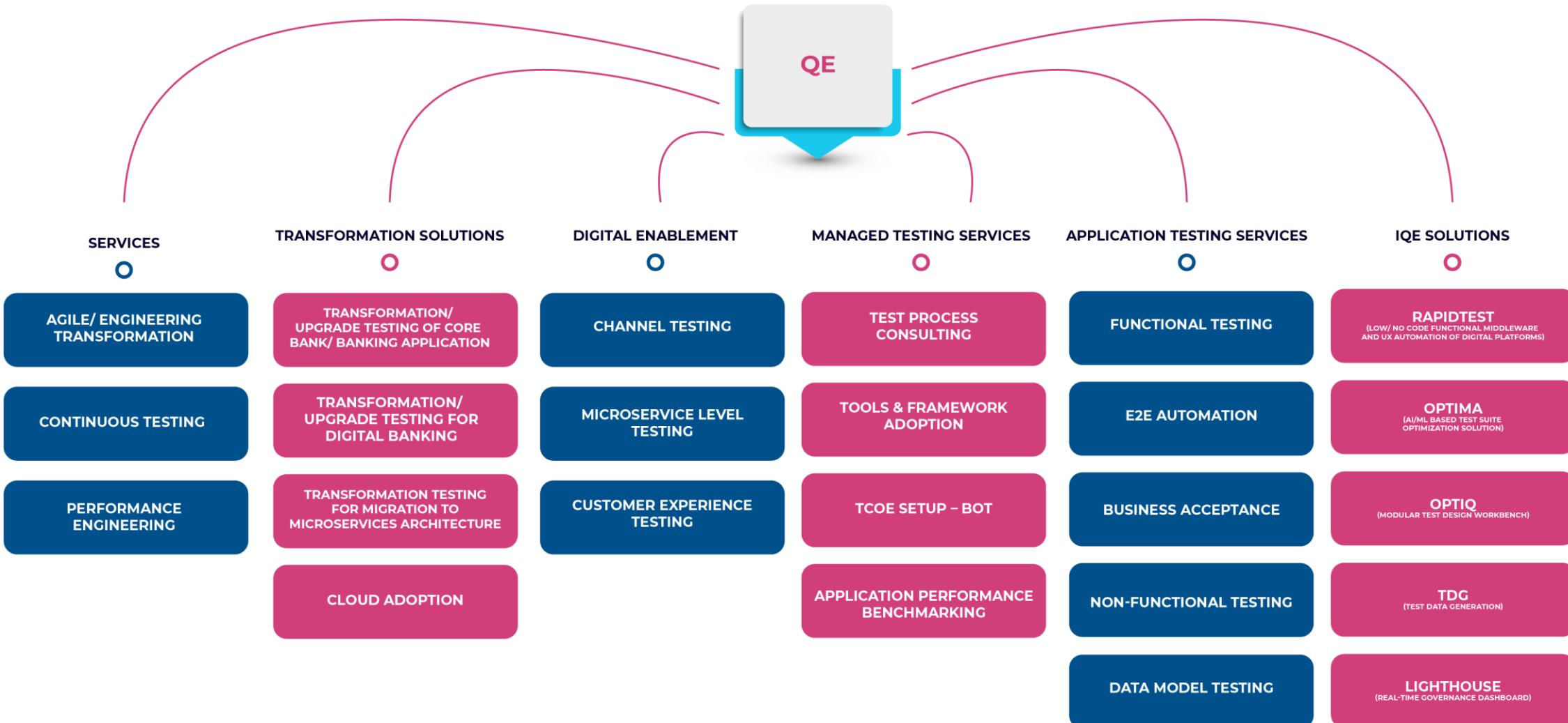
DELIVERY & COMPETENCY SERVICES

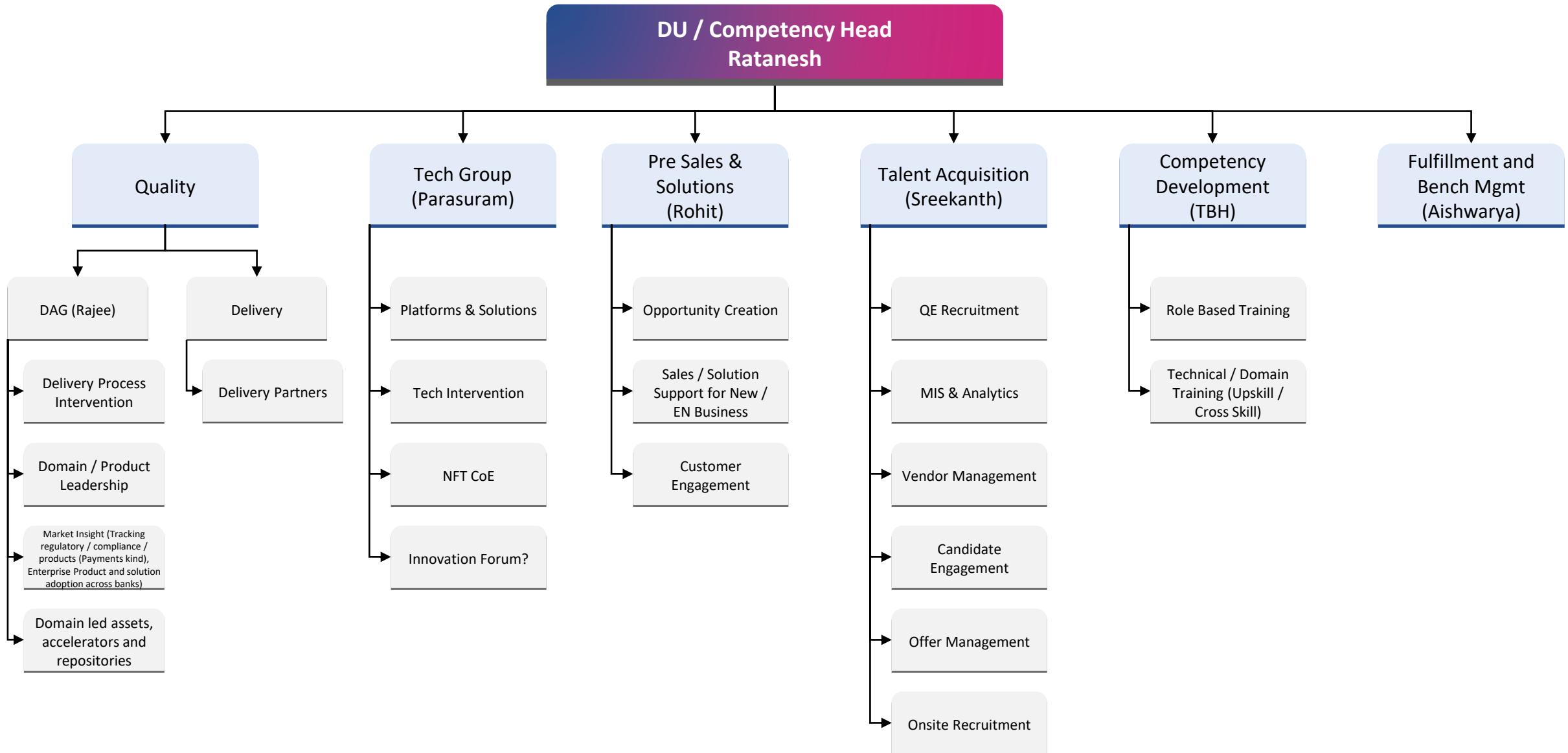


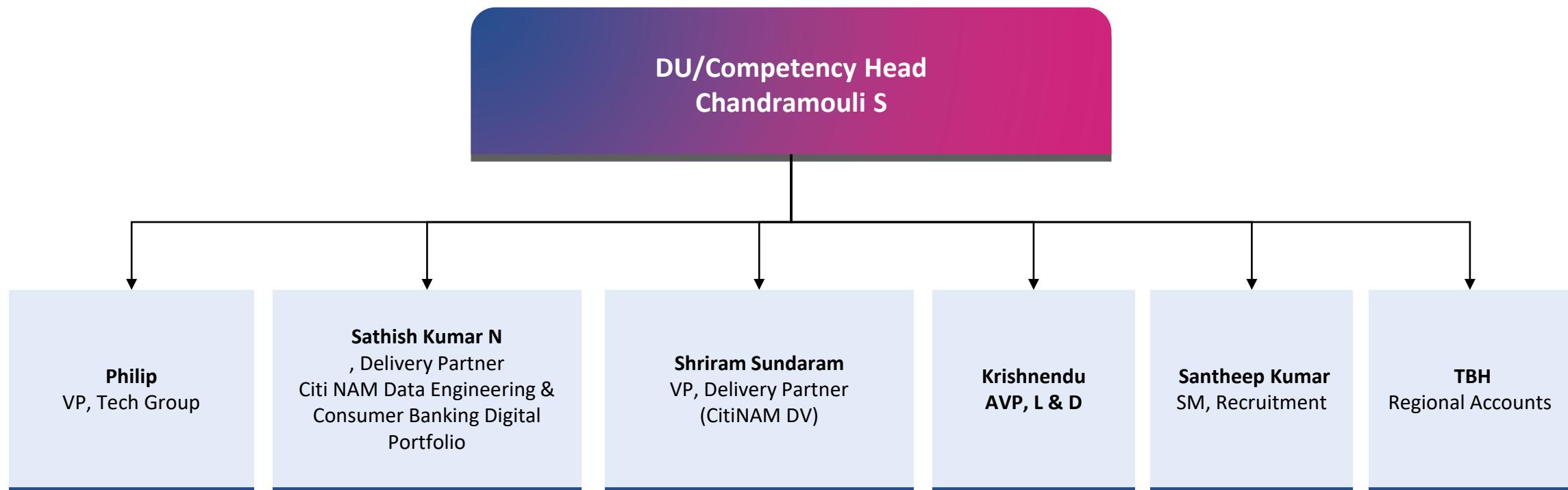
DELIVERY & COMPETENCY SERVICES

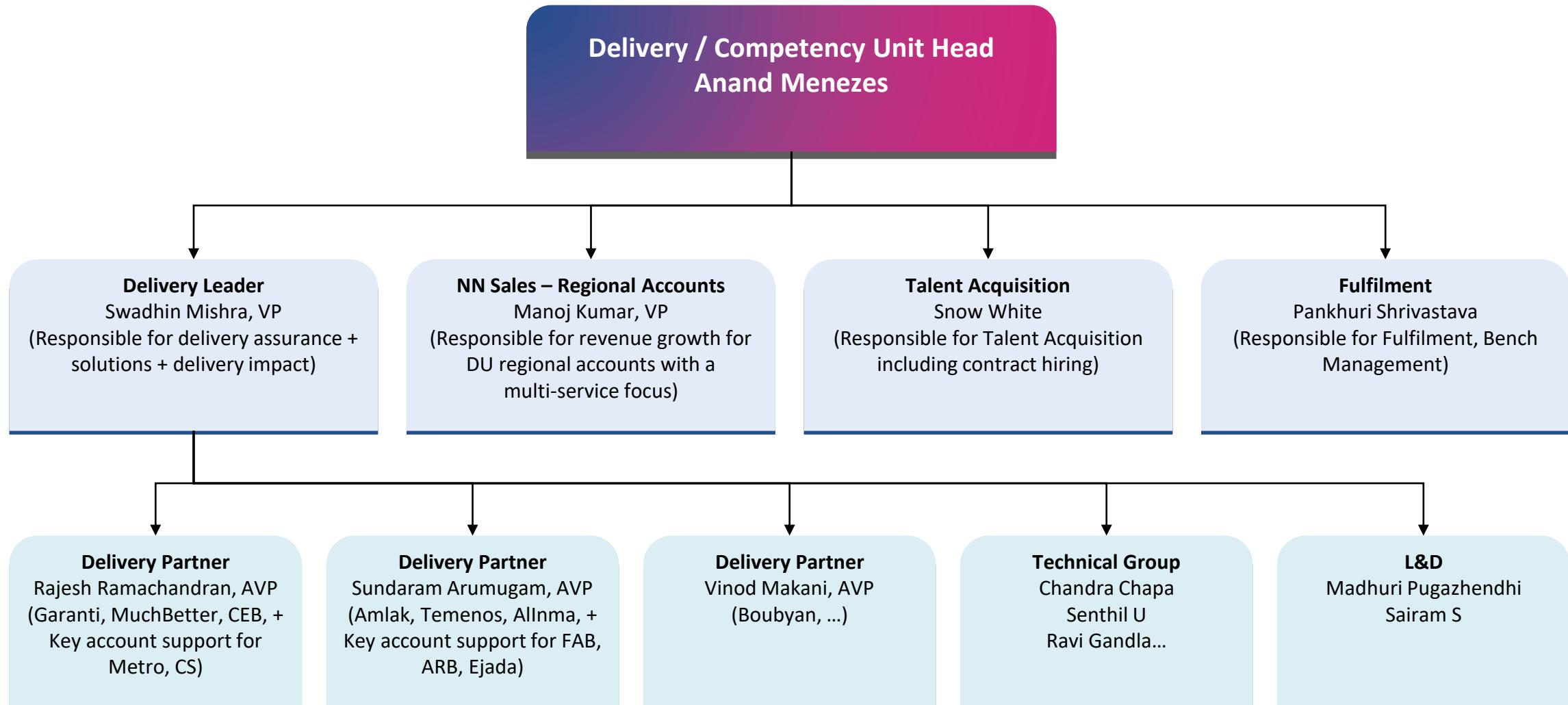


DELIVERY & COMPETENCY SERVICES

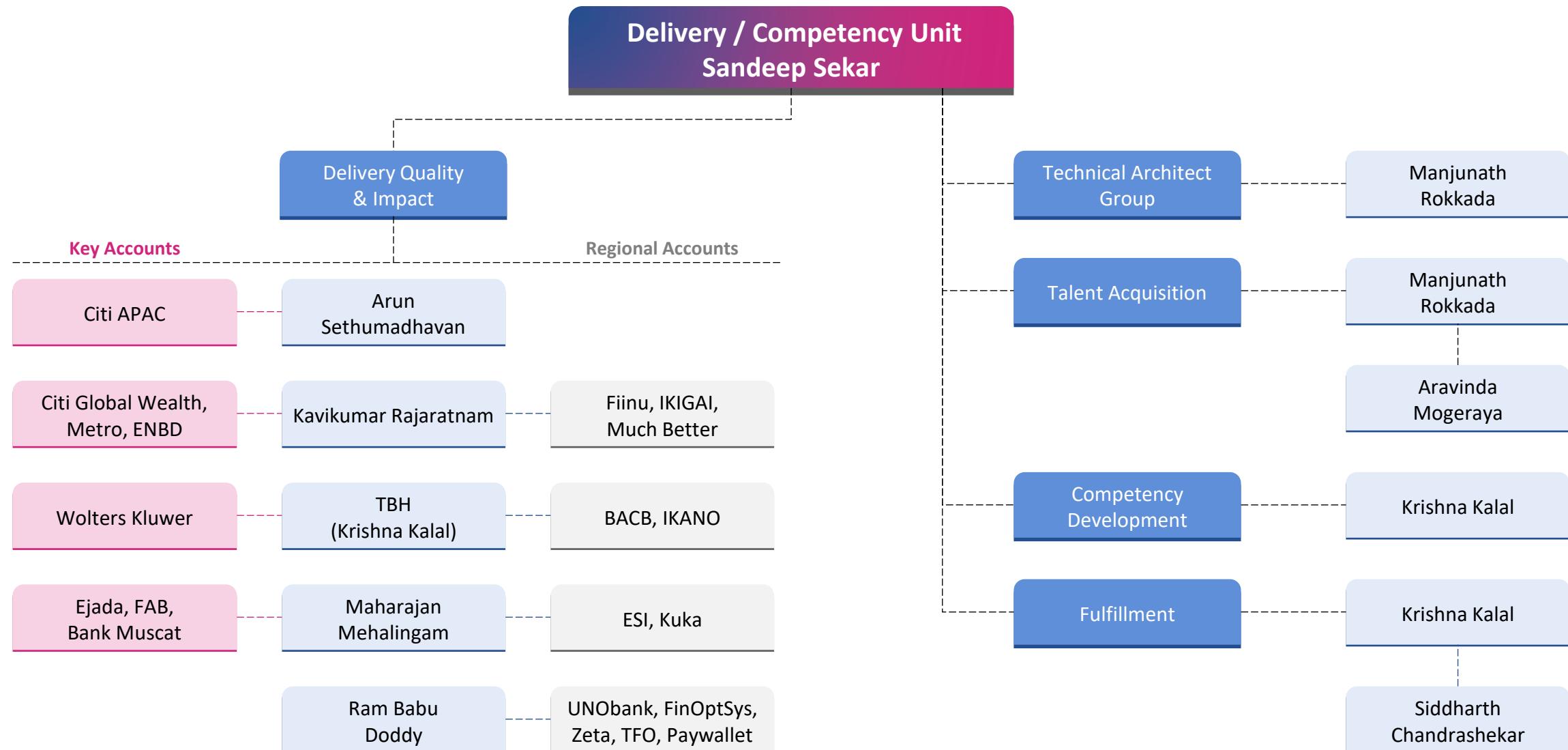


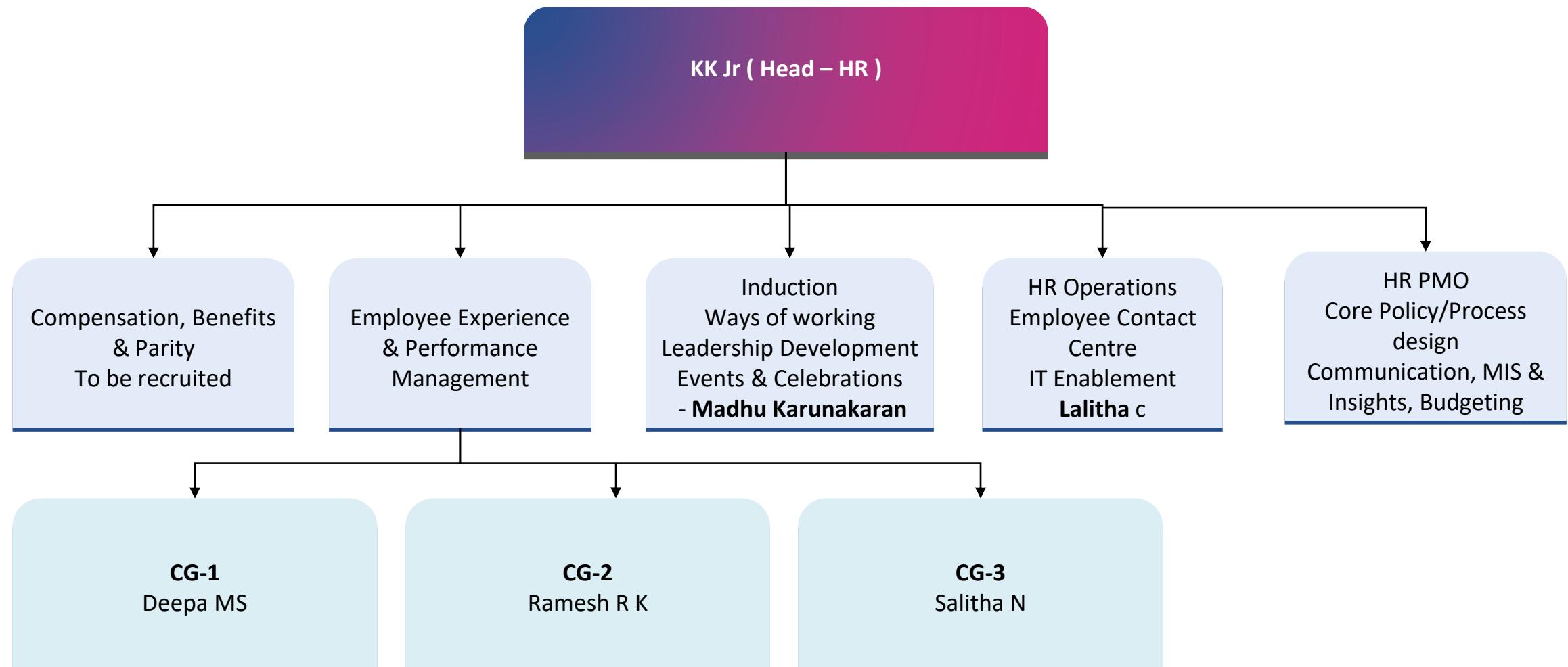






Digital Structure







CORPORATE HEADQUARTERS
SEZ UNIT III, 2nd Floor, 5th Block
DLF IT Park - SEZ, 1/124, Shivaji Gardens,
Mount Poonamallee Road, Nandambakkam
Post, Manapakkam, Chennai - 600089.
www.maveric-systems.com

COPYRIGHT © 2023. ALL RIGHTS PROTECTED AND RESERVED.

The information contained in this document, much of which is confidential to Maveric Systems, is for the sole use of the intended recipients. No part of this document may be reproduced in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without the prior written permission of Maveric Systems.

GLOBAL LOCATIONS

INDIA



SINGAPORE



UK

US

DUBAI



RIYADH



MALAYSIA

MEXICO