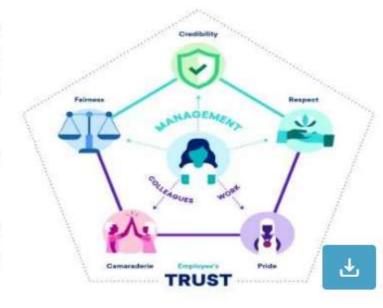
What are the dimensions that characterize a great place to work?

Great Place to Work® (GPTW) institute studies the following two aspects to assess if an organization is a great place to work:

- Trust, pride and camaraderie prevalent in the organization
- Employee-centric framework : People practices, philosophy and values of an organization



Why was Intuit India recognized as a great place to work?(1)

Benchmarking & Alignment: Studying industry's best practices and align its own employee practices



Entire unit come together to celebrate employee milestones



Strong focus on delighting the families of employees



Little Intuit day – Sharing Experience with families



Why was Intuit India recognized as a great place to work?(2)

- "I am Intuit" places employees as an ambassador
- Managers/leaders accepting "Vulnerability "
 that they are not aware of something & Creation of ILEAD
- Open-plan workspace for all
- Anonymous feedback portal "Ask Vijay"
- Employee survey "Pulse" to create

a strong culture of listening



Why was Intuit India recognized as a great place to work?(3)

- Attract early talent through designed internships and workshops at premiere engineering institutes
- Rewards and recognitions: unexpected day off in recognition of hard work, employee milestones, CEO leadership awards and CEO sales club, "Spotlight" award, "Intuit Again", "Intuit Ability Program"
- "Design for Delight" innovation workshop were put in place in response to the feedback of new hires
- Benefits to expecting mothers: Special cab service, flexi workload, six month maternity leave
- Diversity & Employee Networks, Other Benefits: Bus facility, Free food, F
 paid Caregiver's leave, Contribution to NPS, Stock incentives

Why was Intuit India recognized as a great place to work?(4)

- Had an employee network called "The Next Generation Network" to engage with early talent on campus
- Had an elaborate frame work for hiring laterals called "Assessing for Awesome"
- · Leadership award where winners were given personalized experience
- Boundary-less organization where there was different and diverse employee networks

MANTRAS OF INTUIT INDIA



Engaged

- Engaging leaders to own up and strengthen the sense of safe workplace at Intuit India



Enabled



Competitive Cash



INTUIT INDIA THINGS TO LEARN

- · Cultur of listening- Pulse
- Performance Management The Situation-Behavior- Impact model, Iterative goal setting, "monthly check-ins
- Employees as Brand Advocates
 web application which
 allowed employees to design
 their own personalized
 messages
- The Role of Leadership ILEAD, India Directors Forum

- Diversity and Employee Networks - "Intuit Ability Program"
- Employee Experience nearly 270 events Eg: Little Intuit Day
- The Great Place to Work
 Council cross-functional teams
 of leaders came together and
 collaborated on the company's
 most important people-focused
 outcomes









- *Amalgamation of both hard and soft aspects
- •Hard aspects : compensation, benefits and rewards
- *ILEAD: Community comprising of managers with "Vulnerability" Theme
- *Leaders are learners and there is back and forth sharing of knowledg
- Soft aspects: Values, Culture, Leadership Style and Behaviour
- *Intuit good at both above mentioned aspects
- "Intuit Edge": Centralised but Transparent Leadership





HARD ASPECTS

- FRAMEWORK FOR TALENT REVIEW
- TAKING CARE OF DAILY NEEDS OF EMPLOYEES.
- SPECIAL ATTENTION TO PREGNANT EMPLOYEES AND MOTHERS
- EMPLOYEE CENTRIC PROGRAM





- ROLE MODEL EMPLOYEES SHOULD BE AWARDED.
- INCORPORATION OF CULTURE OF LISTENING
- LEADERS SHOULD BE APPROACHABLE FOR THE EMPLOYEES.
- LEADERS EAGER TO LEARN.
- LEADERS SHOULD ALLOW EMPLOYEES TO TAKE DECISION



Keep up the momentum and stay in the top league especially at scale?

- An experience and environment for employees to get the best work of their lives
- Avoid being complacent
- Make sure that no one is left behind
- Everyone has the same consistent experience
- Not assume that it will happen organically
- Stay true to mission and model of empowering employees
- Be relentless and be ahead on thought leadership compared to industry



Keep up the momentum and stay in the top league especially at scale?

Motivation : of self and teammates

Awareness : of self and the environment

Revision : of policies / plans as per time demand

Determination: to achieve the target & not deviate from

path, practice, practice and practice

Can Intuit India sustain this effort? If yes, how? Yes it can

- Leverage the advantages of being big
- Enjoy the perks of being small
- A mechanism that would help it build and sustain excellence
- Combine science and art
- World-class practices enhancing experience of employees
- Stay true to mission
- Empower employees through their culture

What can you, in your current and future job roles do to built great places to work?

- Treating employees with respect
- Ensure appreciation of good work
- Embrace diversity in culture
- Encourage cooperation over competition
- Involving employees in CSR activities
- Honest and unbiased leadership
- Avoid politics within organization
- Good coordination between cross functioning departments
- Focus on employee development
- Improve employee independence
- Working on feedbacks received from employees
- Provide better work environment