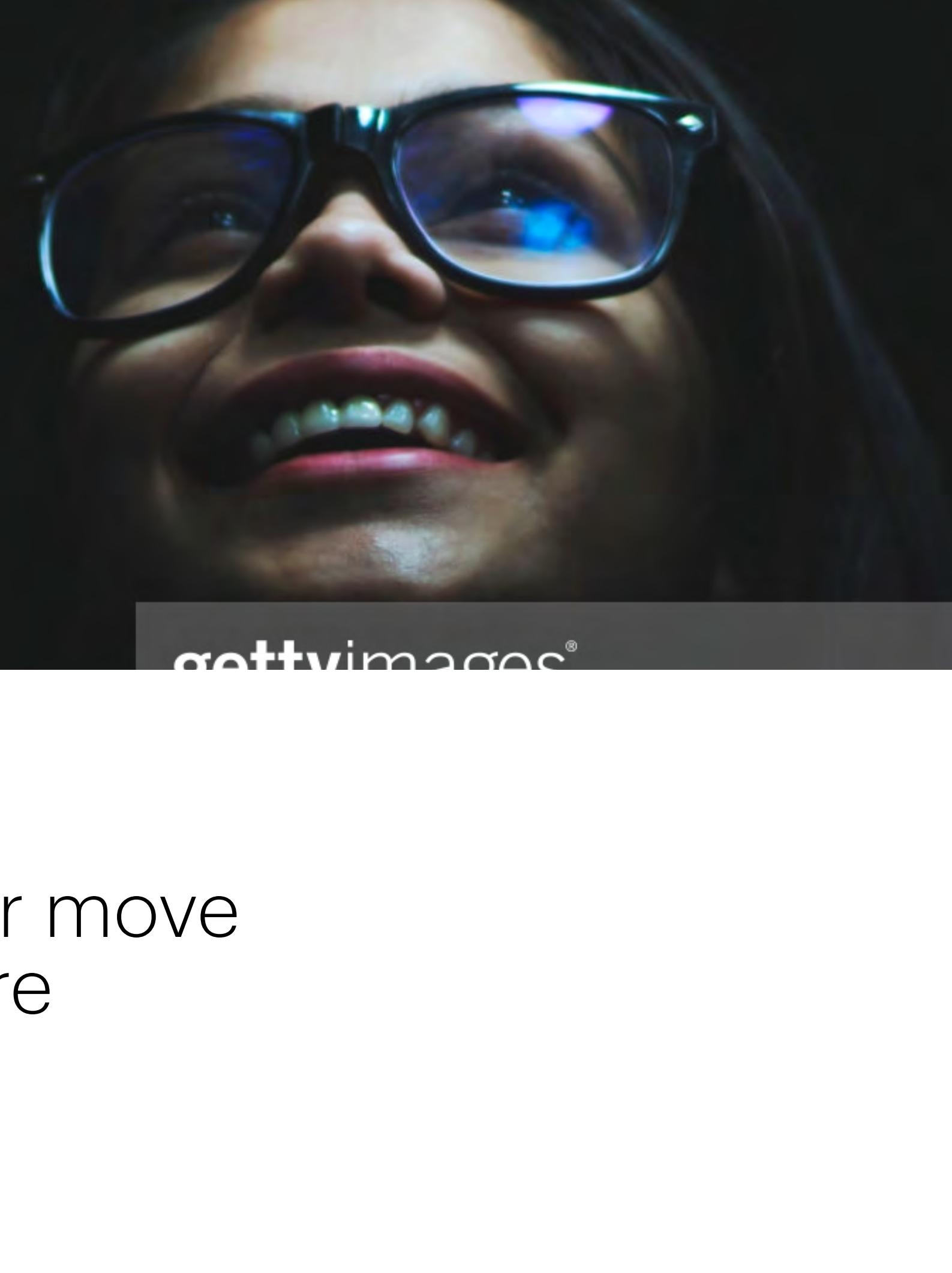
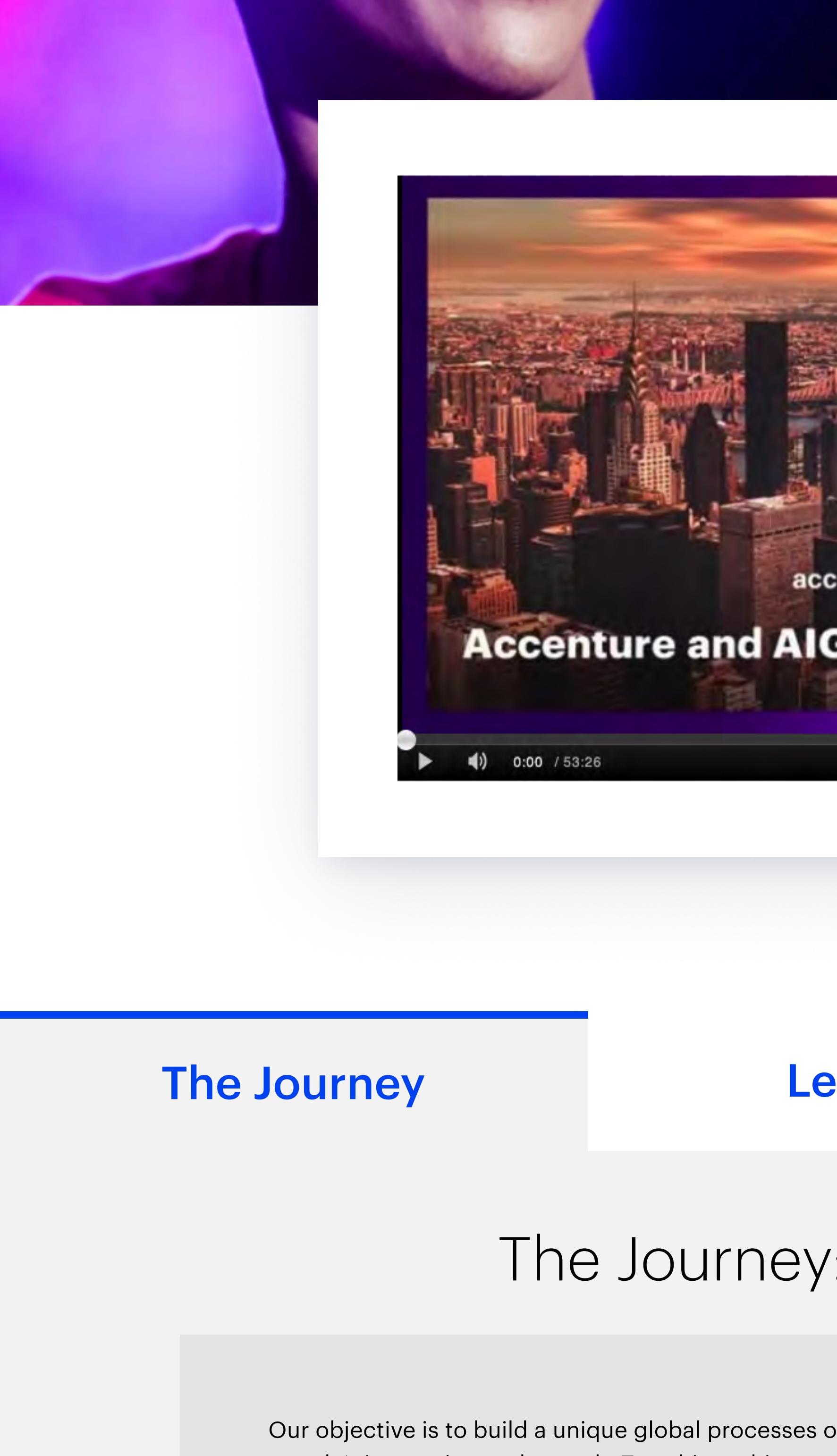


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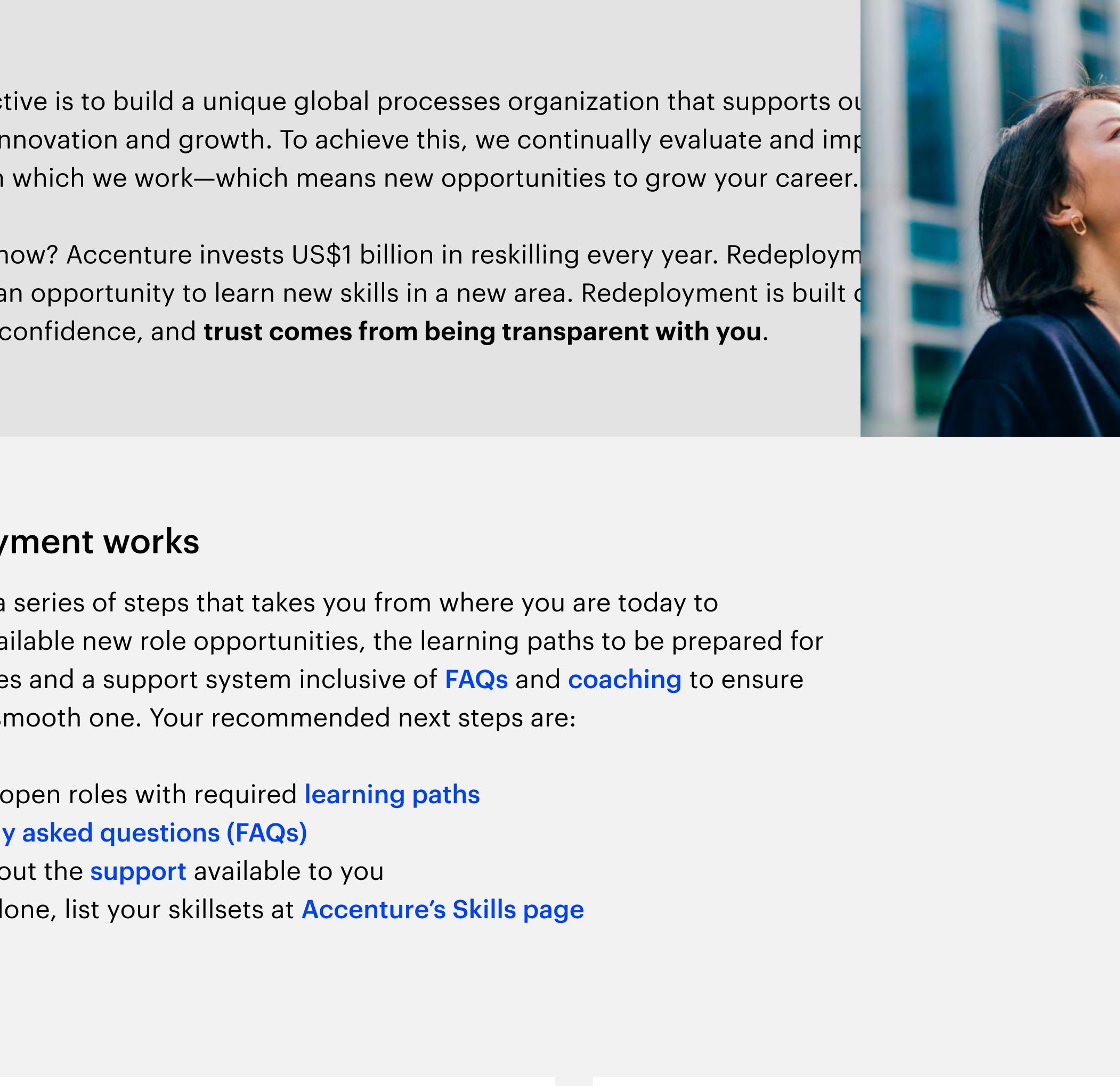


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Your next career move
begins here



We are excited to welcome you to this collection of resources and insights, designed to help you navigate the next phase of your career journey. At Accenture, our goal is to open up boundaryless opportunities for our people to learn and grow both professionally and personally.

[Read FAQs](#)

The Journey

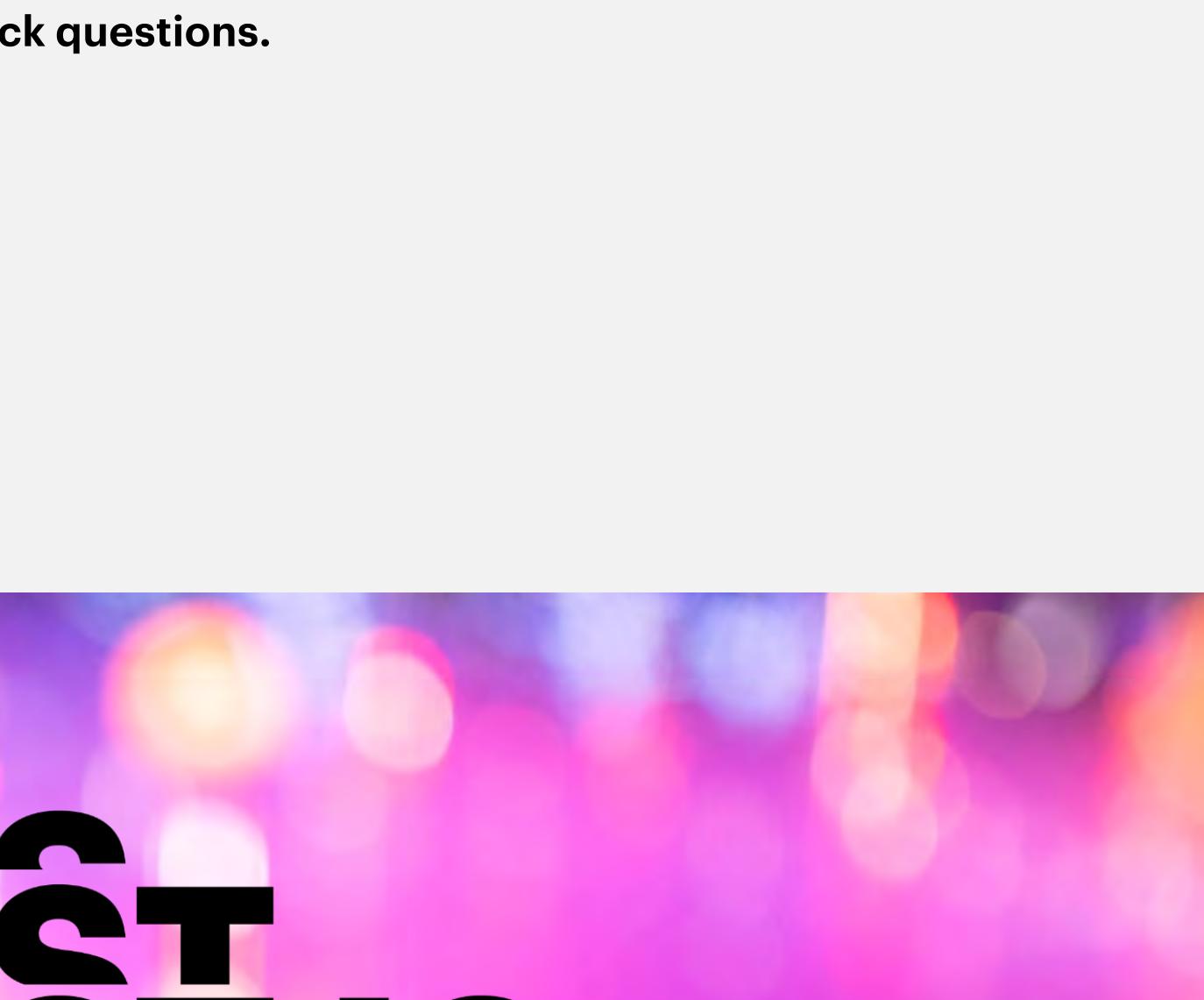
Learning

Support

The Journey: Redeployment

Our objective is to build a unique global processes organization that supports our people's innovation and growth. To achieve this, we continually evaluate and improve the way in which we work—which means new opportunities to grow your career.

Did you know? Accenture invests US\$1 billion in reskilling every year. Redeployment provides an opportunity to learn new skills in a new area. Redeployment is built on trust and confidence, and **trust comes from being transparent with you**.



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What is next

If you're interested in the role:

- Contact your Transition Guide to schedule an interview to understand if the role is a fit for you
- Take the required learning path
- Meet with your Career Advisor to get mentorship and prep for the interview

If you're not interested in any roles:

- You can either:
- Continue exploring other open roles and contact your Transition Guide to schedule an interview
 - Or, request a conversation with your Transition Guide to discuss next steps

Your feedback matters. Rate your experience in 5 quick questions.

[Quick survey](#)

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In 2011, when I heard that we were getting acquired by Accenture, I was very happy. Accenture is a leading company and we knew there would be ample opportunities. From the date of being acquired, the overall experience has been very good. Accenture has a very friendly environment. There are opportunities to interact with experienced managers, senior managers and senior executives in the role, all of whom provide valuable insights from their experiences.

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Sunit Singhania
Country Controllership Senior Manager
Mumbai

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My first reaction on being transitioned to Accenture was mixed in terms of stress and curiosity as to what will happen from my overall career perspective. But Accenture gave us general information and service offerings even before the acquisition was announced. Overall, my journey with Accenture (around 9 years) has been very satisfying and rewarding in terms of work and compensation. In my learnings and experiences, Accenture gave us: training to learn soft and technical skills, work flexibility and recognition for work done.

Ramya Balakrishnan
Transaction Processing Associate Manager
Chennai

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Girish R. Kudav
Finance Transition Svcs Specialist
Mumbai

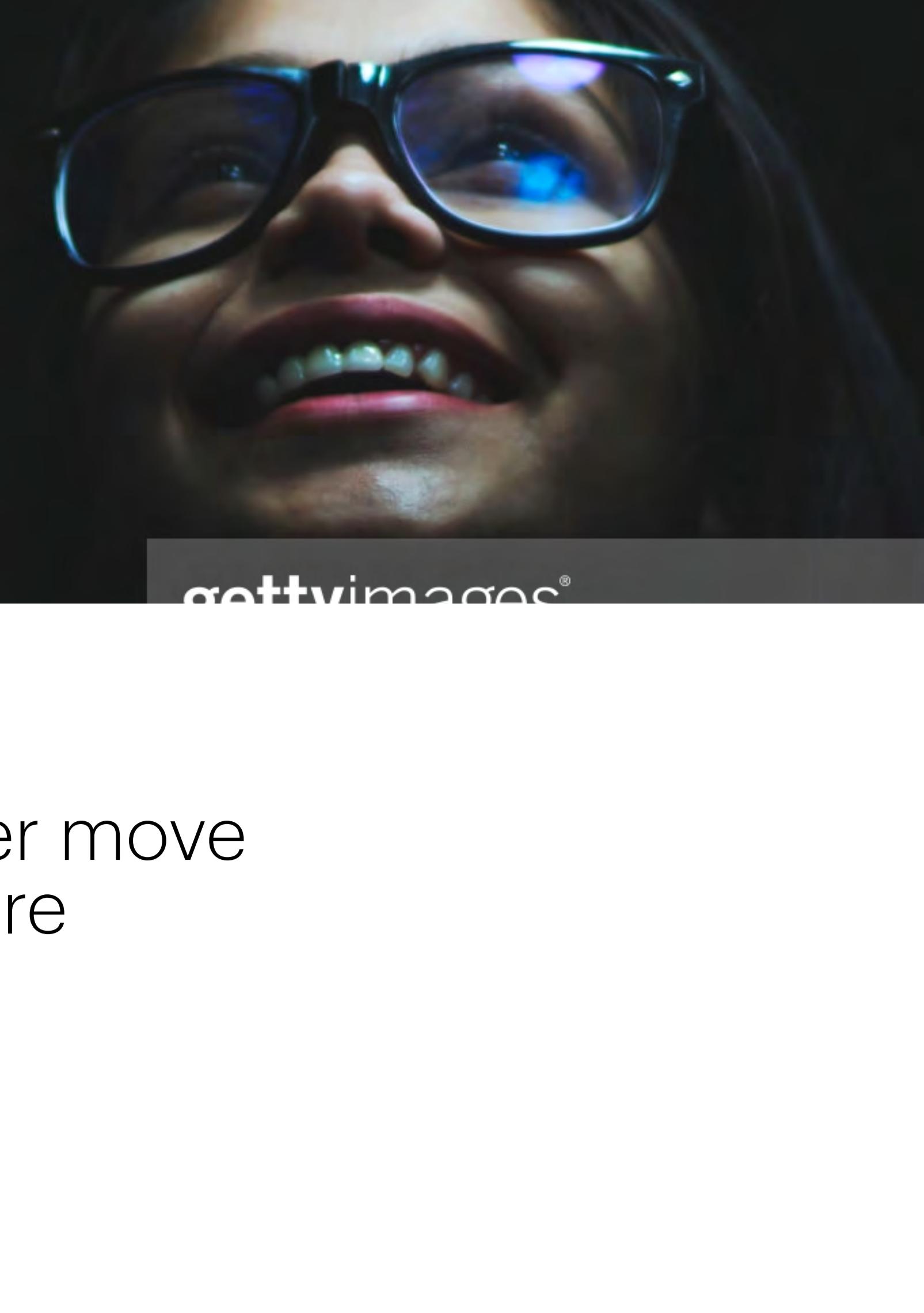
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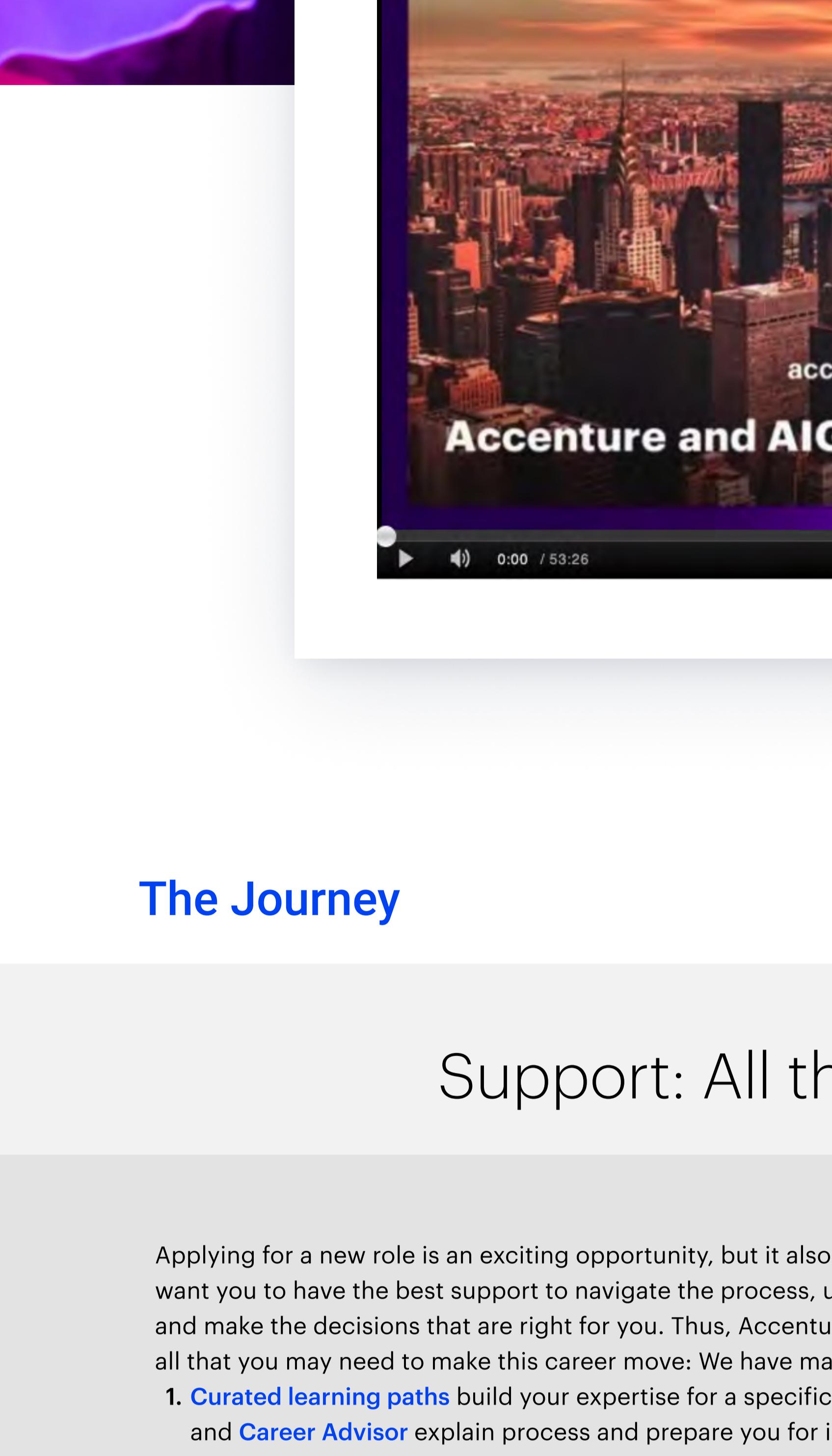
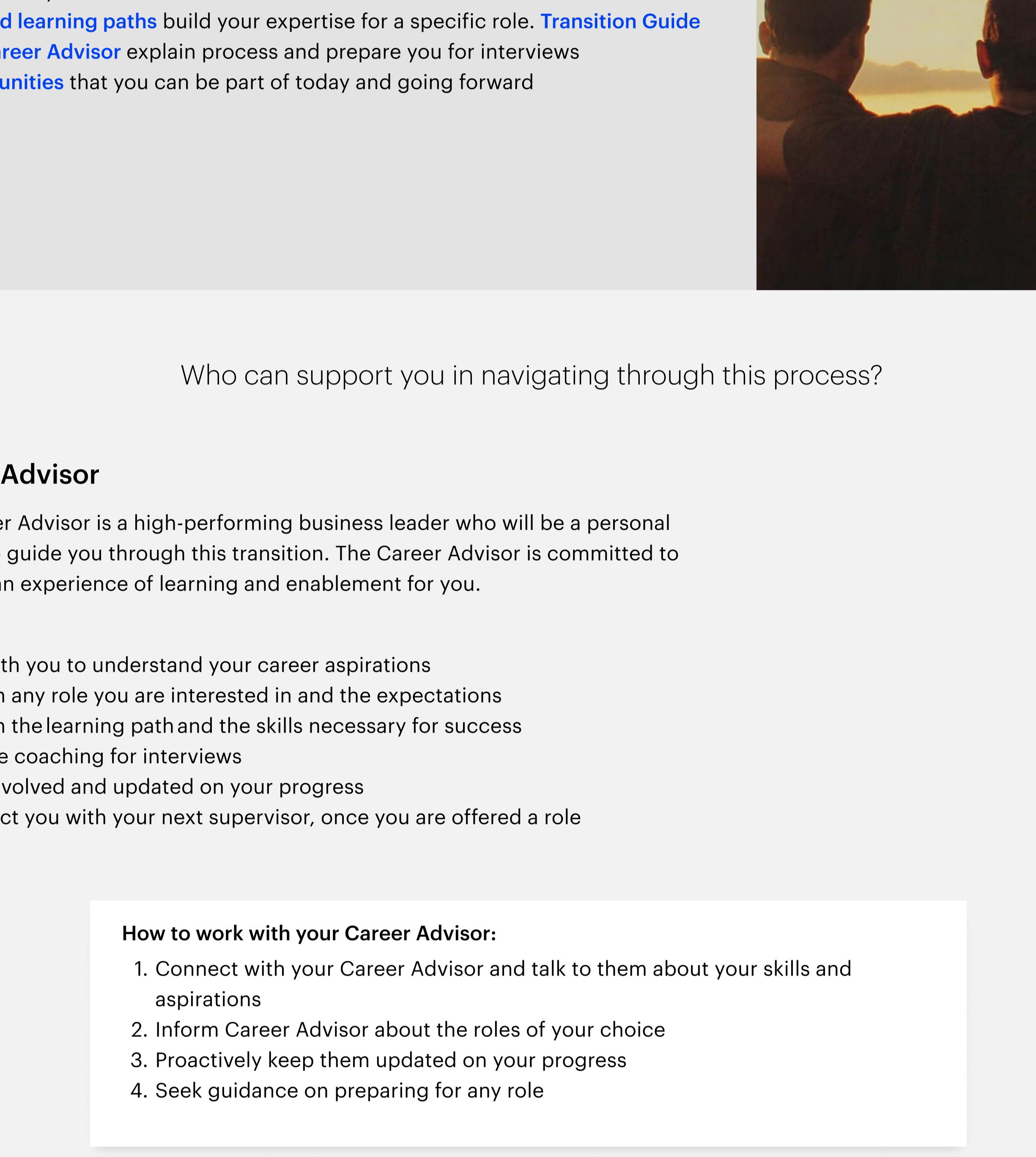
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The Journey

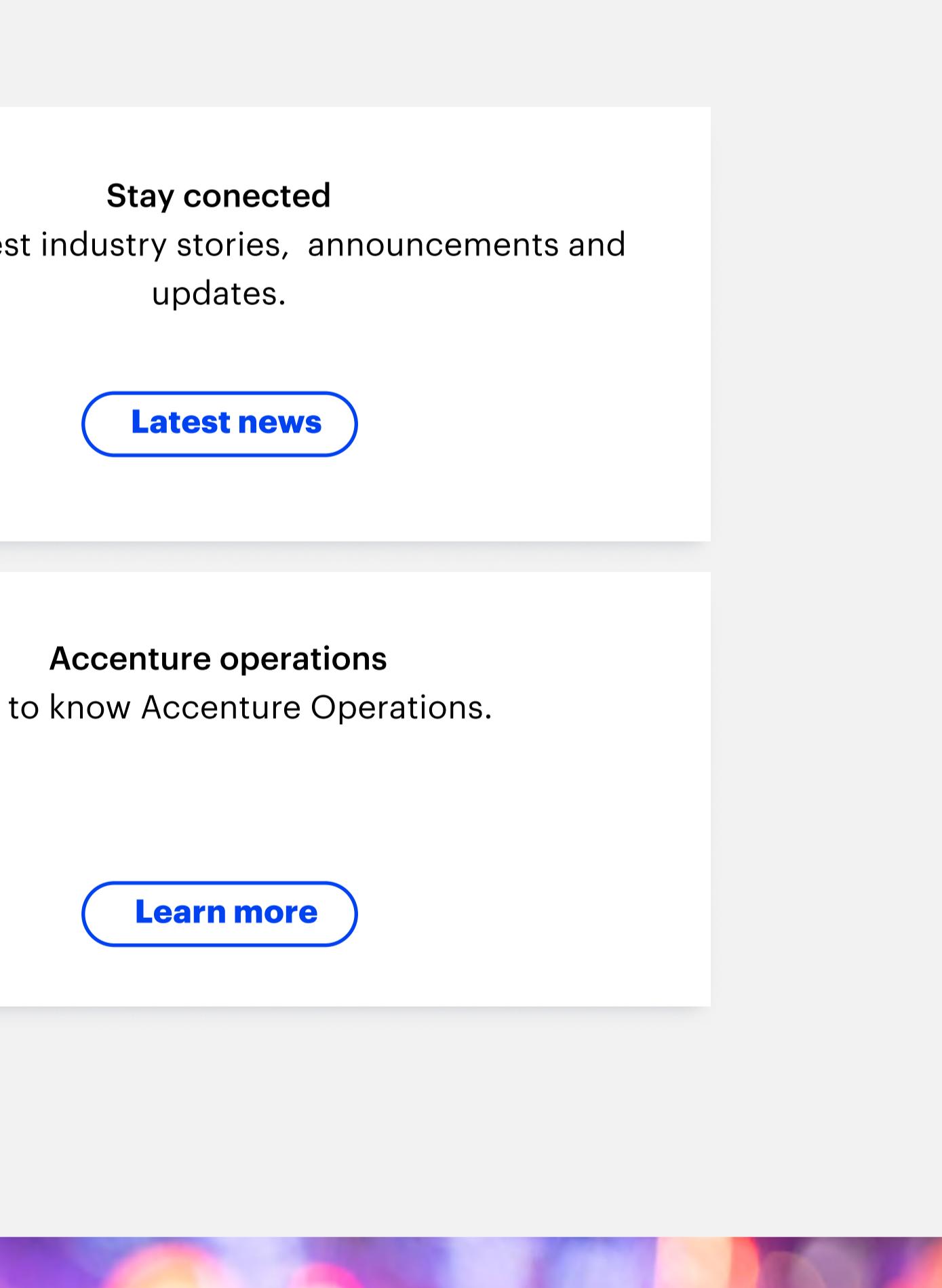
Learning

Support

Support: All that you may need

Applying for a new role is an exciting opportunity, but it also can be stressful. We want you to have the best support to navigate the process, understand your options and make the decisions that are right for you. Thus, Accenture would like to provide all that you may need to make this career move: We have made available:

1. **Curated learning paths** build your expertise for a specific role. [Transition Guide](#) and [Career Advisor](#) explain process and prepare you for interviews
2. **Communities** that you can be part of today and going forward



Who can support you in navigating through this process?

Career Advisor

The Career Advisor is a high-performing business leader who will be a personal mentor to guide you through this transition. The Career Advisor is committed to creating an experience of learning and enablement for you.

They will:

- Talk with you to understand your career aspirations
- Explain any role you are interested in and the expectations
- Explain the learning path and the skills necessary for success
- Provide coaching for interviews
- Stay involved and updated on your progress
- Connect you with your next supervisor, once you are offered a role

How to work with your Career Advisor:

1. Connect with your Career Advisor and talk to them about your skills and aspirations
2. Inform Career Advisor about the roles of your choice
3. Proactively keep them updated on your progress
4. Seek guidance on preparing for any role

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Accenture operations
Get to know Accenture Operations.

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Testimonials



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Initially, I was anxious as everything was

new: culture and processes. But at a later

point, it was a positive experience. The

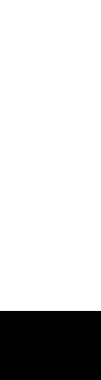
career growth is balanced and good at

Accenture. Accenture provides an extensive

learning experience; and their Inclusion &

Diversity (I&D) efforts are commendable and

very positive.



Ramya Balakrishnan

Transaction Processing Associate Manager

Chennai

Sunit Singh
Country Controllership Senior Manager
Mumbai



Learn Do Grow at AIG

FAQ

Frequently Asked Questions (FAQs) about the redeployment process

Section 1: Working in a new role for another client

Why is this happening? +

What kinds of roles are there? +

Who will be the clients? +

Will I become an Accenture employee? +

What resources will I have to help me with this decision? +

Will my tenure and other terms and conditions continue? +

How did I qualify or how was I matched to these roles? +

Will moving to this new role also mean a change in location? +

Will Accenture benefits apply to me? +

Who will I report to? +

Will there be an incentive provided to accept this offer? -

No monetary incentives will be provided for accepting the role. But we encourage you to look at this move as a positive move--in light of the new work and learning opportunities it opens up for you.

What will my career look like if I take this role? +

Section 2: If you are not selected for a role

I don't think this fits my skills; what kind of training will be provided to me? +

What happens if I fail to qualify for the role based on interviews, etc.? +

Will I continue to be paid while I'm undergoing re-skilling? +

What happens if I still fail those new skill trainings? +

What happens if I accept the new role and I cannot perform? +

What if I refuse to move into this new role? Can I still continue working on my current tasks? +

What happens to me if I refuse to move to this new role? +

If I do not like any role, can I still take advantage of the learning you are providing? +

Can I interview for roles outside of Accenture and take time off? +

Are there any opportunities to stay with AIG? +

Your feedback matters. Rate your experience in 5 quick questions.

[Quick survey](#)

Learn Do Grow at AIG

The career after

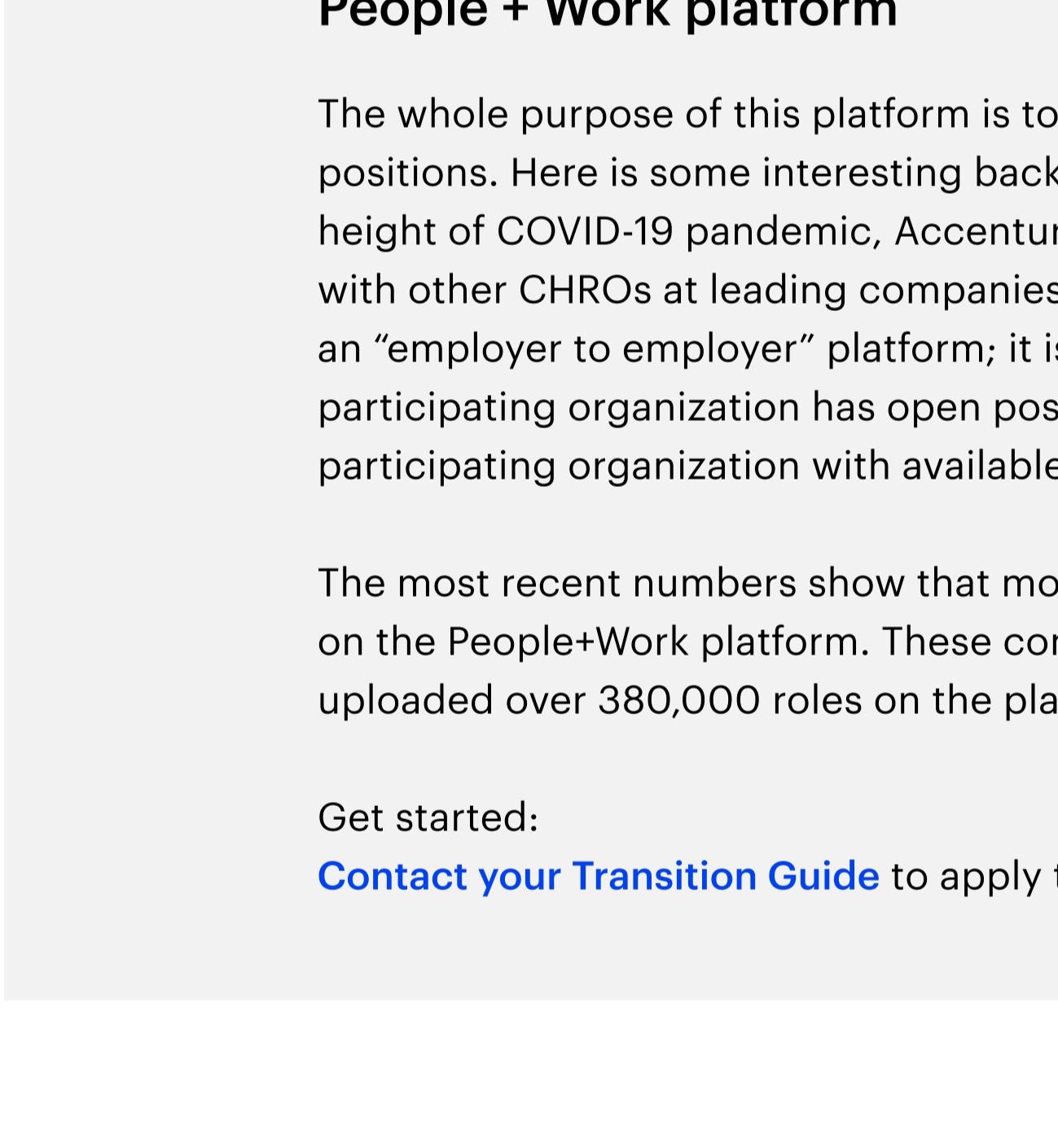
Be empowered to take the next steps in your career journey.

We understand that through the unfolding of circumstances, you are separating from the company. We respect your decision and aim to support you in fulfilling your career aspirations as well as keeping in touch. Please contact your Transition Guide to better understand the complimentary options we designed for you:

1. Get support in finding your next employment
2. Enroll in insightful learning programs about key technologies
3. Stay connected with Accenture Alumni network

Get support in finding your next employment

Accenture offers two online portals that are available to you 24/7:



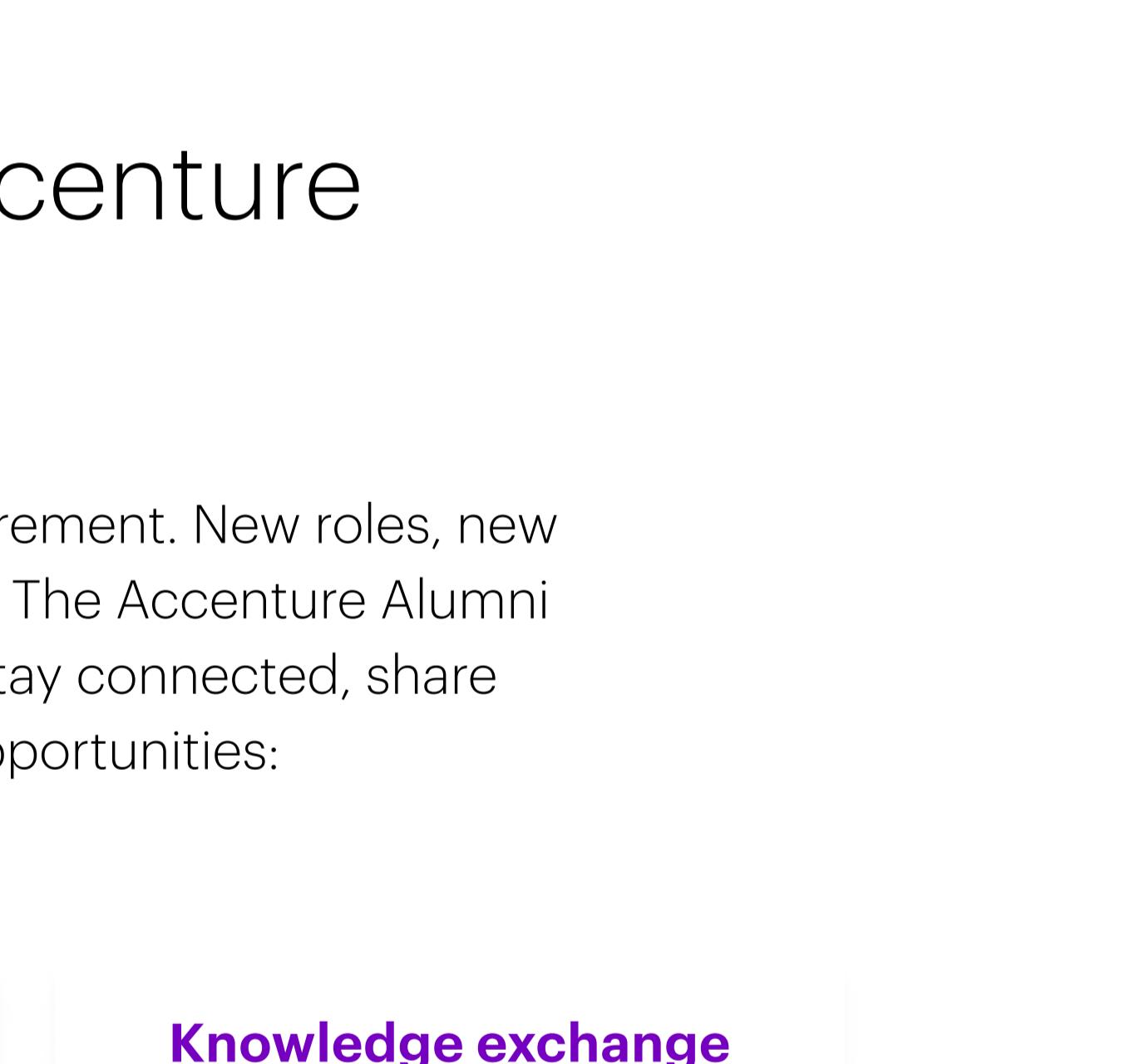
RiseSmart platform

We created a special arrangement with RiseSmart to help you manage your external career transition on a single platform. The platform is built on AI and sources opportunities in a variety of fields. You will have access to:

- Unlimited one-on-one coaching to prep for interviews and learn about negotiating your salary
- Dedicated branding expert for guidance on your social media bio and cover letter and résumé
- Dedicated career concierge who can help match you to opportunities

Get started:

[Contact your Transition Guide](#) to enroll with RiseSmart.



People + Work platform

The whole purpose of this platform is to match available employees to open positions. Here is some interesting background information: In April 2020, at the height of COVID-19 pandemic, Accenture's Chief Human Resources Officer worked with other CHROs at leading companies to create this one-of-a-kind platform. This is an "employer to employer" platform; it is not open to the general public. When a participating organization has open positions, they can hire from another participating organization with available employees.

The most recent numbers show that more than 270 organizations are participating on the People+Work platform. These companies are from 94 countries and have uploaded over 380,000 roles on the platform.

Get started:

[Contact your Transition Guide](#) to apply to open roles on People+Work.

Stay connected with Accenture Alumni network

Our careers are not a simple path from education to retirement. New roles, new challenges and new opportunities are always emerging. The Accenture Alumni network is a vast network of former employees who stay connected, share knowledge and offer amazing networking opportunities:

Enduring relationships

280,000+

registered alumni

78

countries

Career opportunities

Job postings from clients and third parties

Career development resources

Knowledge exchange

Global and local events and webcasts

Thought leadership and insights

Get started:



[Register at Accenture Alumni](#)



[Email us any questions](#)

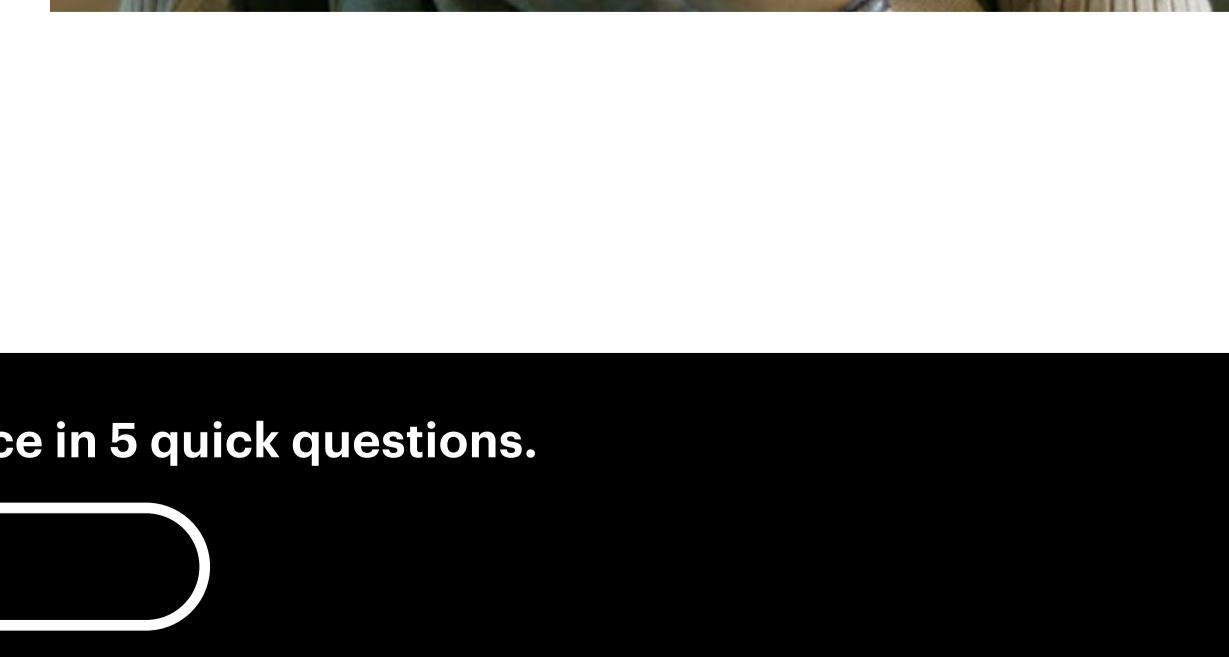
Special perk for alumni: Insightful learning programs

The Pluralsight® training program offers top-rated courses, skills assessments and learning paths to help all professionals level up on their technology quotient (TQ). With a stronger TQ, you can confidently engage in meaningful conversations about key technologies that are changing the world and creating new business opportunities.

Get started:



[Contact Accenture Alumni to learn more](#)



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[Quick survey](#)