



TCS' MENTORING PLATFORM

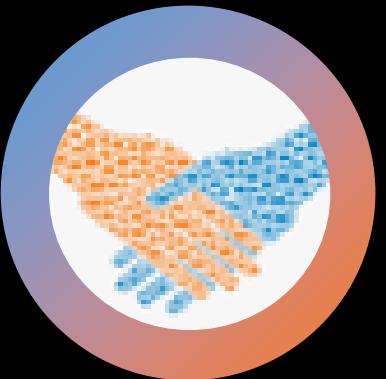


NEED FOR MENTORING



Associate Engagement

A response to build a more engaged workplace for the associates.



Human Touch

A solution to build a more connected workplace.



Availability of Skilled Forces

A Platform to ensure availability of Mentors with right skills to keep up with changing & emerging Technologies



TCS New Age Mentoring Platform



What is iConnect?

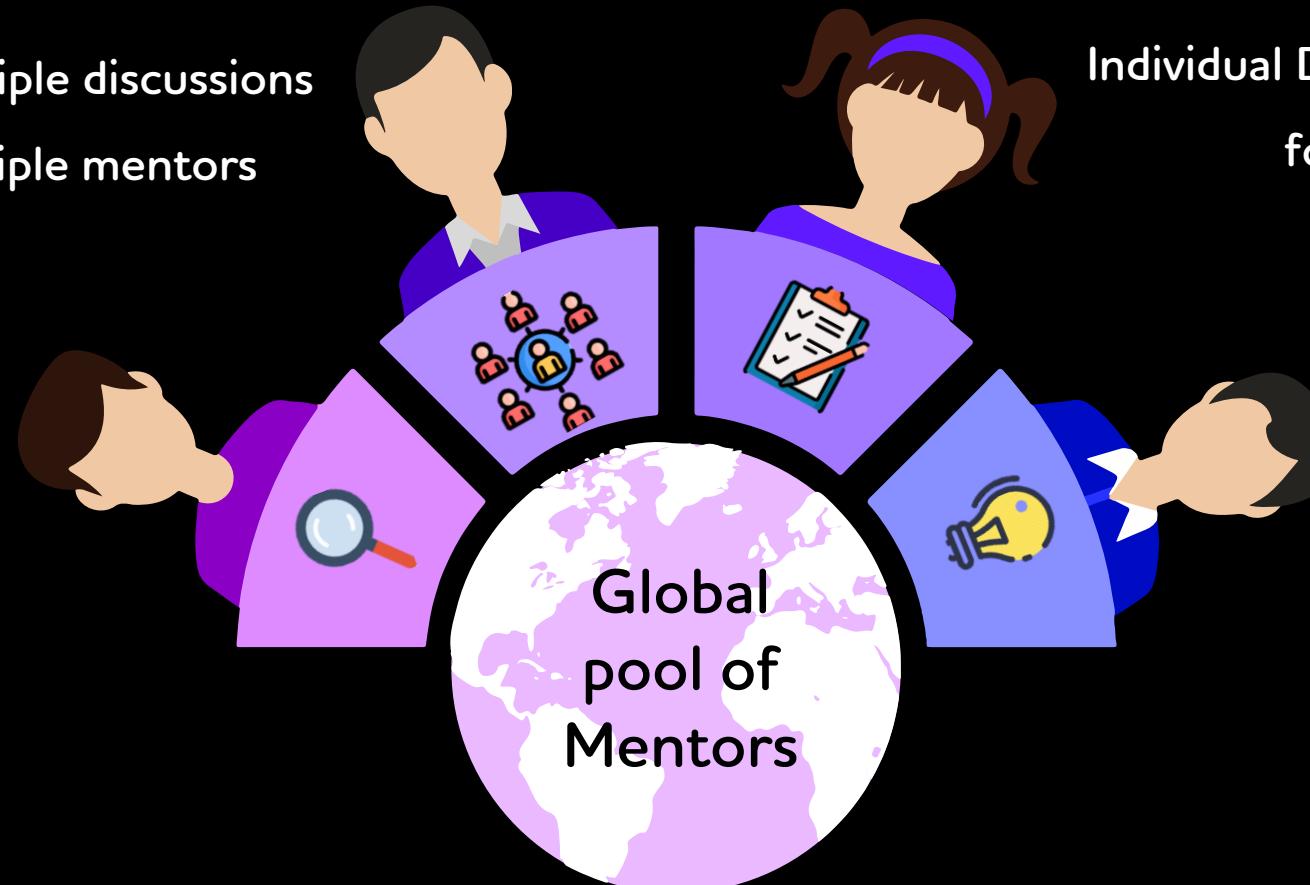
iConnect is a digital and agile mentoring platform connecting employees with experienced & knowledgeable mentors across TCS.

Initiate multiple discussions
with multiple mentors

Individual Development Plans (IDP)
for the mentees

Search for mentors
based on their details

Extensive learning modules to
become certified mentors



Our USPs

iConnect

Mentorship Certifications

Categories of Mentoring

Programmes like Alchemist,
Rule the Room, NLP etc...

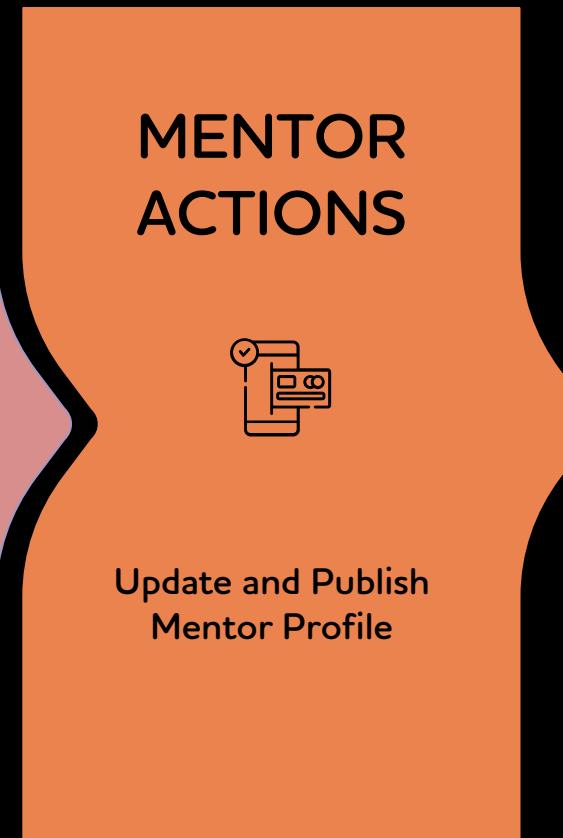
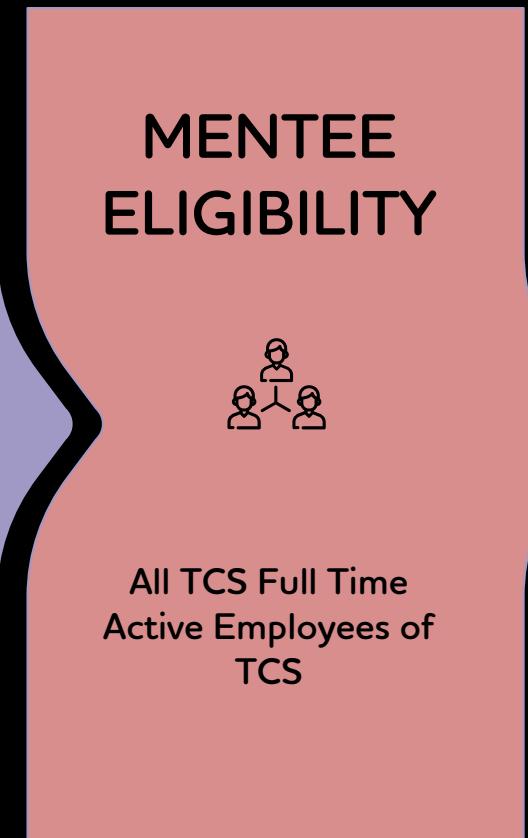
Individual Development Plan

Mentoring Campaigns
and R&R

Competency Based Mentoring

Coffee Connects and
Star Gallery

Eligibility & Action Items



Mentor Profile

Please add max 10 competencies that you want to mentor others on. The details shared will be visible to global associates who are looking for a mentor.

Technical Expertise

- ASP.NET 4.5
- SQL Server Integration Services 2005 (SSIS)
- SQL Server Analysis Services 2008 (SSAS)

Domain/Functional Expertise

- Banking & Financial Services
- BaNCS

Update

To become part of the certified mentor community, you can complete the initial level **Silver**, followed by the next level **Gold** and the third level **Platinum** Mentorship Certifications in iEvolve.

To view your mentorship certification badge [click here](#)

Mentoring Categories

General Career Discussion

Discussion with an experienced mentor for a generic discussion



Women Leader Connect

For a connect session with inspiring Women leaders



Technology Focus

Discussion with an experienced Mentors to upgrade technical knowledge



Career Connect

For multiple career connect session to understand available career growth opportunities and maintaining work life balance



iConnect Workflow

01

Initiate Session

Mentee/HR initiates the session from the Home Page

02

Mentee Action

If the session is initiated by HR, Mentee needs to fill the detailed purpose summary and schedule the discussion.

03

Mentor Action

Mentor reviews the detailed purpose summary and approves/reschedules/rejects the session request

04

Pending for Feedback

Post discussion, both mentee and mentor are required to exchange feedback

05

Meeting Discussion Pending

Mentoring request has been accepted and the discussion has been scheduled

06

Meeting rescheduled by Mentor

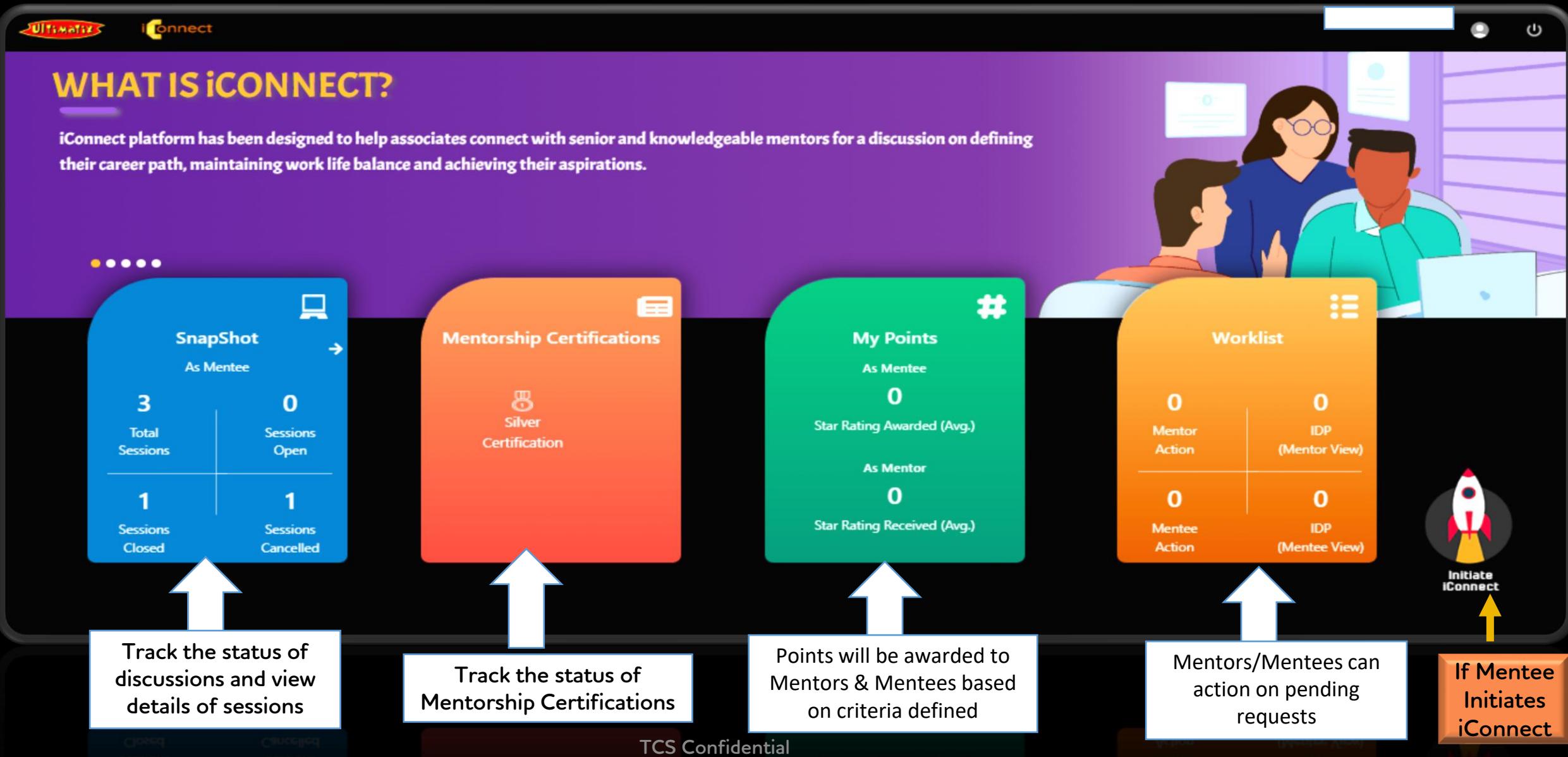
If Mentor reschedules the session request, it then goes to Mentee for acceptance.

07

Session Closed

Session is considered as closed once feedback is shared by Mentee/Mentor.

iConnect initiation by Mentee through Home Page



WHAT IS iCONNECT?

iConnect platform has been designed to help associates connect with senior and knowledgeable mentors for a discussion on defining their career path, maintaining work life balance and achieving their aspirations.

SnapShot

As Mentee

3	0
Total Sessions	Sessions Open
1	1
Sessions Closed	Sessions Cancelled

Mentorship Certifications

Silver Certification

My Points

As Mentee

0 Star Rating Awarded (Avg.)

As Mentor

0 Star Rating Received (Avg.)

Worklist

0	0
Mentor Action	IDP (Mentor View)
0	0
Mentee Action	IDP (Mentee View)



Initiate iConnect

Track the status of discussions and view details of sessions

Track the status of Mentorship Certifications

Points will be awarded to Mentors & Mentees based on criteria defined

Mentors/Mentees can action on pending requests

If Mentee Initiates iConnect

SEARCH PREVIOUS 26/07/2018

TCS Confidential

Step 1: Select Mentoring Category



Mentoring Category Selection

Please choose a category according to the type of discussion you would like to have with the Mentor. Based on your selection, we would be able to customize Mentor suggestions for you. Alternatively, you can directly initiate a discussion with a known mentor.

General Career Discussion ⓘ

INITIATE

Career Connect ⓘ

INITIATE

Search for a Mentor of your choice

Enter name/id

Technology Focus ⓘ

INITIATE

Women Leader Connect ⓘ

INITIATE



OR Step 2: Select from list of Mentors



Mentor Selection

Please enter complete IOU/Country/Technology/Domain names for a better search results.

Select Technology

Please Select

Select Domain

Please Select

Select IOU

Please Select

Select Depute Country

Please Select

Search

Reset



Mentor in Academy

★★★★★

24 Recommendation(s)

Branch: TCS - Bangalore

Technology: Agile DevOps fo...

Domain: BFSI

IOU: IS-BFSI-Europe ...

CONNECT

★★★★★

18 Recommendation(s)

Branch: TCS - Kolkata

Technology: Data Integratio...

Domain: PERSONAL AUTO I...

IOU: IS-BFSI-UK 2-Pa...

CONNECT

★★★★★

6 Recommendation(s)

Branch: TMCV - Mexico C...

Technology: Mainframe, Leg...

Domain: Banking & Finan...

IOU: GE1-Parent

CONNECT

★★★★★

2 Recommendation(s)

Branch: TCS - Mumbai

Technology: Selenium, Spri...

Domain: Sales, Oil and...

IOU: IS-Energy and R...

CONNECT

Mentee fills the detailed purpose summary and proposes three schedules to the mentor for a discussion

Your iConnect Journey Starts Now!

Please share a short description of reason for initiating the session and your availability

iConnect Category: General Career Discussion

Mentor Name

Mentor ID

Location: TCS - New Delhi

Technology:

Domain: Global

Purpose Summary

Select Date and Time (Please note the time is in IST only)

1 mm/dd/yyyy hh:mm IST

2 mm/dd/yyyy hh:mm IST

3 mm/dd/yyyy hh:mm IST

SCHEDULE SESSION BACK

Mentor reviews the detailed purpose summary and approves/reschedules/rejects the session request

The screenshot shows a web-based application interface for 'iConnect Category-General Career Discussion'. At the top left, there are navigation icons for 'iSmartHR' and 'iConnect'. The top right features standard system icons for power and settings. A header bar displays 'Request ID - R229346'.

In the main area, there's a profile section for a mentee, showing a placeholder image of a person with glasses, the name 'Mentee Name', and 'Mentee ID'. To the right, it specifies the 'Location: TCS - New Delhi'.

The 'Purpose Summary' section contains the text: 'Career discussion for future roles and work area'.

The 'Schedule Date & Time (IST)' section includes three options:

Date	Time
7/2/2024	12:38 PM
7/3/2024	12:38 PM
7/4/2024	12:38 PM

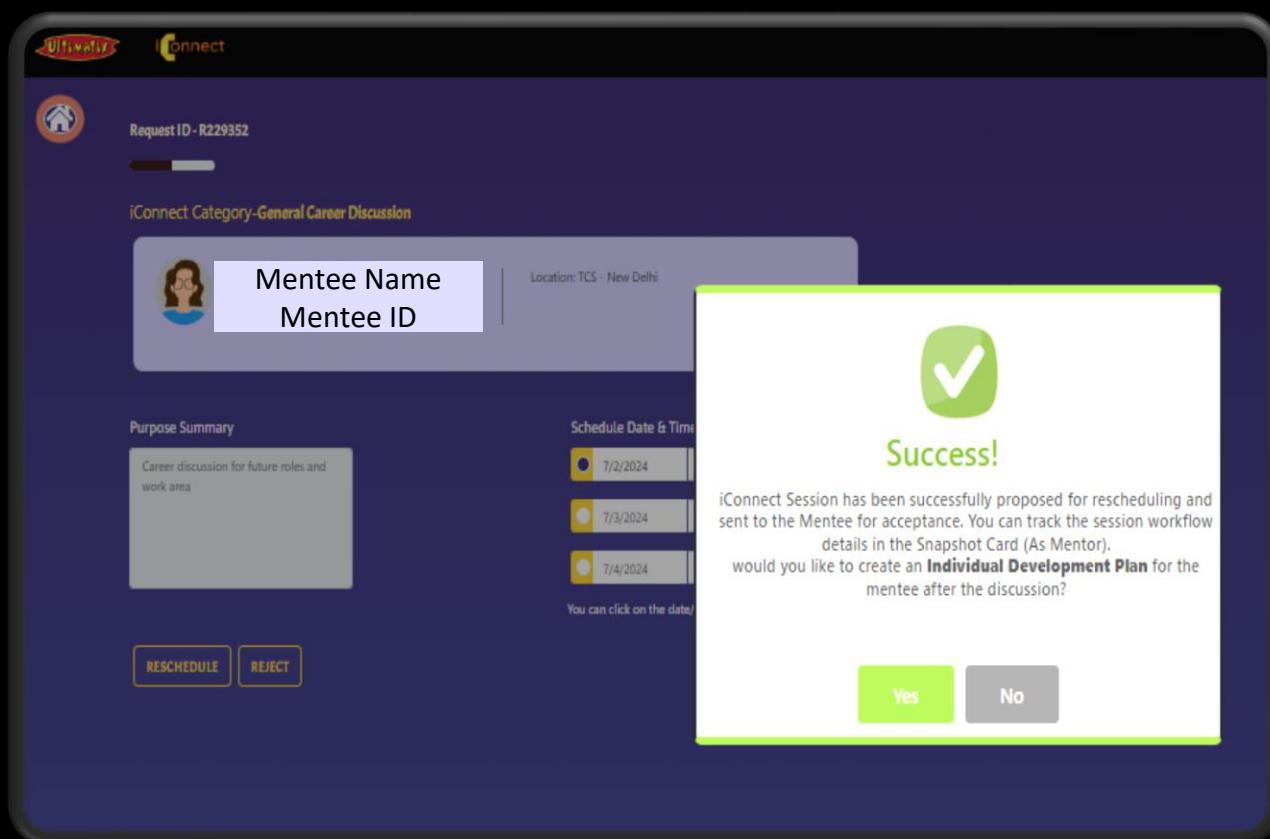
A note below states: 'Please note the time is in IST only.' and 'You can click on the date/time to reschedule the session.'

The 'Your Comment' section has a placeholder 'Enter your comments here'.

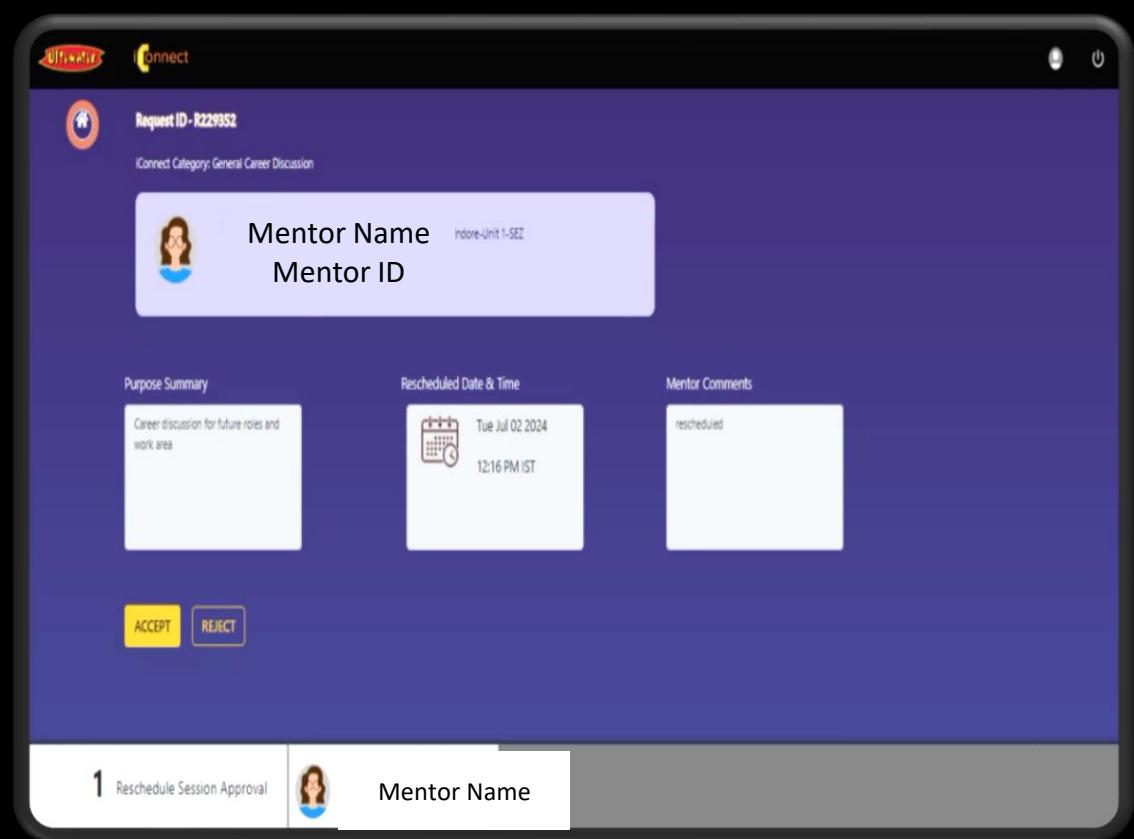
At the bottom left, there are two large buttons: 'ACCEPT' and 'REJECT'.

If Mentor reschedules the session request, it then goes to Mentee for acceptance.

Mentor View



Mentee View



Once Mentee and Mentor finalizes the schedule, they undergo discussion and then both Mentee and Mentor can give a confirmation of the discussion done.

Mentor View

The screenshot shows a software interface titled "Mentor Feedback". At the top, there's a header bar with icons for "Ultimate", "iConnect", and a power button. Below the header, the main title "Mentor Feedback" is displayed. A profile picture of a woman with glasses is shown next to the text "Mentee Name" and "Mentee ID". To the right, session details are listed: "Mentoring Type: One Time Connect", "Category: General Career Discussion", and "Session Finalized Date: Tue Jul 02 2024 | 12:38 PM IST". A "Purpose Summary" section indicates "Career discussion for future rol...". Below these details, a message prompts the user to "Please confirm the schedule of discussion before you submit the feedback." A note below states: "(Below mentioned schedule was finalized for your discussion. In case there was a change in meeting schedule, you can update below before submitting the feedback.)". Underneath, there are three input fields showing the date "7/2/2024", time "12:38 PM", and timezone "IST". A large text area labeled "Enter Comments" has "0 / 1200 characters (Min 25 characters)" displayed below it. At the bottom left is a "CONFIRM AND SUBMIT" button. The footer of the page includes a step indicator "1 Provide Session Feedback", a profile picture of a woman, and the text "Mentor Name".

Once Mentee and Mentor finalizes the schedule, they undergo discussion and then both Mentee and Mentor can give a confirmation of the discussion done.

Mentee View

The screenshot shows the iConnect platform interface. At the top, there are navigation tabs: 'Ultimate', 'iConnect', and a user profile icon. Below the tabs, a sidebar displays a user profile for 'SURBHI MANTRI' (1009031) with a photo of a woman with glasses. The main content area is titled 'Rate the Session'. It contains several questions and feedback sections. A prominent feature is a modal window titled 'Confirmation of Discussion details' which appears over the main content. The modal contains a message: 'After your mentoring discussion is completed, please provide confirmation of the date and time of discussion and then share Feedback'. It includes two input fields: a date field showing '7/2/2024' and a time field showing '12:38 PM'. There is also a trash bin icon and a 'Submit' button at the bottom of the modal. The background of the main content area shows other survey questions like 'Please share feedback on your mentor' and 'The mentor suggested achievable goals for me to complete'.

Mentee Feedback Screen

Rate the Session

 Mentor Name: [REDACTED]
Mentor ID: [REDACTED]

Mentoring Type: One Time Connect
Category: General Career Discussion
Session Finalized Date: Tue Jul 02 2024 | 12:38 PM IST

Purpose Summary: Career discussion for future roles ...

Please share feedback on your mentoring experience. [Click here](#) to confirm the schedule of discussion to submit feedback.

I felt that my purpose for attending the session was achieved

Yes No

The mentor suggested achievable goals for me to complete

Yes No

I would recommend my mentor to other mentees in the iConnect program

Yes No

Please provide Rating based on your overall Mentoring experience



Your Comments

Enter Comments

SUBMIT SEND APPRECIATION NOTE

HOME SEND APPRECIATION NOTE



INDIVIDUAL DEVELOPMENT PLAN (IDP)



INDIVIDUAL DEVELOPMENT PLAN (IDP)

Individual Development Plan (IDP)

The IDP feature in iConnect gives mentors the ability to define long term individual growth plans through the assignment of tasks.

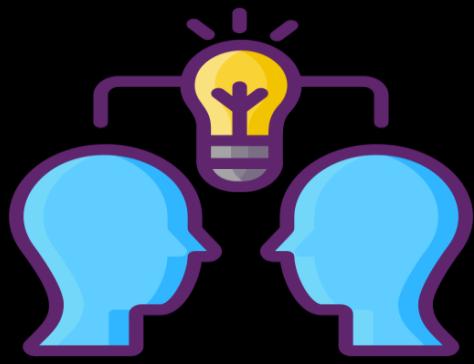
01 Up to 10 Tasks can be assigned in a session.

02 Tasks can be assigned by both Mentee and Mentor

03 Tasks can be in any form : iEvolve Learning, Certification or any other customized learning

04 IDP Closure can only be performed by the Mentor

The screenshot shows the 'Individual Development Plan' screen. At the top, it displays statistics: 122 Total Tasks, 65 Open, 36 In Progress, 21 Closed, and 05 On Hold. Below this, there are four main categories: To Do, In Progress, Closed, and On Hold. Each category contains several task cards, each with a title, a due date (12 Nov 2020), and a progress indicator. The 'In Progress' category has one card titled 'Complete Trainings'. The 'Closed' category has one card titled 'Oracle Certifications'. The 'On Hold' category has one card titled 'White Paper'. The 'To Do' category has one card titled 'Designing e-commerce home page in Python'. The 'In Progress' category also has one card titled 'LDP course'. The 'Closed' category also has one card titled 'SAP certifications'. The 'On Hold' category also has one card titled 'Conduct online session'. The 'To Do' category also has one card titled 'External Training'. The 'In Progress' category also has one card titled 'Training Plan'. The 'Closed' category also has one card titled 'Faculty Training'. The 'On Hold' category also has one card titled 'Agile Certification'.



VALUE ADDITION

Increased Career Satisfaction More Networking

Self-Development Career Transformation Employee Satisfaction

Build Connections **MENTORING** Learning Opportunities

Leadership Skills Clarity in career Goals More Awareness
Work Life Balance

Personality Development KNOWLEDGE TRANSFER

Personal & Career Development



OVERALL – A MORE ENGAGED WORKPLACE !

iConnect



I wonder who can tell
me more about this
technology...

I need to speak to
someone who can ease
my career
apprehensions..

I feel stuck in my role
What can I do next ?

Do I have what it takes
to apply for this role?

Initiate an iConnect with Mentor today to get a solution to all your queries!

Ultimatix > Talent Management > Talent Transformation > iConnect



MENTOR CAPABILITY BUILDING



WHAT'S IN IT FOR YOU ?



Share Your Technical Prowess

Expand Your Network With Certified Mentors

Improve Your Leadership Acumen

Gain Enhanced Visibility



LEVELS OF MENTORSHIP CERTIFICATIONS



NEXGEN

Enrollment through
iConnect Homepage



SILVER

iEvolve Course ID : 15800



GOLD

iEvolve Course ID : 17751



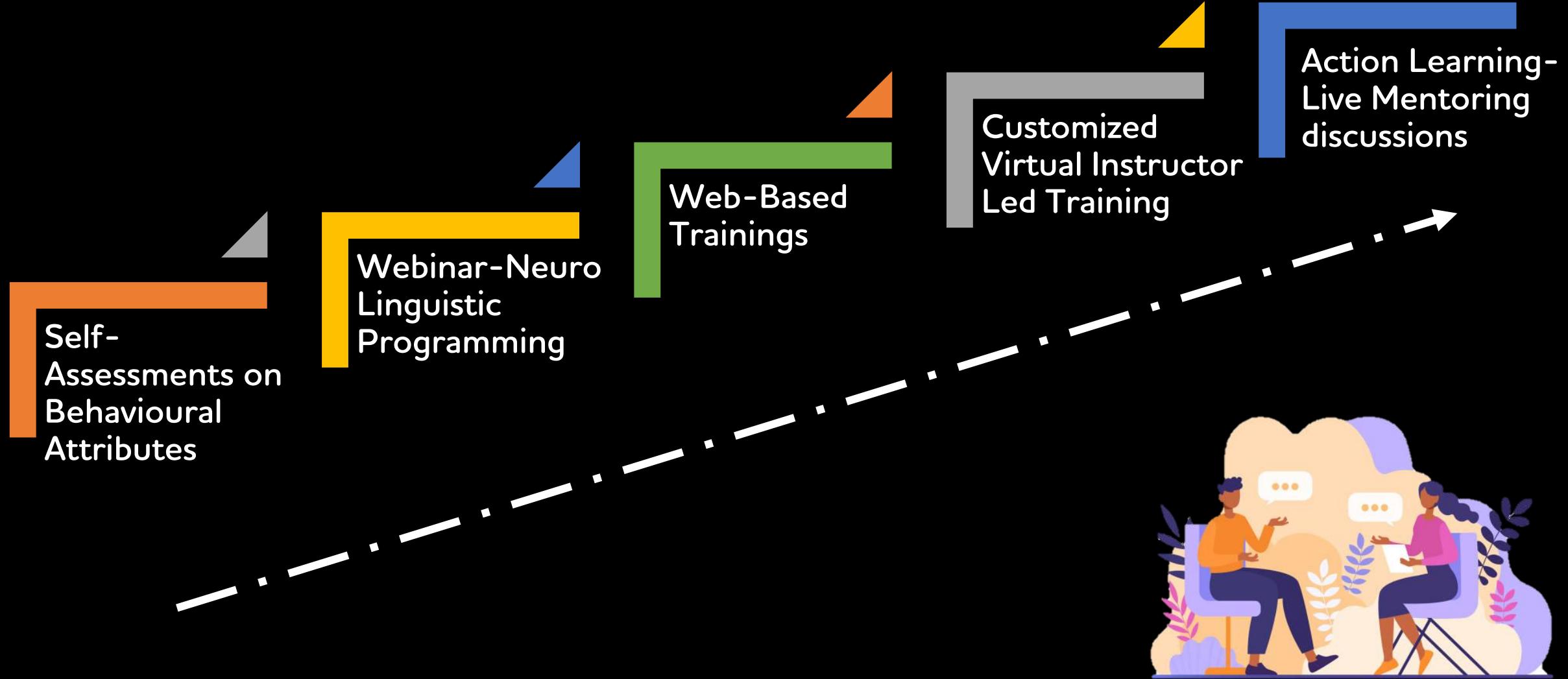
PLATINUM

Enrollment through
iConnect Homepage

Begin Your Journey to become a Certified Mentor !



CERTIFICATION PATH



REWARD & RECOGNITION



GEMS certificate
and Points will be
awarded on
completion



Thank You Note in
Knome & badge in
iConnect/Knome



Mentor Testimonials
published to encourage
other mentors



Communication to Unit
Leadership on
completion of the
certification

TALENT TRANSFORMATION

Wins at the 2023
BRANDON HALL TALENT MANAGEMENT TECHNOLOGY AWARDS



Best Advance in
Online Mentoring Tools
(iConnect)



Best Advance in
Integrated Talent Management
Platform (Xcelerate)

TECHNOLOGY AWARDS

FIRST TIME EVER AND WE WIN TWO GOLDS!

Winners... 3 consecutive years in a row!

AWARDS IN 2021

Xcelerate

- 1 Gold – Brandon Hall
- 1 Gold – Stevie
- HR Excellence Awards

iConnect & Mentor Certification

- 1 Silver - Stevie

AWARDS IN 2022

Xcelerate

- 2 Golds & 1 Bronze – Brandon Hall
- 1 Silver – Stevie

iConnect & Mentor Certification

- 2 Golds & 1 Silver – Brandon Hall
- 1 Gold – Stevie

360° Inclusive Feedback

- 1 Gold – Brandon Hall

Team Award – Talent Transformation

- 2 Golds – Brandon Hall
- 1 Gold – Stevie
- Canadian HR Awards

AWARDS IN 2023

Xcelerate

- 2 Gold – Stevie

iConnect & Mentor Certification

- 1 Silver – Stevie

Team Award – Talent Transformation

- 1 Bronze – Stevie

Thank You!

Write to us: iconnect.mentorshipcertifications@tcs.com