



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

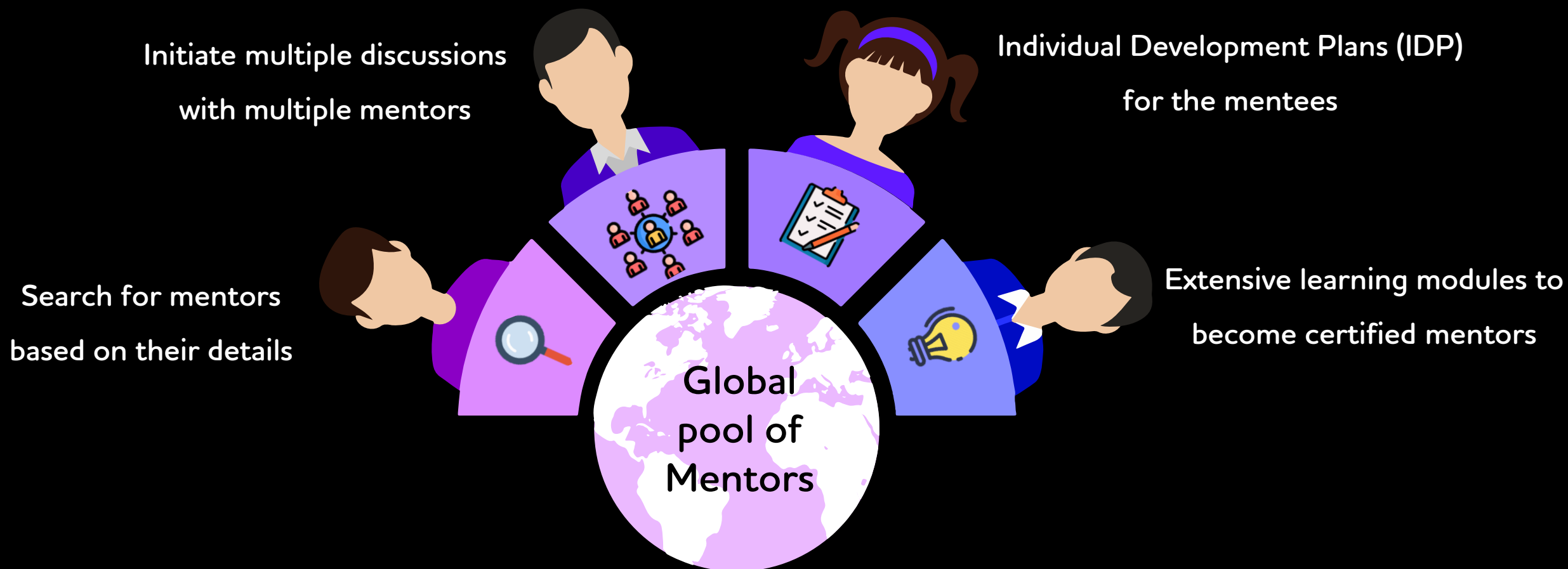


TCS New Age Mentoring Platform



What is iConnect?

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



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 ELIGIBILITY



All TCS Full Time
Active Employees
whose grade is C3A or
Equivalent & Above

MENTEE ELIGIBILITY



All TCS Full Time
Active Employees of
TCS

MENTOR ACTIONS



Update and Publish
Mentor Profile

HR Dashboard

Financial Year: 2023-2024 | Select IOU / Geo / Country: IOU

iConnect Summary | Download

Dashboard of iConnect discussions at different stages including Inactive sessions. Closure %: 24.76

Mentor Utilization

- 178,331 Eligible Mentors
- 17,593 Active Mentors
- 24,013 Profile Updated

Initiate iConnect

You can initiate discussions in bulk (only .xlsx format)

Download Template | Choose File | No file chosen | Upload & Validate

Mentor Profile | Publish

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 x
- SQL Server Integration Services 2005 (SSIS) x
- SQL Server Analysis Services 2008 (SSAS) x

Domain/Functional Expertise

- Banking & Financial Services x
- BaNCs x

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 iEvolv.

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

Mentoring Categories

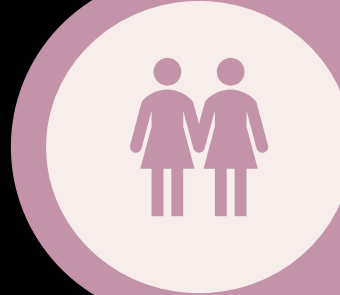
General Career Discussion

Discussion with an experienced mentor for a generic discussion



Women Leader Connect

For a connect session with inspiring Women leaders



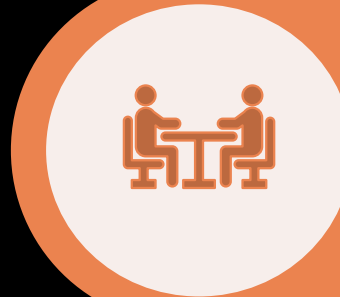
Technology Focus

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

Meeting rescheduled by Mentor

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

05

Meeting Discussion Pending

Mentoring request has been accepted and the discussion has been scheduled

06

Pending for Feedback

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

07

Session Closed

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

iConnect initiation by Mentee through Home Page



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

Select Session Categ... ▼

INITIATE



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...



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

Mentor Name

Mentor ID

★★★★★

Location: TCS - New Delhi

Technology: ...

Domain: Global Program Management

Purpose Summary

Enter Summary here

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


Ultimate

Connect



Request ID - R229346

iConnect Category-General Career Discussion



Mentee Name

Mentee ID

Location: TCS - New Delhi

Purpose Summary

Career discussion for future roles and work area

Schedule Date & Time (IST) Please note the time is in IST only.

7/2/202412:38 PM

7/3/202412:38 PM

7/4/202412:38 PM

You can click on the date/time to reschedule the session.

Your Comment

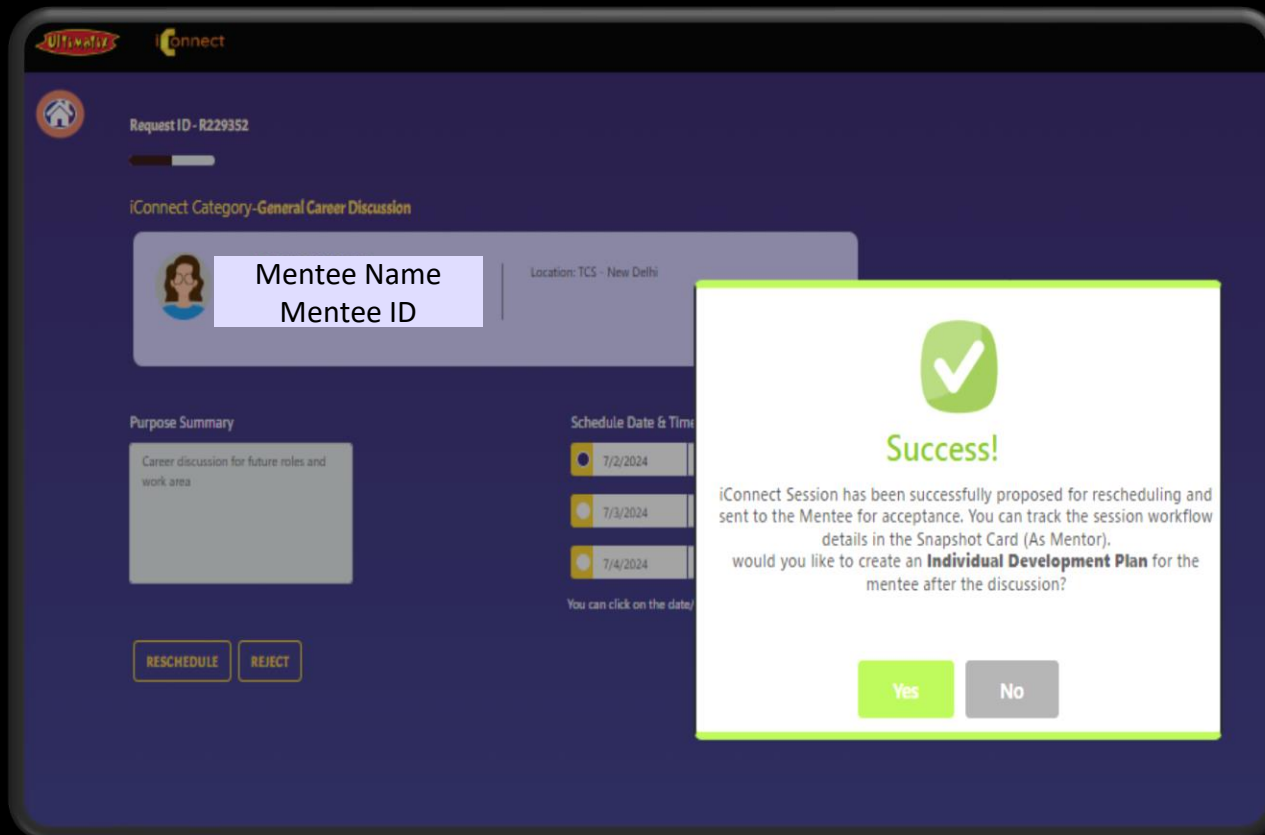
Enter your comments here

ACCEPT

REJECT

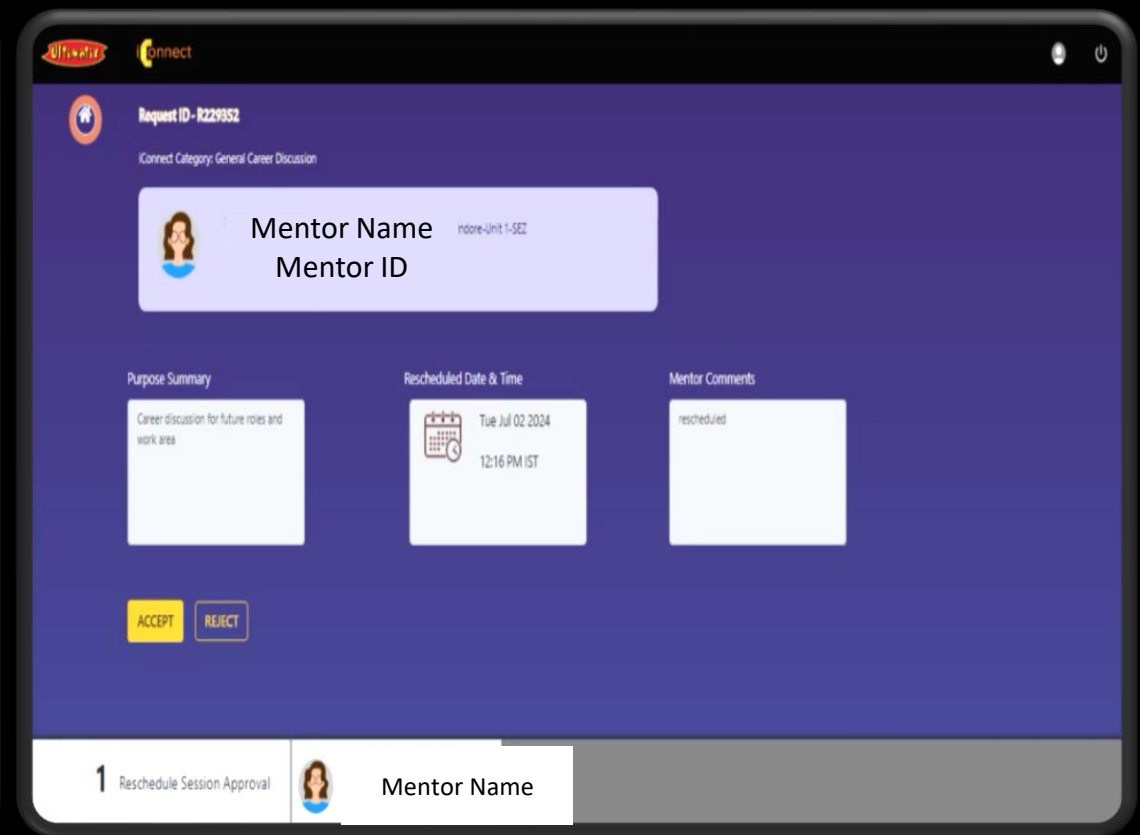
If Mentor reschedules the session request, it then goes to Mentee for acceptance.

Mentor View



The screenshot shows the Mentor's interface for a session request. At the top, it displays 'Request ID - R229352' and 'iConnect Category-General Career Discussion'. Below this, there's a card for the Mentee with a placeholder for the name and ID, and the location 'TCS - New Delhi'. A 'Purpose Summary' box contains the text 'Career discussion for future roles and work area'. To the right, a 'Schedule Date & Time' section shows three date options: 7/2/2024, 7/3/2024, and 7/4/2024. At the bottom, there are 'RESCHEDULE' and 'REJECT' buttons. A large green success modal is overlaid in the center, stating 'Success!' and 'iConnect Session has been successfully proposed for rescheduling and sent to the Mentee for acceptance. You can track the session workflow details in the Snapshot Card (As Mentor). would you like to create an **Individual Development Plan** for the mentee after the discussion?'. The modal has 'Yes' and 'No' buttons.

Mentee View



The screenshot shows the Mentee's interface for the same session request. It displays 'Request ID - R229352' and 'iConnect Category: General Career Discussion'. A card shows the Mentor's name and ID, with the location 'Indore-Unit 1-SE2'. Below this, there are three sections: 'Purpose Summary' (Career discussion for future roles and work area), 'Rescheduled Date & Time' (Tue Jul 02 2024, 12:16 PM IST), and 'Mentor Comments' (rescheduled). At the bottom, there are 'ACCEPT' and 'REJECT' buttons. The bottom navigation bar shows '1 Reschedule Session Approval' and the Mentor's 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.

Mentor View

Ultimate

Connect

Mentor Feedback

Mentee Name
Mentee ID

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 rol...

Please confirm the schedule of discussion before you submit the feedback.

(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.)

7/2/2024

12:38 PM

IST

Enter Comments

0 / 1200 characters (Min 25 characters)

CONFIRM AND SUBMIT

1 Provide Session Feedback

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 displays the iConnect web application interface for a mentee. The main heading is "Rate the Session". Below this, a profile card for "SURBHI MANTRI" (ID: 1009031) is visible. A modal window titled "Confirmation of Discussion details" is open, prompting the user to provide confirmation of the date and time of the discussion. The modal includes input fields for the date (7/2/2024) and time (12:38 PM), a trash icon, and a "Submit" button. The background form contains several questions with radio button options for "Yes" and "No".

Rate the Session

SURBHI MANTRI
1009031

Confirmation of Discussion details

After your mentoring discussion is completed, please provide confirmation of the date and time of discussion and then **share Feedback**

7/2/2024 12:38 PM

Submit

Please share feedback on your mentor

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

Mentee Feedback Screen





Rate the Session



Mentor Name
Mentor ID

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

SUBMIT

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

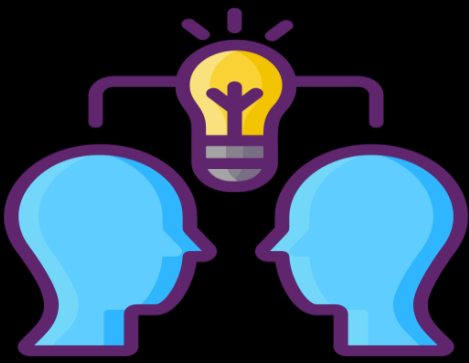
03

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

04

IDP Closure can only be performed by the Mentor





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 !



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

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

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

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

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

Ultimatix > Talent Management > Talent Transformation > iConnect



MENTOR CAPABILITY BUILDING



Improve Your Leadership Acumen

Expand Your Network With Certified Mentors

Gain Enhanced Visibility

LEVELS OF MENTORSHIP CERTIFICATIONS



NEXGEN

Enrollment through
iConnect Homepage



SILVER

iEvolve Course ID : 15800



GOLD

iEvolve Course ID : 17751

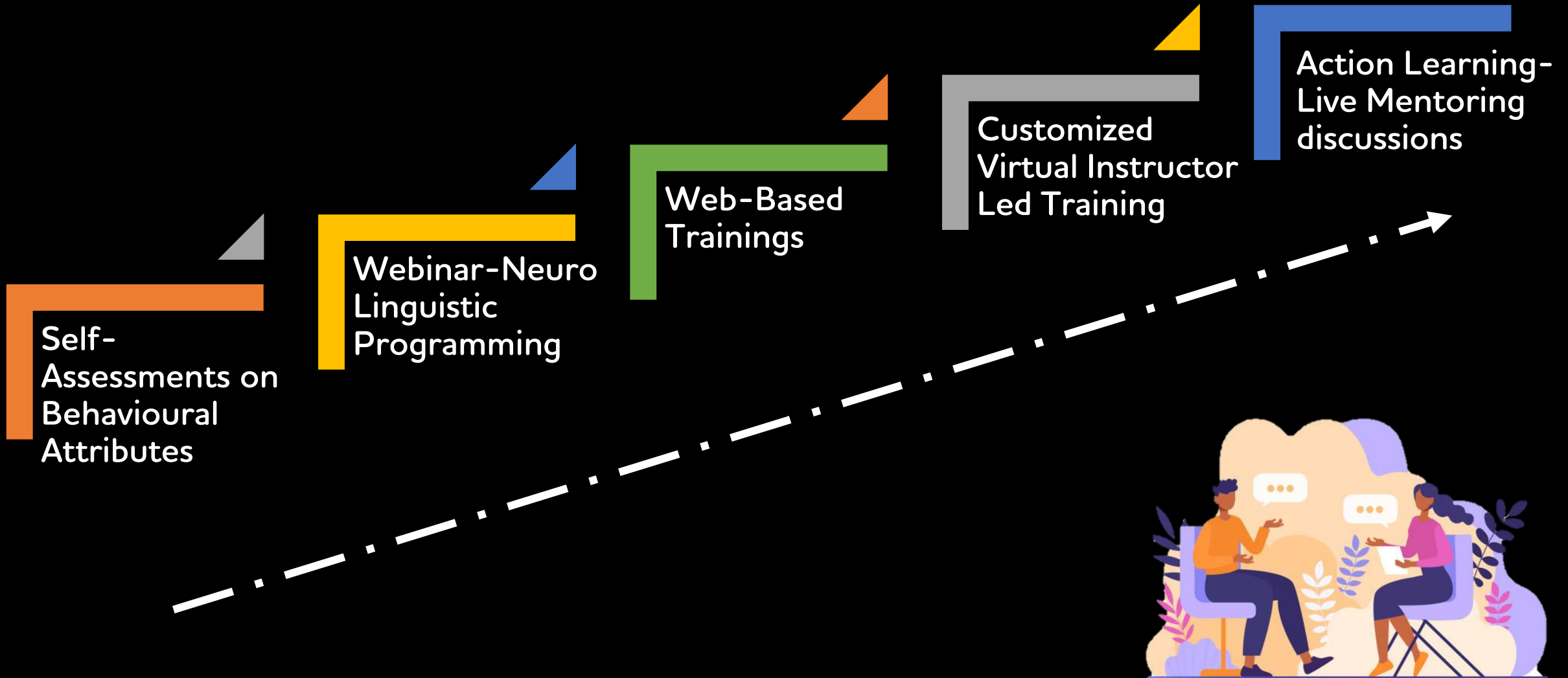


PLATINUM

Enrollment through
iConnect Homepage

Begin Your Journey to become a Certified Mentor !

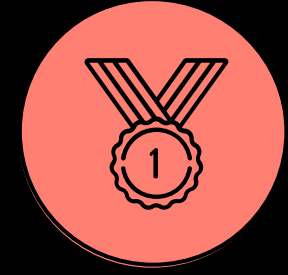
CERTIFICATION PATH



REWARD & RECOGNITION



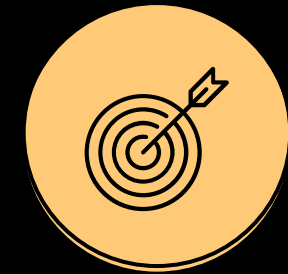
GEMS certificate
and Points will be
awarded on
completion



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