

# Driving growth, nurturing talent

Ranked 11 to 50, these organisations have firmly established themselves as leaders in cultivating a work culture that not only fosters success but also prioritises the well-being of their employees



**11. NVIDIA**  
**INDUSTRY: Information Technology**  
**INDIA HQ: Bengaluru**  
**EMPLOYEE STRENGTH: 3,713**

**WHAT WE LIKE:** NVIDIA's commitment to empowering their employees is clear. Whether it is through rapid communication channels, relying on employees to gauge employee experience, or focusing on employee development through their Career Chats programme (where the recruitment and development teams are available to talk to employees about opportunities) and the courses offered as curated by the L&D team covering technical training, continuing education, and career development. They also encourage an innovative mindset with the 'failure is an option' mentality, ensuring that employees truly feel empowered in a supportive and positive way. Their focus on ensuring equity and inclusion in the workplace is also highly commendable.

**12. WIPRO LIMITED**  
**INDUSTRY: Information Technology**  
**INDIA HQ: Bengaluru**  
**EMPLOYEE STRENGTH: 2,06,576**

**WHAT WE LIKE:** Wipro is a company with a strong values foundation, known as the Spirit of Wipro (SoW). While there are many programmes that are clearly integrated with these values and underlying principles, one area that stands out is their heavy focus on inclusion and diversity (I&D). This focus is reflected in their intent, as well as in their policies and infrastructure support. I&D is a part of the company's strategic business agenda, integrated with regular business reviews. Leaders take accountability for achieving diversity targets and the company publishes a I&D report. They also implement friendly and supportive policies to create an environment where diverse groups can thrive. Their policies include intentional programmes to hire second career women, a generous parental leave policy, structured programmes for women employees transitioning back from maternity leave, women development and mentoring programmes, policies promoting equal opportunity, reasonable accommodations, and the prevention of LGBTQ+ discrimination. The company goes above and beyond by extending medical insurance to same-sex partners, covering expenses arising from gender-affirming surgeries, providing inclusive restrooms, and prioritising disability inclusion. All these efforts serve as a testament to the company's focus on I&D.

**16. ERICSSON INDIA GLOBAL SERVICES**  
**INDUSTRY: Telecommunications**  
**INDIA HQ: Noida**  
**EMPLOYEE STRENGTH: 20,222**

**WHAT WE LIKE:** The purpose, vision, and values of Ericsson stand out together to form a strong foundation for the superlative experience it provides to its employees, fostering innovation and ensuring fair compensation are all a testament to the efforts in creating a positive work experience.

**17. DHL SUPPLY CHAIN INDIA PRIVATE LIMITED**  
**INDUSTRY: Transportation**  
**INDIA HQ: Mumbai**  
**EMPLOYEE STRENGTH: 2,449**

**WHAT WE LIKE:** Astron brand with a clear focus on creating a culture of diversity and inclusion is evident. The company's policies and practices are built on a foundation of respect and results, further reinforced by the leadership attributes of head, heart, and guts that are aligned with the essentials of Passion, Can Do, and a Right First-Time attitude. Employees are not only engaged but also cared for and valued at every step.

**18. MOURI TECH (P) LIMITED**  
**INDUSTRY: Information Technology**  
**INDIA HQ: Hyderabad**  
**EMPLOYEE STRENGTH: 2,038**

**WHAT WE LIKE:** At MOURI Tech, the philosophy of Employee First, Customer Foremost respects the organisation's commitment to creating an inclusive and diverse environment for employees, while also adopting a customer-centric approach to their business philosophy, strategy, operations, and innovation, aiming to become the customers' trusted partner. One area that stands out is their focus on innovation, which is evident through efficient systems and processes with KPIs, metrics around innovation training, and leadership involvement. The company has also established automated response mechanisms at every stage of idea sharing and implementation, and they recognise and reward employees for taking risks and learning from failures, which encourages innovative thinking.

**19. AKAMA! TECHNOCOLIGIES INDIA PRIVATE LIMITED**  
**INDUSTRY: Information Technology**  
**INDIA HQ: Bengaluru**  
**EMPLOYEE STRENGTH: 2,436**

**WHAT WE LIKE:** Akama! strongly pursues its agenda of innovation, diversity and inclusion, employee development and community impact, and team members across levels and functions are active participants in this pursuit. Of these, the one area that clearly resonates with Akama!'s DNA is innovation. The company has established a strong innovation ecosystem within the organisation with structured channels for ideas submission, process of evaluation and rewards, and feedback built in. To encourage an innovative mindset, internal idea generation engine/initiative, innovation week, incubator programme, tech summit, hackathons, start-up programme are some of the initiatives that are creatively designed and implemented with utmost warmth and intent.

**20. HP**  
**INDUSTRY: Information Technology**  
**INDIA HQ: Bengaluru**  
**EMPLOYEE STRENGTH: 7,738**

**WHAT WE LIKE:** The HP Way defines the management style at the company, which embraces a form of corporate democracy where employees have a voice in decision-making, their opinions are valued, their careers are nurtured, and core values such as teamwork and integrity are instilled. The HP Way and the core vision of creating a better world for everyone, everywhere, is what underlies the People Circle's (HP India's people engagement council) framework to manage employee experience. Programmes around mental health, culture and way of life at HP, progressive Diversity, Equity and Inclusion (DEI) initiatives, focus on employee development as highlighted by strong learning, growth/development opportunities, ensuring care and well-being, along with CSR initiatives, reflect the core pillars on which the People Circle's framework is built.

**21. SERVICENOW SOFTWARE DEVELOPMENT INDIA PRIVATE LIMITED**  
**INDUSTRY: Information Technology**  
**INDIA HQ: Hyderabad**  
**EMPLOYEE STRENGTH: 3,684**

**WHAT WE LIKE:** The founder's mission and early experiences laid the foundation for the purpose of the organisation. The programmes aimed at creating a sense of belonging and adapting to new working styles to cater to diverse employee needs are commendable efforts to foster an inclusive workplace. The concept around shared neighbourhood with increased spaces for employee wellness and collaboration is noteworthy. Special attention is paid to inclusive hiring practices, including training and interviews, conducting quarterly interviewer calibration sessions, and implementing interview shadowing. Also, a strong innovation culture and two-way (top-down mechanisms and bottom-up systems) approach to drive innovation exists at the company, which stems from a problem-solving ethos and desire to help others.

**22. VERIZON DATA SERVICES INDIA PRIVATE LIMITED**  
**INDUSTRY: Telecommunications**  
**INDIA HQ: Chennai**  
**EMPLOYEE STRENGTH: 5,782**

**WHAT WE LIKE:** Astron culture of diversity, dedicated diversity hiring drives, pre- and post-natal care services for women employees, gradual return to work policy, flexible working options for new mothers, initiatives around hiring, and infra support for differently abled—all reflect not just the focus but also the intent in this direction. One of the other areas that reflect their commendable efforts is in creating a workplace of the future by designing working models, policies and infra to suit the post-pandemic hybrid culture. Renewed work-

**25. RELIANCE NIPPON LIFE INSURANCE COMPANY LIMITED**  
**INDUSTRY: Financial Services and Insurance**  
**INDIA HQ: Mumbai**  
**EMPLOYEE STRENGTH: 10,867**

**WHAT WE LIKE:** Opportunities to experience entrepreneurship are at the heart of Reliance Nippon's high-performance culture. The company ensures that every employee is provided with the chance to embrace an entrepreneurial mindset by encouraging employees to think like owners, challenge the status quo, and take responsibility to optimise current processes or implement radical disruptive solutions. This is quite evident in the robust innovation ecosystem and a structured approach to take ideas from ideation to implementation stage. Forums to share ideas, councils, FGDs, ideation workshops, task forces, collaborative spaces, programmes to connect with customers seeking suggestions, coupled with a formal reward and appreciation mechanism to encourage an innovative and entrepreneurial mindset reflect the organisation's intent in creating and sustaining an entrepreneurial workplace.

**26. HARRISONS MALAYALAM LIMITED**  
**INDUSTRY: Agriculture, Forestry and Fishing**  
**INDIA HQ: Ernakulam**  
**EMPLOYEE STRENGTH: 3,973**

**WHAT WE LIKE:** HML's focus on creating an employee-centric culture is evident through its extensive focus on employee development and engagement. Be it the host of communication channels for ensuring information and transparency or developing programmes for all employees across levels, these comprehensive and inclusive practices strongly reflect their intent to include everyone in their programmes, benefits, and the best of the workforce resides-on-site benefits and various facilities are also extended to employees' families. With strong ties to trade unions, there are connection forums in place to ensure transparent communication and engagement with them.

**27. HIL LIMITED - A CK BIRLA GROUP COMPANY**  
**INDUSTRY: Manufacturing and Production**  
**INDIA HQ: Hyderabad**  
**EMPLOYEE STRENGTH: 1,598**

**WHAT WE LIKE:** HIL's people initiatives draw inspiration from its values. Strong initiatives around two-way communication, ensuring a safe and inclusive environment, progressive diversity and inclusion policies, and development programmes customised to suit the needs of various roles and levels reflect alignment to values. HIL

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**31. BAJAJ FINANCE LIMITED**  
**INDUSTRY: Financial Services and Insurance**  
**INDIA HQ: Pune**  
**EMPLOYEE STRENGTH: 35,253**

**WHAT WE LIKE:** Bajaj Finance places its employees at the centre of everything they do. Therefore, they ensure that their policies are designed and implemented in line with employee feedback. Maintaining regular conversations among managers, HR, and senior leaders has been identified as a key focus area, and it continues to be addressed with the utmost rigour and intent. A variety of programmes have been implemented to facilitate two-way communication at various employee touch points. These include pre-onboarding connects with candidates, 'Own My Branch' initiative, branch visits by HR, pulse connect, leadership chat shows among many others. These efforts demonstrate the company's commitment to ensuring transparent and seamless two-way communication across their distributed work force. Additionally, there is a strong focus on creating an inclusive, equitable, culturally competent, supportive work environment.

**32. DOW CHEMICAL INTERNATIONAL PRIVATE LIMITED**  
**INDUSTRY: Manufacturing and Production**  
**INDIA HQ: Mumbai**  
**EMPLOYEE STRENGTH: 1,217**

**WHAT WE LIKE:** Dow is a company that has made significant progress with a clear philosophy and plan to execute its journey towards forming its culture. One area that stands out strongly is their focus on building an inclusive, equitable and For All nature within their company culture. Various elements support this, including diversity and inclusion metrics tied to the corporate I&D strategy, a workforce diversity dashboard, transparent and extensive Employee Resource Groups, mentoring programmes for diverse employees aged 50 and older, and inclusive leadership training, among many others. These initiatives reflect their commitment to cultivating and supporting a diverse group of employees, regardless of their demographics.

**33. ENCORA INNOVATION LABS INDIA PRIVATE LIMITED**  
**INDUSTRY: Information Technology**  
**INDIA HQ: Bengaluru**  
**EMPLOYEE STRENGTH: 2,451**

**WHAT WE LIKE:** Encora Innovation Labs aims to create a culture where all employees are actively engaged with the company, stay connected, and have all the necessary systems and tools in place to work effectively. The journey to create this culture is guided by a structured approach encompassing the 6 My's of the Engagement Framework: my job, my career, my recognition, my community, and my wellness. Initiatives focused on holistic learning, career products and services, and a focus on two-way communication channels for appreciation and recognition, open and honest channels for bottom-up communication, leadership visibility, initiatives that bring diverse talent and supporting infrastructure, care and well-being initiatives, and opportunities to collaborate and innovate are all derived from the pillars of their EVP. Additionally, Flipkart has developed its own industry-first EVP maturity model, which aims to integrate EVP into the organisation in a structured manner, with the intent to identify the right processes, integrate them efficiently, and track success. All their people processes were assessed by this model on a predefined scale, helping them understand the maturity level of each process and identify gaps. Data from this exercise, coupled with internal prioritisation for impact, helped them design an EVP Integration Roadmap—a long-term structured plan to integrate their promises into every process.

**34. MAHINDRA & MAHINDRA AUTOMOTIVE & FARM EQUIPMENT SECTORS**  
**INDUSTRY: Manufacturing and Production**  
**INDIA HQ: Mumbai**  
**EMPLOYEE STRENGTH: 21,100**

**WHAT WE LIKE:** Mahindra AFS has a purpose to empower stakeholders, which is branded as the Rise Philosophy. This represents their commitment to making the world a better place through initiatives for carbon neutrality, community commitments, customer-centric products and services, and a focus on powering future-facing businesses. Their initiatives around inclusion (as guided by group diversity council, D&I SPOCs, policies and interventions to promote inclusive practices), usage of technology to create future-ready business, and creating an innovative and entrepreneurial work culture are some of the pillars of their philosophy. Mahindra AFS has initiatives in place to ensure maximum employee development—from learning channels to leadership level well-being and care, which extends to employees' families as well. Satin Credit-care places a lot of focus on development, growth and acquiring and grooming talent from local areas to ensure maximum connect and impact with customers, keeping in mind its customer base and profile.

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**35. IRIS SOFTWARE**  
INDUSTRY: Information Technology

INDIA HQ: Noida  
EMPLOYEE STRENGTH: 2,740

**WHAT WE LIKE:** Iris is an organisation where leaders actively contribute to building a culture that enables employees to fully realise their capabilities and ensures that individual differences are nurtured. The organisation values transparency and believes in bilateral value addition. There is a shared sense of purpose, where passion and perseverance towards achieving higher goals are highly regarded. Trust plays a central role in cultivating this culture, which is fostered through leadership connections, care and support, transparency and an exceptional employee experience. Additionally, unique programmes are in place to develop and drive engagement within the organisation.

**36. THOUGHTWORKS**  
INDUSTRY: Information Technology

INDIA HQ: Bengaluru  
EMPLOYEE STRENGTH: 4,045

**WHAT WE LIKE:** Thoughtworks identifies developing and diversity and inclusion, among others, as key pillars for maximising human potential and creating an impact on employees. They have implemented extensive development programmes that aim to provide clarity on career paths, a dynamic capability model that offers growth opportunities, a career mapping tool, and tools to assist employees with self-evaluations, goal setting, and tracking access to resources. These programmes demonstrate their commitment to employee development. Diversity and inclusion is another area where Thoughtworks has implemented a range of practices and programmes to retain, attract, and develop diverse employees. Some of these practices include gender pay review policy, support to retain women employees, same-sex partner coverage for group medical insurance, a gender-neutral adoption policy, medical insurance coverage for gender affirmation and transition, gender-neutral washrooms, sensitisation workshops, and structured interventions to develop women employees. Additionally, the company has implemented high-touch initiatives such as the inclusion of sign language and a sign language interpreter in global town halls, as well as an employee resource group to facilitate inclusive communication.

**37. CGI INFORMATION SYSTEMS AND MANAGEMENT CONSULTANTS PRIVATE LIMITED**

INDUSTRY: Information Technology  
INDIA HQ: Bengaluru  
EMPLOYEE STRENGTH: 17,914

**WHAT WE LIKE:** CGI's Member Partnership Management Framework (MPMF) plays a crucial role in defining the employee experience within the organisation. This framework, along with the implemented initiatives, ensures that all members (as CGI refers to its employees) are empowered and treated as full members of the organisation, regardless of their role, tenure, or level. Various initiatives, including the integration of new hires into the company culture, recruitment and assignment processes, growth and development opportunities, career planning, performance management, and fostering two-way communication, all contribute to delivering an employee experience in alignment with the MPMF.

**38. EDELWEISS TOKIO LIFE INSURANCE COMPANY LIMITED**

INDUSTRY: Financial Services and Insurance  
INDIA HQ: Mumbai  
EMPLOYEE STRENGTH: 2,859

**WHAT WE LIKE:** Edelweiss Tokio Life Insurance Company Limited's (ETL) employee value proposition (EVP) 'Nurturing Talent, Impacting Lives' is one of the elements of the organisational culture. Others being their purpose, vision, values, and Edge behaviours. This EVP works in tandem with employees through one-on-one interactions and focus group discussions, resulting in the pillars on which the EVP rests: growth, development, and impacting lives. The company demonstrates a clear focus on ensuring learning and career growth through a multitude of programmes. The Impacting Lives pillar encompasses the ways in which employees are impacted and how they come together to make a difference in society. Key practices in this area include diversity and inclusion (D&I), recognition, donations, celebrations, engagement initiatives, and communications. One notable aspect is



the integration of the EVP and desired behaviours into the company's culture. This is achieved through functional contextualisation sessions followed by flagship learning programmes and gamified simulations that create awareness and promote integration in key areas such as performance management, talent management, recognitions, and learning. These creative approaches ensure that employees are aware of and adhere to the required (Edge) behaviours.

**39. INTERCONTINENTAL HOTELS GROUP**

INDUSTRY: Hospitality  
INDIA HQ: Gurgaon  
EMPLOYEE STRENGTH: 3,266

**WHAT WE LIKE:** IHG is a people-centric organisation that strives to ensure a consistent employee experience and foster a sense of belonging across their diverse and distributed workforce in their hotels through the IHG Commitment Audit. This audit serves as a promise to deliver on key aspects of an engaged workforce. These aspects are Room to Belong (supporting employees to do their best work and recognising their efforts and successes), Room to Grow (providing opportunities for personal and professional development), and Room to Make a Difference (empowering employees to make real and measurable impacts). IHG delivers on these aspects through various initiatives such as creating a welcoming environment for new hires, fostering connections and camaraderie between employees, implementing growth and development programmes, and providing opportunities for employees to share their ideas and showcase their entrepreneurial spirit. The audit is divided into two parts—a self-audit that takes place initially, followed by a peer audit. Based on the scores received, an action plan is formulated and reviewed quarterly, with progress being tracked on a progress sheet.

**40. SUN PHARMACEUTICAL INDUSTRIES LIMITED**

INDUSTRY: Biotechnology and Pharmaceuticals  
INDIA HQ: Mumbai  
EMPLOYEE STRENGTH: 29,240

**WHAT WE LIKE:** Sun Pharma is driven by the purpose of transforming healthcare to provide affordable solutions for life-threatening chronic diseases. This purpose is realised through an innovation-driven environment, capability development and growth, and strong values. Innovation is deeply ingrained in the company culture, encompassing the values and guiding principles, and is reflected in the key performance indicators (KPIs) for all roles. All employees are actively involved in this continuous transformation through dedicated programmes tailored for shop floor employees, field workforce, and others. Employees are rewarded, celebrated, and even promoted for their contributions of game-changing ideas. Another key focus area is the capability development of employees at all levels. The company emphasises the development of

home-grown leaders and offers dedicated programmes for high-potential individuals, which provide differentiated learning experiences. Employees are competitively rewarded, recognised, and celebrated as part of this focus on growth. Additionally, Sun Pharma offers various programmes for learning and growth to further support employees in their professional development.

**41. PWC**

INDUSTRY: Professional Services  
INDIA HQ: Gurgaon  
EMPLOYEE STRENGTH: 38,263

**WHAT WE LIKE:** PwC could be the flag bearer in setting the tone and expectations on diversity, equity and inclusion (DEI). Comprehensive systems are in place to create a culture of belonging for employees from different backgrounds. Inclusive systems, inclusive behaviours, a leader's commitment and accountability towards it, various training programmes to expand perspectives on diversity, develop an inclusive mindset and imbibe inclusion as a leadership skill. D&I is beautifully integrated with most critical people practices like rewards, employee development, and performance management. At PwC, DEI extends to their CSR initiatives as well. They partner with organisations representing women, LGBTQ, and underserved communities. Having a dedicated section for transgender persons and people with disabilities in their equal opportunity policy, the Global 2+ approach, which mandates that half of the population at the senior level be represented by women and '+' represents local focus, inspires other businesses and their clients towards DEI through the 'CEO Action for D&I'. These are a few examples of the organisation's commitment towards D&I.

**42. LIFESTYLE INTERNATIONAL PRIVATE LIMITED**

INDUSTRY: Retail  
INDIA HQ: Bengaluru  
EMPLOYEE STRENGTH: 17,683

**WHAT WE LIKE:** Lifestyle International Pvt. Ltd. provides an empowering work culture to its employees, as reflected in the various training programmes and career growth avenues that the company offers at all levels. The company encourages and motivates innovation through institutionalised programmes that have a systematic process for inviting, evaluating, implementing, and appreciating ideas. Additionally,

Lifestyle International has created an inclusive work environment through various initiatives aimed at hiring, retaining, and developing all employees, including diverse groups. All in all, the company has a people-centric culture.

**43. S&P GLOBAL**

INDUSTRY: Other  
INDIA HQ: Hyderabad  
EMPLOYEE STRENGTH: 12,575

**WHAT WE LIKE:** S&P Global is a people-first company that has clearly defined focus areas guiding employee engagement. These include inspiring people to learn, fostering trust and belonging in the workplace, guiding people through change, and helping them form connections. Examples of initiatives underlying these focus areas include a range of learning and development programmes, opportunities for innovation, establishing a strong communication culture, ensuring employee well-being, and frequent connections and engagement with employees, to name a few. S&P Global also recognises the importance of defining the organisation's true north and believes that employees staying aligned with it, understanding their role and impact on the bigger picture in a constantly changing environment is as important as any other people priority. Additionally, their efforts on ensuring an inclusive workplace are commendable.

**44. THE FEDERAL BANK LIMITED**

INDUSTRY: Financial Services and Insurance  
INDIA HQ: Ernakulam  
EMPLOYEE STRENGTH: 10,736

**WHAT WE LIKE:** Propelled by a multi-generational, multi-ethnic, and multi-age workforce, The Federal Bank has practices that focus on the personal and professional development of all stakeholders, and on fostering a culture of appreciation and gratitude. It has a well-established 'Federal Trust Inventory' and a culture of the Federal family. The Federal Trust Inventory encompasses initiatives centred around two-way communication, ensuring employee growth and development, and providing care and well-being to employees. Initiatives such as appreciating employees' contributions, giving them opportunities to

express and share their ideas and suggestions, ensuring fairness in the application of benefits, and establishing multiple channels for connectivity and collaboration also stem from the Federal Inventory. The bank invests considerable time in listening to their people and gaining a better understanding of what matters most to them to drive engagement and performance within the organisation. This for them has been critical in managing the employee experience.

**45. UJIVAN SMALL FINANCE BANK LIMITED**

INDUSTRY: Financial Services and Insurance  
INDIA HQ: Bengaluru  
EMPLOYEE STRENGTH: 14,425

**WHAT WE LIKE:** Ujivan believes that employees are the backbone of the organisation and recognises that their engagement and development are critical for the bank's growth and success. To achieve this, Ujivan provides multiple training, learning, and development opportunities within the organisation. Since growth often brings hustle and performance orientation, Ujivan places great importance on avoiding employee burnout, which they believe is as critical as achieving business performance. That is why Ujivan has implemented an important work-life balance circular to be adhered to by all functions, along with initiatives spanning other areas of the employee life cycle. Ujivan continues to attract and retain talent, to ensure that employees are well taken care of in every way. By offering an environment of continuous learning and well-being, along with initiatives spanning other areas of the employee life cycle, Ujivan continues to attract and retain talent.

**46. BLUE YONDER PRIVATE LIMITED**

INDUSTRY: Information Technology  
INDIA HQ: Bengaluru  
EMPLOYEE STRENGTH: 2,741

**WHAT WE LIKE:** Blue Yonder, with a mission to empower every person and organisation on the planet to fulfil their potential, has built a culture that is deeply ingrained in the DNA of every indi-

vidual. This culture is driven by their core values. Additionally, their 'Sonoran Spirit' serves as their north star, embodying their distinct global diversity, unwavering commitment to lifelong learning, collaborative respect, integrity in operations, and prioritising people at the centre of everything they do.

**47. BIGBASKET (INNOVATE RETAIL CONCEPTS PRIVATE LIMITED)**

INDUSTRY: Retail  
INDIA HQ: Bengaluru  
EMPLOYEE STRENGTH: 17,201

**WHAT WE LIKE:** Bigbasket believes that employees are the true drivers of business growth. Therefore, the company has implemented initiatives to equip them with the right information, tools, and resources to facilitate their growth, development, and engagement in the workplace, resulting in a strong sense of advocacy with the company. From the induction of new hires into the company culture to their ongoing development, providing a space for encouraging innovation, recognising their efforts, and ensuring their care and well-being, Bigbasket empowers its employees every day. The company places equal importance on the safety, care, and well-being of both its internal and external customers. Their efforts to maximise and utilise human potential extend beyond the workplace through engagement with rural youth. Bigbasket collaborates with panchayats and organisations competent in recruiting youth from rural areas to assess their suitability for different roles.

**48. TO THE NEW PRIVATE LIMITED**

INDUSTRY: Information Technology  
INDIA HQ: Noida  
EMPLOYEE STRENGTH: 2,154

**WHAT WE LIKE:** Of the multiple initiatives in place at TO THE NEW, one that stands out is their commitment to offering an innovative work culture, which aligns with their value of continuous improvement, which extends beyond learning or improving specific areas and encompasses anything and

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everything related to the organisation that can be enhanced or improved. This includes working towards improving the experience of colleagues and customers through seeking new knowledge, acquiring new skills, exploring new ways of working, automating manual processes, refining existing processes, or introducing entirely new ideas. The company has various initiatives such as learning sessions, knowledge meets, hackathons, and a structured approach to idea incubation from submission to evaluation and feedback. They also have learning challenges and formal mechanisms to recognise successful ideas while providing visibility and feedback to ideas that did not reach fruition. These initiatives collectively showcase the company's strong culture of innovation.

**49. LEMON TREE HOTELS LIMITED**

INDUSTRY: Hospitality  
INDIA HQ: Delhi  
EMPLOYEE STRENGTH: 5,427

**WHAT WE LIKE:** Apart from their stellar work in including opportunity-deprived Indians in the mainstream, Lemon Tree Hotels is also making impressive progress in pursuit of their ESG agenda while continuing to provide employees with a professionally enriching and rewarding work experience. The company has implemented various initiatives to develop and empower employees from the moment they join and throughout their tenure. They foster a fun and celebratory work culture, offer extensive well-being programmes to ensure employee happiness and engagement, and have implemented communication and feedback channels with a high level of warmth and personal touch. These initiatives reflect their



belief in the happiness equation, which states that 'happy employees = happy customers = happy investors = happy management'.

**50. R1 RCW GLOBAL PRIVATE LIMITED**

INDUSTRY: Healthcare  
INDIA HQ: Gurgaon  
EMPLOYEE STRENGTH: 13,371

**WHAT WE LIKE:** The goal of the R1 RCW team is to simplify healthcare. They are a group of committed individuals with diverse backgrounds, working towards delivering excellent patient experiences using cutting-edge technology, strong leadership, and a diverse team. At the centre of the company's culture and principles is the 'R1 way', which serves as an anchor for all their activities. Throughout the employment life cycle, the R1 way guides associates in integrating into the R1 culture. Their culture of innovation, inclusivity, and integrity strengthens their relationships with healthcare service providers, partners, and each other. By promoting a culture of appreciation and trust, the company fosters an environment where employees feel valued and empowered.

