



FREQUENTLY ASKED QUESTIONS

GMC Program

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Frequently Asked Questions

- **Why was the GMC program started?**

A growing company has to concentrate on building talent from within in general and specifically for Mahindra, to continue on its path of disruptive innovation, identifying individuals with ideas and guts to implement them is paramount and therefore bright young, energetic people are best fit for our organization.

- **How is this program different from the other leadership programs?**

There are a few themes which set us apart:

- Diversity of Experience
- Diversity of Discipline
- Winning across Culture

Apart from the above, GMCs are the owner of their career. We give them opportunities to select the job of their choice.

- **How easy/difficult it is to change sectors/functions?**

There are structured processes for rotations. However, it is totally dependent on one's performance. E.g. if a Brand manager role is available. At least, 15 GMCs will apply and they will go through an interview process. The best candidate bags the desired role. The process is transparent and merit based.

- **Are there any international opportunities?**

It is entirely business dependent. Couple of GMCs are working on international projects like Africa Entry Strategy, SCM and Procurement in China and they keep on travelling around the globe. Many GMCs are involved in projects on M&A's and International Operations.

- **What is the process after the tenure is over?**

GMCs are expected to be among the top two performance brackets. By the end of six years they are supposed to become department heads and their career is taken care of by the talent management process at Group Level.



Thank You

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