



High performance. Delivered.

**Plenary Session**  
*Council of Graduate Schools*  
June 2012



# About Accenture

*Accenture is a global management consulting, technology services, and outsourcing company that is committed to helping clients achieve high performance.*

## Our Work

- Leading technology, business services, and management consulting provider
- Clients in public and private sector, including 94 of the Fortune 100

## Our People

- 223,000 employees serving clients in 120 countries
- Wide range of graduate and post-graduate degree backgrounds
- Consistently on Experience's list of Top 10 Best Places To Work for Recent Grads (for the past four years)

## Our Culture

- Our Core Values define the company's character: Stewardship, Best People, Client Value Creation, One Global Network, Respect for the Individual, and Integrity



# Discussion Overview

*Accenture has found that graduate education plays a significant role in contributing to the success of our company.*

*We will discuss..*

- 1 Accenture's experience with graduate degree holders
- 2 Our relationship with graduate degree programs
- 3 Enhancing the role of graduate schools
- 4 Accenture's support for employees pursuing graduate studies

# 1. Graduate Degree Holders at Accenture

*Accenture has found that advanced degree holders bring necessary skills and unique qualities to the business environment.*

- **Accenture frequently recruits graduate degree holders:**
  - Talent is our greatest asset. We receive more than 2 million resumes annually, and expect to hire more than 60,000 people this year
  - Graduate students often stand out with more work and life experience
  - We recruit graduate degree holders for a wide variety of roles
- **Accenture focuses on recruiting core skills**
  - We seek people of all backgrounds (business, science, health, etc)
  - Core skills such as analytical problem-solving, effective communication, and leadership are essential
  - We also look for those who can effectively work on cross-functional teams that cross borders and with those of all levels

## 2. Graduate Degree Programs at Accenture

*Accenture has found that fostering strong relationships with MBA, MPA, and industry oriented graduate programs leads to finding strong candidates.*

- **Focusing on talent from top-ranked programs enables us to recruit in “target rich” environments**
  - We have strong relationships with graduate schools
  - We trust in top schools’ admissions processes
  - We have been able to create beneficial faculty partnerships
- **We are looking to expand the programs from which we recruit**
  - Accenture traditionally has looked to MBA programs
  - In the last year, we have expanded to industry relevant programs as well. For the upcoming year, we will focus on also recruiting functional skills
  - Across the board, new hires focus on our most strategic issues

### 3. Enhancing the Graduate Program Role

*The role of graduate programs is enhanced with a greater focus on multi-disciplinary problem-solving, innovation and entrepreneurship.*

- **Graduate schools should continue building core skills**
  - Graduate schools provide a strong foundation for business, particularly with a focus on multi-disciplinary problem-solving, innovation and entrepreneurship
  - Students from graduate programs with rich diversity and multi-cultural experiences flourish
- **Accenture works to enrich a graduate degree holder's background in a number of ways**
  - We provide extensive training through in-person and virtual training
  - Employees work with colleagues from around the world
  - Employees are part of multi-disciplinary teams

## 4. Investing in Graduate School for Employees

*Financial support and company encouragement helps employees pursue continuing education.*

- **An educated and skilled workforce is critical to the U.S. economy and our competitiveness**
  - Companies continue to face increasingly complex and rapidly changing business challenges
  - Having access to an educated and skilled labor supply is a competitive advantage for Accenture and the U.S.
- **Accenture strongly believes in continuing education**
  - Encouragement of education both inside and outside of Accenture
  - We offer a number of scholarship opportunities to return to graduate school
  - We foster an apprenticeship-based model

# Appendix



# Brief Summary of Related Content Within the Pathways Report

*Many of the Pathways Through Graduate School and Into Careers findings matched Accenture's experience with graduate degree holders.*

- **What do employers expect of graduate degree holders?** Content knowledge, professionalism and work ethic, oral and written communication, collaboration and teamwork, and critical thinking and problem solving.
- **Do graduate degree holders bring value to their organizations?**
  - Yes, graduate degree holders bring value through the organization and have advanced knowledge. Graduate schools must focus on skills such as working in a team environment, creating and delivering presentations and project management.
  - Many employers have strong relationships with graduate programs.
  - Employers often advocate for stronger ties between graduate school experience and workforce needs (such as a multi-disciplinary focus & innovation and entrepreneurship experience)
- **How should employers move forward?** Enhance and expand collaborative relationships, make strategic investments in graduate education programs, provide opportunities for graduate students and graduate faculty, and provide support for employees to pursue graduate students while employed.

# Serving our clients

Communication  
s, Media &  
Technology

Financial  
Services

Health & Public  
Service

Products

Resources

Management Consulting

Technology

Outsourcing

**Communications & High Tech:** Move Warner Bros.' entire film and television production, post-production and distribution to an entirely digital end-to-end-process

**Financial Services:** Implement a custom technology platform for the National Stock Exchange that enables speed and competitive exchange pricing

**Health & Public Service:** Transform 200 legacy financial management systems into a single enterprise-wide system capable of managing the U.S. Army's \$110 billion general fund

**Products:** Help Staples transform their supply chain processes, eliminating over \$200 million in working capital

**Resources:** Increase operational performance and efficiency for Shell by creating a single IT platform based on SAP, accessible by 20,000 people across 22 countries

# Consulting Careers

A photograph of three business professionals in an office setting. A man in a blue shirt and tie is pointing towards the right. A woman in a white and pink striped shirt is smiling and looking in the same direction. Another man in a light blue shirt and striped tie is also smiling and looking towards the right. They appear to be engaged in a collaborative work activity.

**Accenture offers dynamic consulting jobs that combine cutting-edge technology with advanced business thinking.**

Consultants will:

- Focus on project delivery across functional and industry areas
- Build a foundation of consulting and technology skills
- Work across the project lifecycle, from analyze to implementation
- Deliver innovative solutions for some of the world's leading organizations

# Focus on Teamwork



**Collaborating with Accenture workgroups, you can experience the satisfaction of finding innovative ways to enable clients to reach their goals.**

- Collaborate with client team members and Accenture colleagues
- Lead and manage people from other workgroups
- Share knowledge through Accenture Knowledge Exchange
- Leverage innovative communication and collaboration tools



# Leader in Training and Development

Throughout your career at Accenture, you'll be encouraged to broaden and deepen your knowledge—while receiving support to advance your career.

- \$800 million annual investment in training
- New Joiner Orientation
- Skills Based Training
- Core Training Programs
- myLearning with 20,000 online learning resources
- Career counselor and mentoring programs



# Inclusion & Diversity

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**At Accenture, you will have the opportunity to work with exceptional people from diverse backgrounds in an inclusive environment.**

- Diversity and leadership training
- Mentoring and coaching programs
- Women's initiatives
- GLBT programs
- Employee resource groups
- Executive engagement

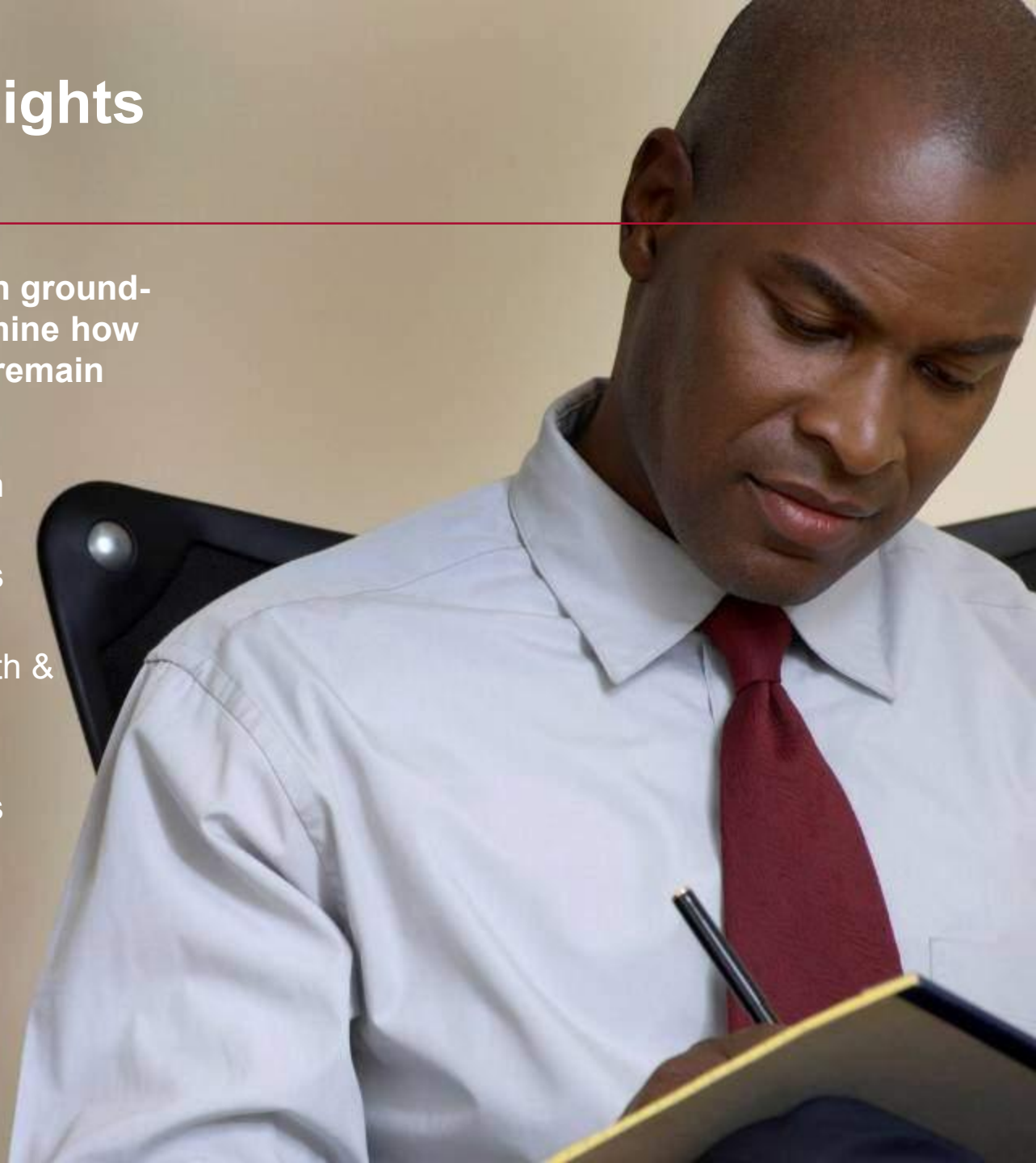


# Research & Insights

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Accenture heavily invests in groundbreaking research to determine how organizations become and remain high performers.

- Accenture Institute For High Performance
- High Performance Business Research Program
- Accenture Institute for Health & Public Service Value
- World Economic Forum
- Accenture Technology Labs





# Work/Life Balance

We know it's important for you to balance a successful career with a healthy lifestyle, and we offer a number of programs that will help you achieve this.

- Supportive, fun work environment
- Networking groups and communities
- Analyst action teams and sporting leagues
- Flexible work arrangements
- Paid Time Off and Holidays
- Future Leave and Hours That Help
- Life Works and Limited Concierge Service
- Fitness discounts, incentives and online support





# Corporate Citizenship

Accenture fully supports our people's energy, enthusiasm and passion to make a difference in communities around the world.

- Skills to Succeed
- Accenture Development Partnerships
- Future Leave
- Environmental Stewardship
- Accenture US Eco Program

