

Mentoring through Online Communities

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Research shows that roughly 33 percent of employees decide whether to stay onboard with an organization or leave within their first 30 days of employment

“A mentor enables new hires to smoothly adopt to the organizational culture”

■ Transactional Mentoring

- This is short term in nature and is more to do with seeking information for a task/goal. e.g: *Suggestions for a good restaurant or seeking someone's advice to choose between two options.* Majority of mentoring falls under this category and to do this type of mentoring, it is not mandatory to build trust in the mentoring relationship

■ Life Changing Mentoring

- This is long term and changes who you are as a mentee. Unlike transactional mentoring, this is the true value adding mentoring that we should be focusing on. In this kind of mentoring, there is a sustained relationship where the mentor and the mentee invest in a relationship that is based on **trust** and **respect**. Though several people can give you advice at a transactional level, this may be useful on a short term basis but it will make little difference in the long run

Digital is not about mobile, AI and Cloud. It is not only about technology - it is about **a change of perspective of a problem**

Google knows more about you than you know about yourself!

Visibility has emerged like never before. We need to combine this visibility with the ability to take action from anywhere. **This is digital!**

Today we can manufacture to the **sample size of one**

Digital is an opportunity to **reimagine everything possible**

Online Mentoring through Communities

TCS is a Global IT services provider



Responsible



People Caring



Innovative



Leading Brand



Customer Centric



Innovation – Use exponential power of the Ecosystem

COLLABORATIVE RESEARCH

Analytics, AI, ML, Telematics, Blockchain, Augmented Reality, IoT, Cyber Security, Cloud, Digital Platforms



Sharpen your grey cells
Think of an **IDEA** which can change investment habits

Watch this space to win exciting prizes worth ₹1,00,000

BFS IDEATHON
Contest starts on 8th May, 2017

Hackathon Contest for Customer 360°
Calling all analytical minds to crack the code

AUG 22-31
Contest Window

Win Exciting Prizes

Go for the Hack

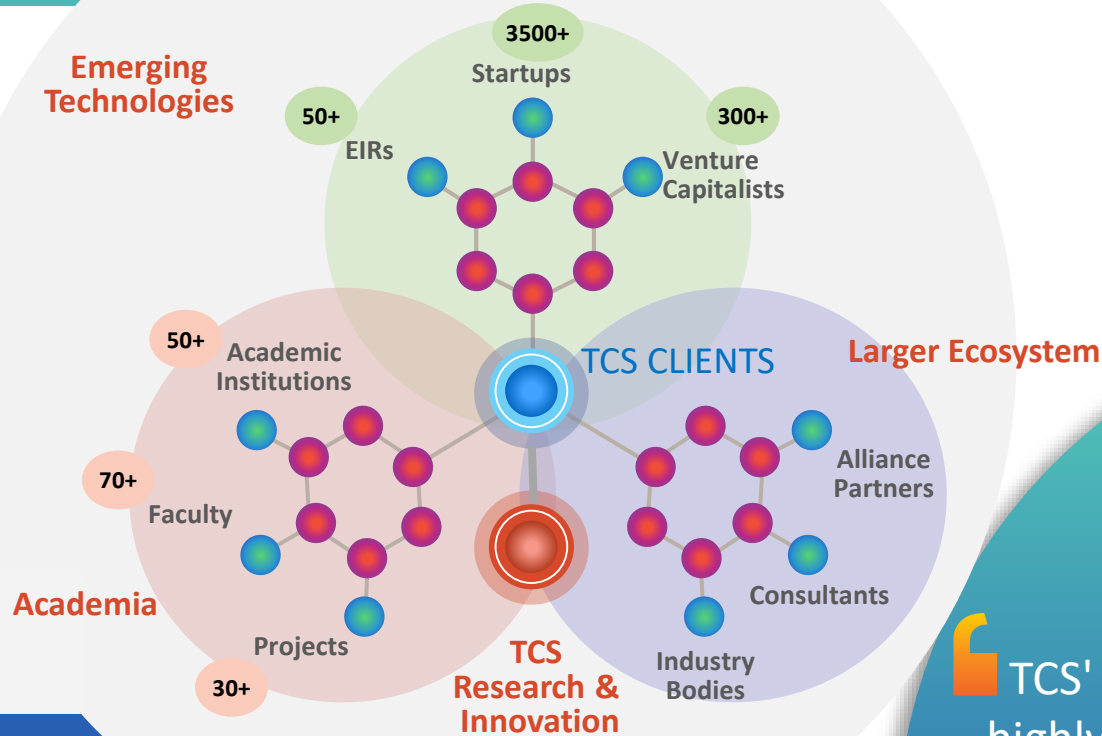
Build Solution

File Patent



Experience Innovation and Thought leadership through our Innovation Forums, Innovation Days, Ideathons, Hackathons

Plug in to TCS' Co-Innovation Network (COIN)TM



TCS' start-up program is organic, highly structured, and currently one of the largest among services companies

- Mette Ahorlu
Research Director, IDC



Mentoring Communities : Collaboration via Enablers

Mentorship through Online Communities enables knowledge, good practice and information sharing through various enablers. It gives a competitive advantage and helps develop good personal and professional relationships between stakeholders by sharing ideas



Create Posts



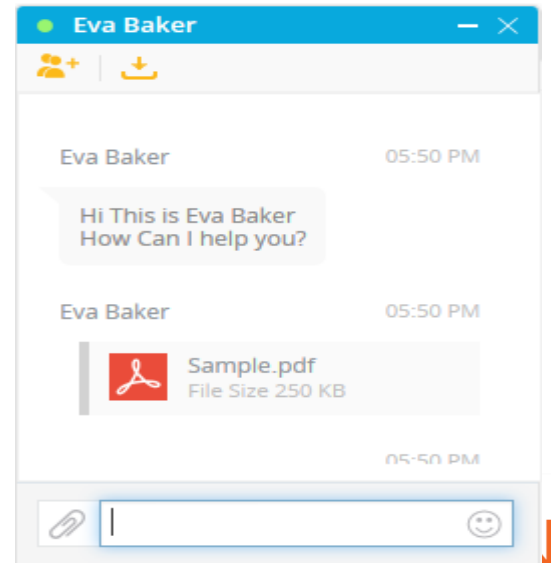
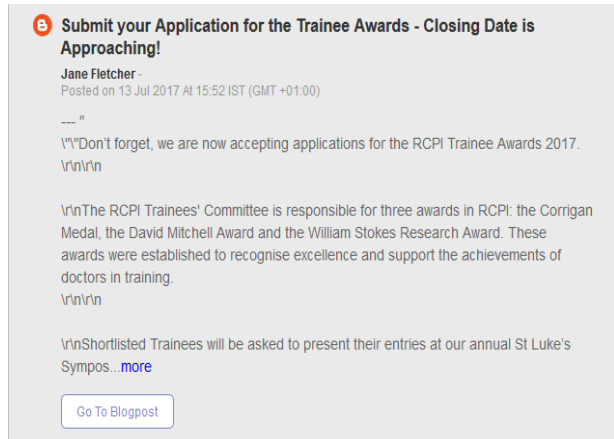
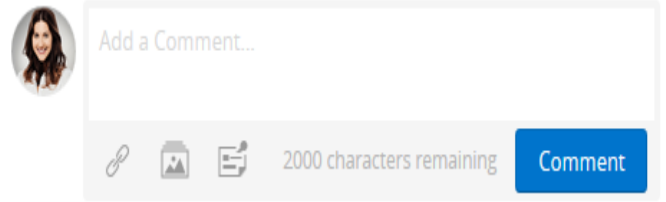
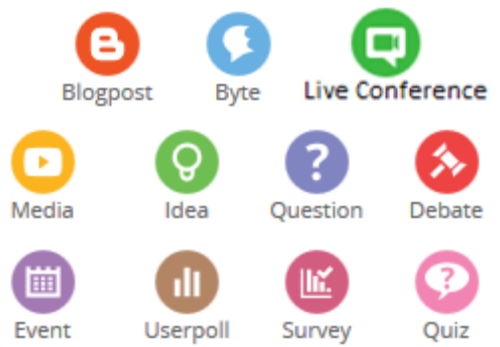
Comment & Reply



Emails and SMS




Live Chat



Sample Community Learning Page

Home » My Communities » TCS SMB Last Login: 26 Jul 2017 18:16 Type: LX T&C Help




TCS SMB

The Organization Community


All Posts Recent Time Topics Authors File Types

Supriya and 5 Others Voted-Up this Media




Insightful report on Online Education in India by KPMG and Google

By Surya | 17 Jul 2017 17:41 | 15 View(s)

 Online-Education-in-India-2021.pdf

6 Vote-Up | 0 Vote-Down | 1 Comment(s) | 0.0

Supriya and 9 Others Voted-Up this Blogpost




iON Digital Manufacturing: Our customers are adopting the pay-per-use model!

By Asmita | 08 Sep 2016 11:46 | 30 View(s)

As part of our business model, we allow our customers to start with minimum no. of users and then there is provision to add more users as per their demand. This is a win-win model. For our customers, it is low-risk as they can invest minimum funds till they ensure good fitment and adoption of our system within their organization. Once they see the benefit, they can increase no. of users. For TCS, minimum no. of users assure basic rev... [Read More](#)


10 Vote-Up | 0 Vote-Down | 0 Comment(s) | 4.5

Supriya and 6 Others Voted-Up this Blogpost



iON GST ready solution successfully delivered first GST Invoice


By Sameer | 04 Jul 2017 15:52 | 9 View(s)





TCS iON GST ready solution successfully delivered its first GST invoice


Our customer Hi-Tech Specialities Solution Limited generated its first GST invoice using iON Digital Manufacturing GST ready solution on the very 1st day of GST launch. Kudos to entire iON Digital Manufacturing team for this successful delivery.


1152 Members


 Mohit


 Mohit S...


 Smita

 Narayan

 Shobhit

 Kunal


 Kumud

 Sachin

[View All Members](#)

9

TCS Confidential



Live Video Conferencing: One to Many

 Discussion On : 'James Harding quits as BBC head of news' Live

By Ritesh Jagzape | 10 Oct 2017 11:53 | 


 Former Times editor had been considered a frontrunner to take over as director general from Tony Hall James Harding is to stand down as director of news and current affairs at the BBC, one of the most influential jobs in British journalism. Harding, who edited the Times before joining the BBC in 2013, said he would leave early next year to start a media company that had a "distinct approach to the news and a clear point of... [Read More](#)

11 Oct 2017 12:30AM - 11 Oct 2017 03:30AM

TCS Lucknow

[Join Now](#)

1476900



Ritesh Jagzape Speaking

Connected

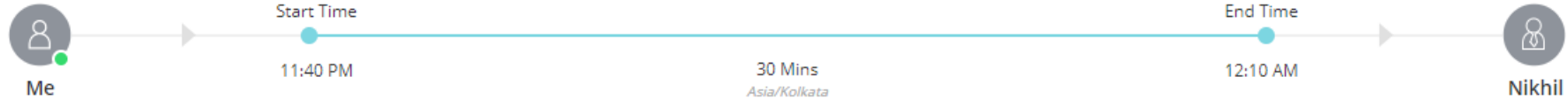
Type here to search

ENG 00:55 11-10-2017

Live Video Conferencing: One to One

Meeting with Nikhil

Check Audio/Video



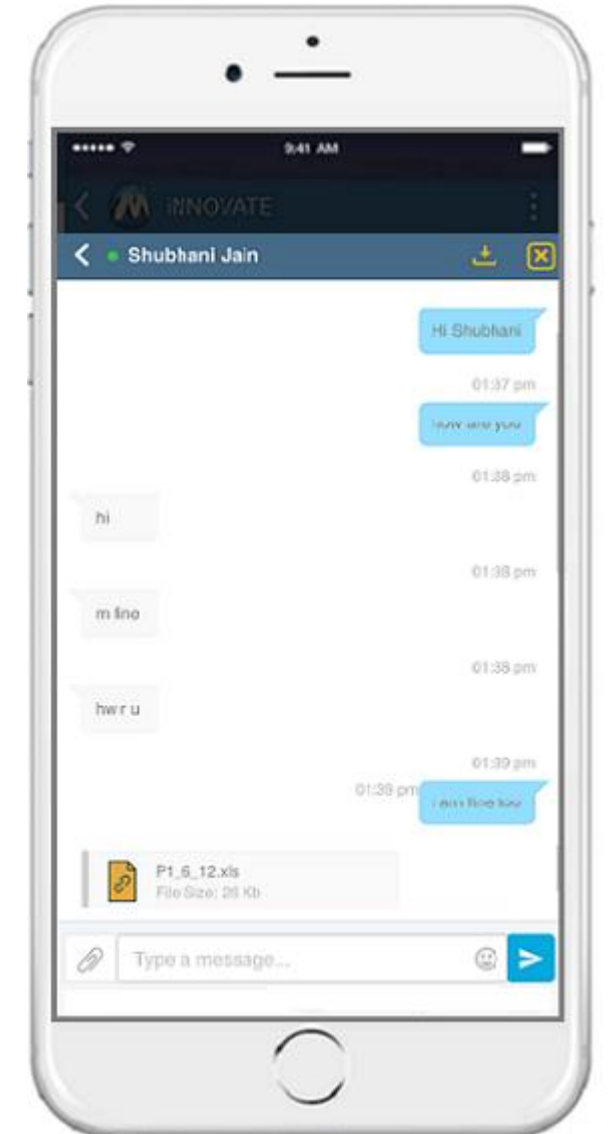
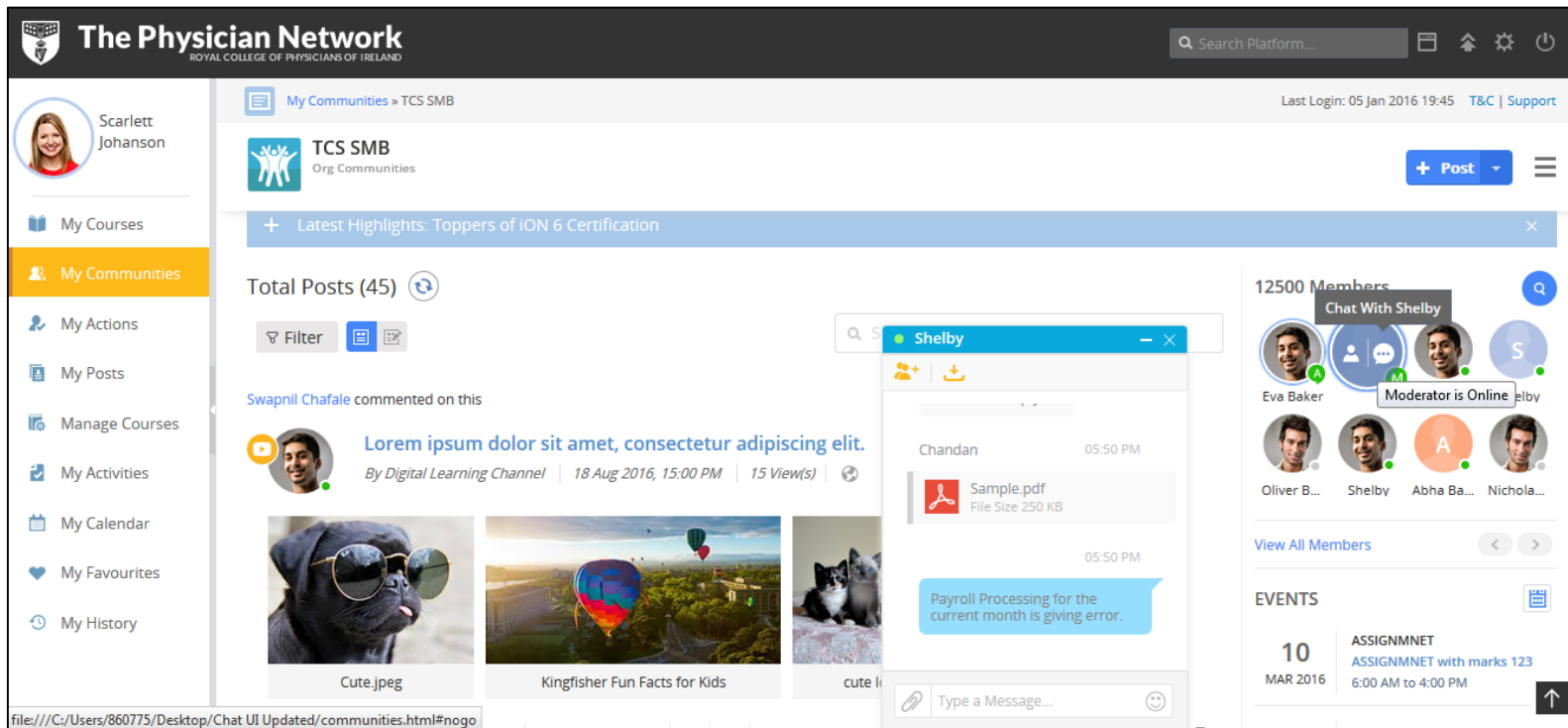
Meeting Subject
Live Speaking Exam

Thursday, 07-Feb-2019
Meeting ID: M2190221

The screenshot shows the TCS iON Interaction Manager interface. At the top left is the 'TCS iON' logo and 'Interaction Manager' text. At the top right is the 'TATA' logo. Below the header, there are two dropdown menus: 'Camera' set to 'Camera 1' and 'Microphone' set to 'Default'. The main area is a video call window. The primary video feed shows a man in a light purple shirt smiling with his arms crossed. In the bottom-left corner, there is a smaller video feed of a woman with long brown hair, also smiling. A red circular icon with a white 'X' is visible in the bottom-right corner of the video call area.

Live Chat: To enable constant engagement

- Chat with Users from anywhere / anytime from Desktop / Android Phone / iPhone / Tablet / mTOP App
- Chat sync Feature to sync chats between devices
- Share files via Chat
- Chat history for users
- Sending offline messages



Gamification: To Improve participation

- Gamification to drive adoption using Badges
- Users can build reputation based on their activity in communities
- Motivation for users to engage actively with peers
- Badges hierarchy can be configured based on needs

The screenshot displays the TCS iON Digital Learning Hub user dashboard for Mr. Rahul Gupta. The dashboard includes a navigation bar with 'Catalogue', 'Search', and 'Activate Code' options. The user's profile shows '470 Miles Achieved' and 'Performance Details'. A 'Leaderboard' section is highlighted with a blue box, showing a table of learners ranked by miles achieved and products subscribed. A 'Badges Earned' section is also highlighted, showing a 'Recently Earned ADEPT' badge and a list of other badges like 'CONQUEROR', 'PUNDIT', and 'SCHOLAR'.

Rank	Learners	Miles Achieved	Products Subscribed
1	Simmons, Helen Got 1st place on leaderboard	670	70
2	Simmons, Helen Alias: Benevolent Beag	650	70
3	Simmons, Helen Completed more than 5 courses	600	70
4	Simmons, Helen Completed 1 course	560	70
5	Simmons, Helen Alias: Benevolent Beag	500	70
6	Gupta, Rahul Alias: Benevolent Beag	470	70

Benefits of Mentorship through Online Communities

Sustained Engagement



- Powering peer learning with communities of learning
- Videos/ learner aids



24x7 learner moderation & assist



Augment curriculum with learning repositories

6,47,668 interactions recorded

1,56,216 media uploaded



Contextual Learning



Contextual links to real time development for content/topics/subjects



Knowledge repositories (Information on Tap)



Industry interaction to build relevance



Community based structure to bring contextual relevance

*63,085 blog posts uploaded
in 5,090 communities*





Cloud hosted for 24X7 availability



Online mentors for anytime query support



Mobile supported UI for device based access

On-the-go access for

the mobile generation



iBelong – A New Joiner Integration Experience Platform. It creates a sense of belonging and accomplishment leading to positive outcome for all stakeholders. 360 connect between New Joinee, Supervisor and Mentor

MILO – The Mentoring Assistant. MILO, (means "MEET" in Hindi) "the mentoring Assistant is anytime - anywhere, socially enabled and community moderated which would automatically facilitate Mentoring discussions between Mentee-Mentors and also collect feedback from them periodically

iConnect (connect platform) and **Inspire** (High potential program). The objective of both is to ensure our budding leaders can leverage on the wealth of experience and expertise of our more seasoned ones



- **“Completely outrageous.... Completely inspiring”**. If you do not know what your ‘Mount Everest’ is, you will never achieve it!
- If you are a mentee, you should know what your ‘Mount Everest’ is. The mentor in turn helps the mentee define and crystallising his/her ‘Mount Everest’

International Mentoring Day – 17th Jan, 2018



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CONSULTANCY
SERVICES

THANK YOU