Defining Leadership

How does your company view leadership programs?

At Accenture we hire the best people and then we help them become even better. Whether it’s for the next project, a promotion or general professional development, our training is designed to prepare you for the next stage in your career.

Training is not just something you’ll do when you first join the company. We’ll make constant investments in your development to keep you at the top of your game. In 2007 we invested more than $700 million in training/professional development and provided an average of 83 hours of training per person.

Our training programs are tailored to individual needs. Accenture offer a unique curriculum for each workforce, and tailors the specific courses for each career level. Training is conducted in a variety of ways, from classrooms to the Web. We use a well-managed combination of courses, practical experience on the job and feedback to enable our people to develop specialist skills that help them grow professionally.

Another unique aspect of training at Accenture is the idea of “leaders teaching leaders.” Many of our classroom courses are facilitated by Accenture leaders who teach from their own experience, having experienced many of the successes and challenges you will face on the job. In fact, last year over 2,000 of our faculty assignments were filled by Accenture leaders from all of our workforces, all around
the world. It is a great way to learn, and a great opportunity for Accenture people to contribute and pass on what they have learned.

Mentors will also help you reach your full potential. Accenture encourages all employees to foster mentoring relationships on a formal or informal basis. We have mentoring programs for our women and ethnic minority professionals that provide opportunity for candid dialogue and guidance on career issues. At Accenture, you’ll also have a dedicated career counselor to help with your development plan, conduct your annual reviews, and be available for coaching sessions throughout the year.

**Leadership Programs and Training**

Accenture has a number of training courses and leadership development programs. Included below are highlights of the programs we lead for our recruits and employees.

**Accenture Student Empowerment Program**

**Duration:** Three-year program

**Description:** This three-year program is targeted toward diverse and female rising sophomores with majors in business, computer science and engineering. Participating students will:

- Attend networking lunches to help establish a mentoring relationship
- Attend the Leadership Conference the summer following their second mentoring year
- Intern with Accenture for two summers, as rising juniors and rising seniors
- Gain valuable exposure to the business world, explore the consulting career path and understand what companies are looking for

**Accenture Student Leadership Conference**

**Duration:** Three-day conference

**Description:** This three-day conference is held for a limited number of outstanding seniors at our education center in St. Charles, Illinois (near Chicago). This helps participants further develop and refine leadership skills and experience the same learning environment as full-time employees.
New Joiner Orientation

**Duration:** varies by location/employee

**Description:** New employers at Accenture attend New Joiner Orientation. This multi-day class experience provides new hires with essential knowledge they need to launch an Accenture career, whether straight out of university or a workforce veteran. Since New Joiner Orientation is a worldwide program, it serves as an introduction to our one global network. But since it is conducted in home offices, new employees get the specific information they need as an Accenture employee in the local office.

Accenture Core Analyst School

**Duration:** two-week training course

**Description:** people who join Accenture’s consulting workforce as entry-level consulting analysts join other consulting analysts from around the world for Core Analyst School, an intensive, two-week training course at our training center in St. Charles, Ill., just outside of Chicago. Through a rigorous set of learning experiences, they discover how to deliver quality solutions using the same tools and methods they’ll use on the job. As they explore “the big picture” of the work Accenture performs, they develop a thorough understanding of how each workgroup in the Consulting workforce builds value for our clients. And there are plenty of opportunities to focus on developing personal, professional and people skills as well.

Core Curriculum Training:

**Duration:** ongoing commitment to training

**Description:** Accenture offers a core curriculum for all employees to provide a set of courses and learning experiences that give the basic, foundational knowledge employees need to succeed at each level of their Accenture career. For these core curriculum courses, employees join their colleagues from all over the world, either virtually or live, as they collaborate and learn together.

myLearning Global Portal

**Duration:** ongoing commitment to training

**Description:** Accenture’s single global learning portal, myLearning, directs our people to over 20,000 online courses, virtual classroom courses, and other learning resources to meet almost any business need. From “soft skill” courses like meeting facilitation and peer management to “hard skill” courses like SAP training or budget planning, Accenture employees can meet all their training needs through myLearning.
Minority Leadership Development Program

*Description:* enable diverse U.S. employees to be more successful and empower them to be leaders at Accenture. This program includes virtual training and a two-day classroom event focusing on key areas for leadership development such as teachable point of view, communication, networking, mentoring and sponsorship, selling effectiveness, teaming and action planning. Since the program’s initial rollout, approximately 450 participants have completed the course. In our 2008 fiscal year, the emphasis will be placed on the development of a follow-up program to help participants continue progressing on their action plans and career development.

Leading a Diverse Workforce

*Description:* training enables Accenture’s executives to successfully lead an inclusive work environment. Participants leave the course able to explain the importance of inclusion and diversity, and describe the various dimensions of inclusion and diversity. More importantly, participants will understand how to implement key strategies for successfully leading and managing diversity. Time is spent allowing executives the opportunity to apply techniques and frameworks to their respective business entities and develop personal action plans thus creating a positive impact in the organization. This course has been completed by 790 executives. In our 2008 fiscal year, this course will be rolled out to our diamond client teams to ensure that we are creating an inclusive environment at the project level. Additionally, the U.S. executive committee approved for two follow-up sessions per project to measure the success of action plans completed at each project.