



Leadership Development at Persistent Systems

August 2025



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Empowering Leaders across the Lifecycle

The Leadership Development COE nurtures current and emerging leaders through journey-based learning, mentoring, coaching, and action learning projects. Programs are selection-based and tailored to leadership roles and D&I goals.

Scope

Persistent Systems talent pipeline development strategy is designed to ensure a steady flow of skilled professionals ready to take on critical roles, provide an opportunity for an employee to move up or find new role within the organization.

Talent Pipeline Development Strategy

This strategy includes a variety of initiatives aimed at promoting internal mobility and career growth. Promotion-linked programs such as Avenger, Falcon, Propellor, and Anchor in the Project Management and Technical tracks help employees advance to higher roles. For senior delivery employees, specific programs like JARVIS and Pinnacle are designed to build internal leadership capacity, with development programs in place to mentor and groom these employees for leadership roles.

In addition to these internal initiatives, Persistent Systems has a formal talent pipeline development strategy that includes internship, apprenticeship, and graduate recruitment programs. These programs are designed to attract and nurture young talent, providing them with the skills and experience needed to succeed in the industry. Partnerships with universities play a crucial role in this strategy, allowing Persistent Systems to tap into a pool of fresh graduates and provide them with opportunities to grow within the Company.

By combining internal mobility initiatives with external talent development programs, Persistent Systems ensures that it has a robust pipeline of skilled professionals ready to meet the Company's future needs. This comprehensive approach not only helps in retaining top talent but also in fostering a culture of continuous learning and development. Through these efforts, Persistent Systems is able to maintain a competitive edge in the industry and ensure long-term success.

Applicability

Applicable to all Persistent Full-Time employees and Part-time employees

Flagship programs

Program Name	Description	Focus Area
JARVIS – Delivery Leadership Program	Develops current and aspiring Delivery Partners to enhance their leadership and business management skills.	<ul style="list-style-type: none"> Customer focus & business acumen Change management & adaptability Coaching & talent development Cross-functional collaboration & communication
PINNACLE – Business Leadership Program	Aims to prepare high-potential Delivery Heads and DH(-1) to become strategic business leaders.	<ul style="list-style-type: none"> Financial acumen and budget management Strategic thinking and digitalization Customer-centric approach to leadership Advanced delivery leadership strategies
ASPIRE – Women Leadership Development Program	A structured 4-month program to empower high-potential women leaders at mid-senior levels.	<ul style="list-style-type: none"> Overcoming internal barriers & maximizing potential Establishing a strong personal brand Expanding professional networks & mentorship opportunities Navigating complex business challenges Building leadership confidence to drive business impact

Coverage - Full-Time employees including Part-time employees

About Persistent

Persistent Systems (BSE: 533179 and NSE: PERSISTENT) is a global services and solutions company delivering AI-led, platform-driven Digital Engineering and Enterprise Modernization to businesses across industries. With over 25,000 employees located in 18 countries, the Company is committed to innovation and client success. Persistent offers a comprehensive suite of services, including software engineering, product development, data and analytics, CX transformation, cloud computing, and intelligent automation. The Company is part of the MSCI India Index and is included in key indices of the National Stock Exchange of India, including the Nifty Midcap 50, Nifty IT, and Nifty MidCap Liquid 15, as well as several on the BSE such as the S&P BSE 100 and S&P BSE SENSEX Next 50. Persistent is also a constituent of the Dow Jones Sustainability World Index. The Company has achieved carbon neutrality, reinforcing its commitment to sustainability and responsible business practices. Persistent has also been named one of America's Greatest Workplaces for Inclusion & Diversity 2025 by Newsweek and Plant A Insights Group. As a participant of the United Nations Global Compact, the Company is committed to aligning strategies and operations with universal principles on human rights, labor, environment, and anti-corruption, as well as take actions that advance societal goals. With 468% growth in brand value since 2020, Persistent is the fastest-growing IT services brand in 'Brand Finance India 100' 2025 Report.

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