

WATASHI WA DARE KA (私は誰か) WHO AM I?

- PERSONAL EVOLUTION
- ACADEMIC EXCELLENCE
- PROFESSIONAL DISTINCTION

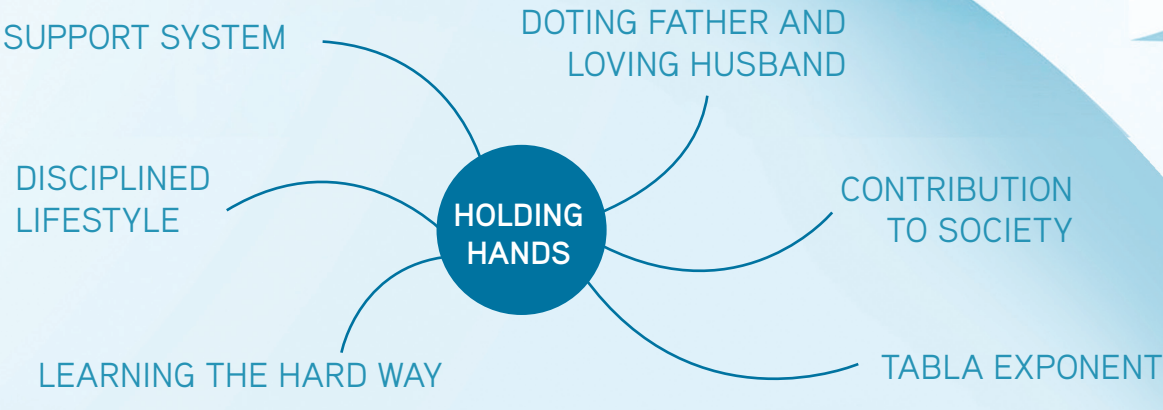
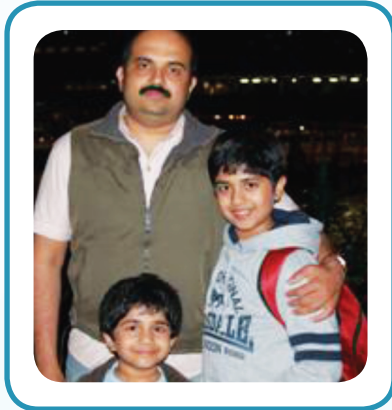
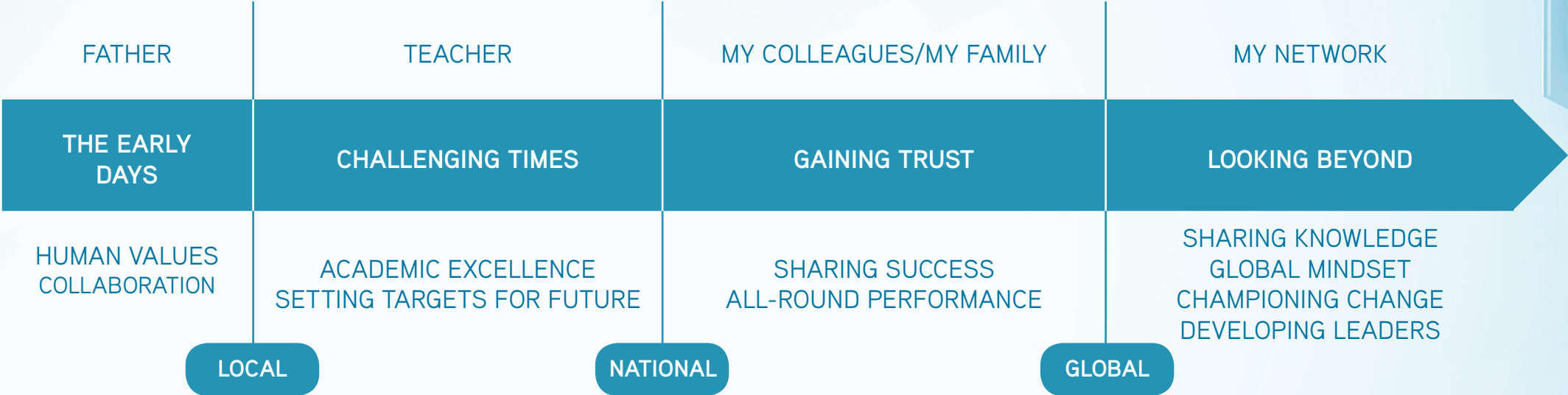


- Sudhir Pai -



PERSONAL EVOLUTION

- Sudhir Pai -



CAPGEMINI ROLE MODEL

Stephen Hughes,
Business GM, Sensis Classifieds
"Sudhir is a responsive and highly effective provider of IT services. His work on major projects for me exhibited a strong ability to organize the project team effectively and to provide additional resources quickly to fix problems. Sudhir is an easy person to work with - he has a highly professional approach and a solid commitment to providing service and delivery excellence."

Warren McAleese,
Senior IT Partner Manager, Telstra
"I have a high regard for Sudhir's knowledge, commitment and ethic's. In my experience Sudhir did an excellent job of managing Client requirements whilst maintaining and sustaining his team in sometimes difficult circumstances. Sudhir was very innovative and pro active in his delivery of the services. I would gladly have Sudhir involved in future work."

Paul Stickland,
Program director and GM Sensis
"Sudhir is a first class Program Director who acts in the best interest of his Client to deliver. He has high integrity and can be trusted to deliver on what he promises. he is not afraid to challenge and bring new ideas, alternative approaches to the table. His calm, efficient and professional manner makes him an ideal partner to work with. Sudhir is an excellent operator who is committed to mutually beneficial outcomes."

ACADEMIC EXCELLENCE



- Sudhir Pai -

EXECUTIVE LEADERSHIP PROGRAM –
MACQUARIE GRADUATE SCHOOL OF MGMT.

MASTER OF ENGINEER IN COMPUTER SC.
UNIVERSITY TOPPER AND GOLD MEDALIST

BACHELOR OF ENGINEER IN ELECTRONICS
HONORS DEGREE, COLLEGE TOPPER

SCHOLARSHIP SPONSORED
EDUCATION JOURNEY

1997-2010

RESEARCH PAPERS
• ASSURANCE MGMT
• DELIVERY LED SALES

1995-1997

DAY-1 RECRUITMENT STATUS IN CAMPUS
OFFER FOR DOCTARATE PROGRAM

1990-1995

STATE GOVERNMENT SPONSORSHIP AND RECOGNITION
– PROJECT INNOVATION

1985-1990

STATE LEVEL RECOGNITION FOR
NATIONAL CADET CORPS

The very spring and root of honesty and virtue lie in good education



PROFESSIONAL DISTINCTION

SENIOR SYSTEMS ANALYST
STAR PERFORMER
2000-2002

PROJECT MANAGER
STAR PERFORMER
2002-2004

PROGRAM MANAGER
STAR PERFORMER
2004-2005

DELIVERY EXECUTIVE
STAR PERFORMER
2005-2007

ACCOUNT EXECUTIVE
\$25M PORTFOLIO
DELIVERY EXECUTIVE
\$40M PORTFOLIO
2007-2009

DELIVERY DIRECTOR
BIM SERVICE LINE
2009-2010

SERVICE LINE LEAD
AD&M BUSINESS
ROLE MODEL
2010-2011

2004-2006

2006-2007

2007-2008

2009-2011

Competitive win –Decision to buy \$20m portfolio on cost competitiveness (YoY KPIs to convert into a profitable business)

- Strong delivery performance. Consistent month on month GREEN rating from client for 3 years
- NON-COMPETITIVE WIN of \$25m business, back of strong delivery performance
- Elimination of contractors and achievement of 75% offshore

- VALUE REGISTER” at 20% of Invoice value (A mechanism to quantify value delivered over and above the SOW)
- A COMPETITIVE WIN of \$15m project for Client’s subsidiary organisation
- Australia-wide launch of the the program – media branding
- Non-competitive Support contract
- One of the three CORE MEMBERS of A\$350m bid renewal program

- BI Leader and delivery director at Capgemini
- Key contributor in winning one of the largest deal at Capgemini – Foster’s (successful delivery role)
- Additional role of Service line leader for AD&M
- Growth from €5m to €17m in 2 years
- Pioneer in profit shaper - “Rightshore” lead delivery
- Global ALS Leadership
- More than 20 clients in the list with 12+ new clients

From a small footprint in 2008-2009, Sudhir has grown AD&M service line to contribute to around 16% of Capgemini Australia business in less than two years, serving more than 20 clients with wide range of solution offerings.

KEY SECTORS

- Financial Services
- Public Sector
- Products
- Telecom

KEY CLIENTS AND PARTNERS



- Sudhir Pai -



LA – NIAQUE

WHAT WE ACHIEVE INWARDLY WILL CHANGE OUTER REALITY

EFFECTIVE RIGHT-
SHORE 50% BY 2012

NEW SECTOR –
EUC 30% BY 2012

AD&M TRANSFORMATION JOURNEY
A\$100M BY 2015
35% OF CG AUSTRALIA
75% RIGHTSHORE

NEW REVENUE STREAMS
15% THROUGH SAAS BY 2012

MULTI YEAR TRANSFORMATION PROGRAMS
20% REVENUE; 40% CM

NEW/FOCUSSED OFFERINGS
10% EFFICIENCIES

LARGE SCALE ANNUITY DEALS
TWO DEALS > \$10M BY 2013

MY LA – NIAQUE

SPONSOR FOR “CARE” –
ORGANISATIONAL
RESPONSIBILITY

COLLABORATION WITH
OTHER SERVICE LINES

“Sudhir is an exceptional Director within the Capgemini Australia business. His attitude is a strong reflection of La-Niaque. Sudhir combines elements of strong project delivery, excellent sales support for critical large bids and unit management. With his friendly, committed and persistent approach he has been able to make a very positive impact for the local business. Beyond his client related activities Sudhir is actively involved in staff development and supporting activities. With the performance I have seen over the previous 2.5 years he is clearly exceeding expectations of a Director.”

Michael Alf

VP and head of Products, Capgemini Australia

“Sudhir is passionate about building a best in class capability. He combines a thoroughness, attention to detail and delivery of high quality with a strong vision and sense of “what could be”.

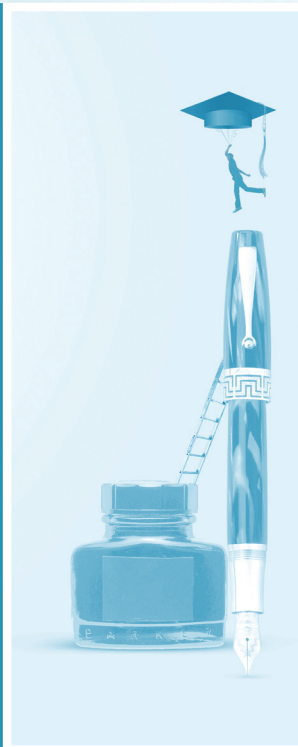
Melanie Kontze

Vice President, Public Sector, Capgemini Australia

PERSONAL EVOLUTION



ACADEMIC EXCELLENCE



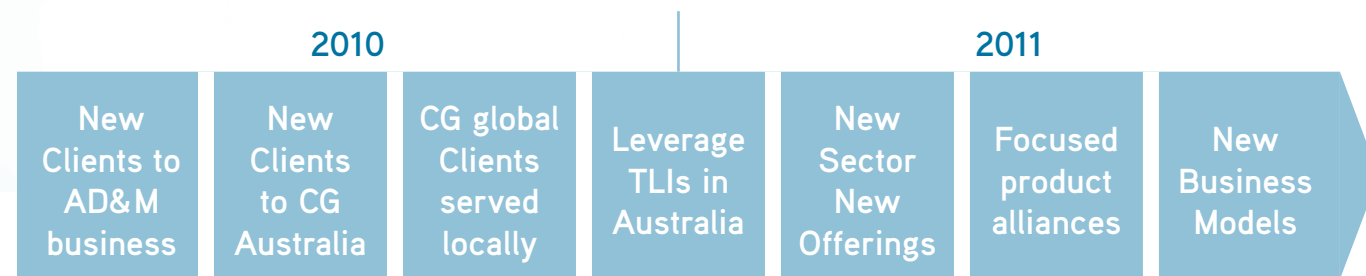
PROFESSIONAL DISTINCTION



INTEGRATED AUSTRALIA-INDIA LEADERSHIP

(A). BUSINESS PIONEER

From a small footprint in 2008-2009, I have grown AD&M service line to contribute to around 16% of Capgemini Australia business in less than two years, serving more than 20 clients with wide range of solution offerings.

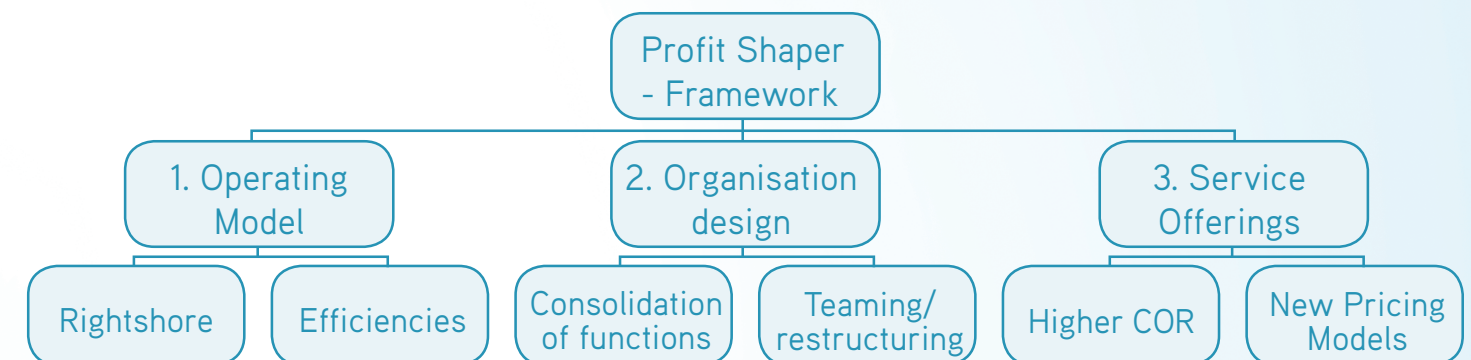


Consulting partner / Consulting and technology partner / AD&M/ALS Partner (Advise-Build-Evolve)

- Retaining existing annuity business and focus on renewal of contracts.
- Cross selling to existing customers to increase foot print for AD&M.
- Securing Capgemini's position in the preferred partner list for technology services.
- Leverage company's global investments on Top Line Initiative (TLI) and Global Service Lines (GSL).
- Addition of new offering / sector, based on the market intelligence.
- Opening up of new revenue channels through focused product alliances.

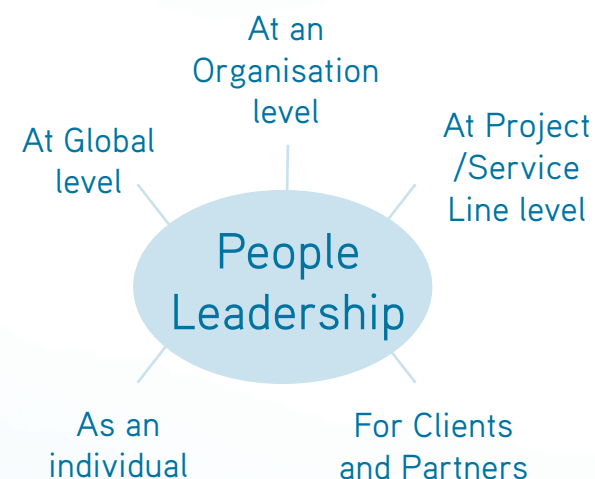
(B). PROFIT SHAPER

- Implemented the Integrated service offerings.
- Brought in the concept of "advisory service offerings" to attract higher COR rate compared to traditional AD&M rates.
- Enforced Rightshore on all project delivery.
- Justified role vs. remuneration ensuring that the employees at high end salary grid attract higher COR.
- Transitioned half a dozen contractors into permanent positions.
- Cut down the onsite pre-sales support by 20% .
- Collaborated with other service lines, to maximize the offshore ratios taking a holistic approach to the solution.
- Followed a practice of Just In Time (JIT) recruitment to minimize bench time.
- Cross skilled resources to meet upcoming market demands.



(C). PEOPLE LEADER

- One among the very few who has been rated as a "Role Model" (in the recent performance appraisal) for my abilities to practice, represent and exhibit Capgemini values.
- I have managed to acquire over 30% of the new talent into Capgemini thereby validating my people leadership abilities.
- Have led team of 200+ in global delivery model in the past, working across 15 countries
- Carry more than industry average rating in the 360* feedback from my manager, client, team and peers. Even during my education, I have been a team leader, class leader, best outgoing student, and recipient of several similar awards corroborating my abilities.



(D). COLLABORATION

- AD&M portfolio in 2009 was primarily driven by resource based revenue in financial services business. Today this business contributes significantly through Financial Services (FS), Public Sector (PS), Energy and Utilities (EUC) and Product sectors and serves more than 20 clients. It has sizeable workforce in all regions (Melbourne, Sydney and Canberra), a mature team structure with 6 partner channels and more than a dozen diversified offerings.

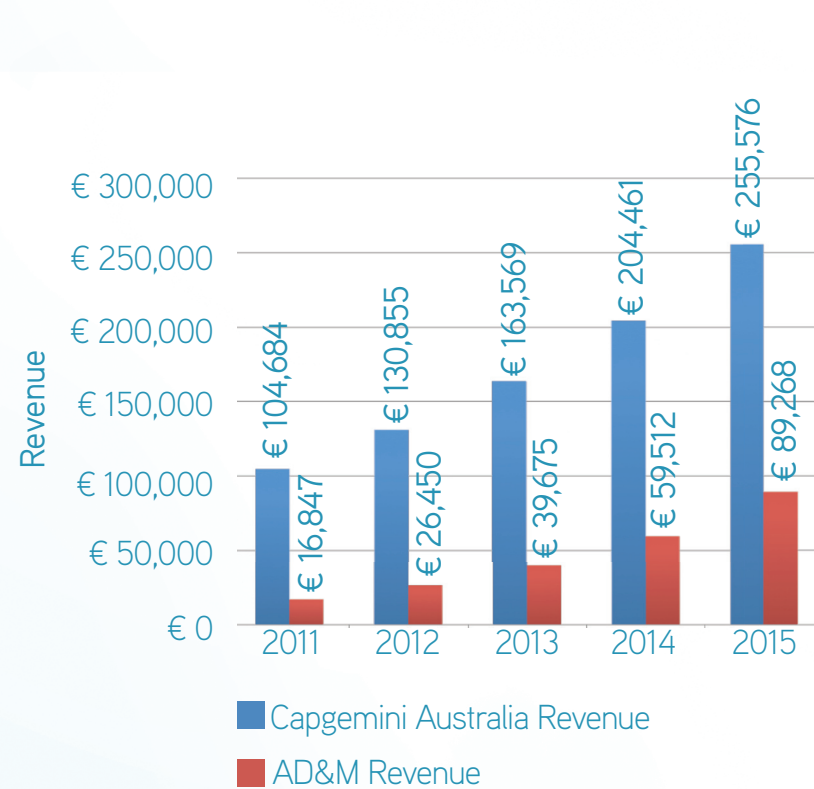


FUTURE JOURNEY

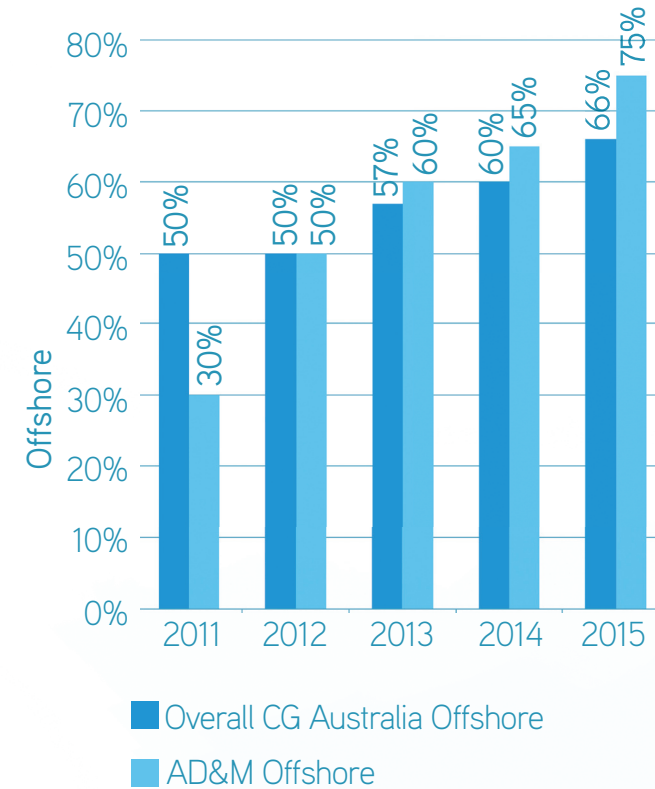
VISION

- A\$100M portfolio of business by 2015, contributing to 35% of the Australian revenue with 75% offshore.
- To drive 4 key sectors (FS, PS, EUC and Products), with at-least 4 large annuity deals (>A\$10M/annum) contributing to ~50% of the AD&M business.

Growth Ambition



Profitable Business



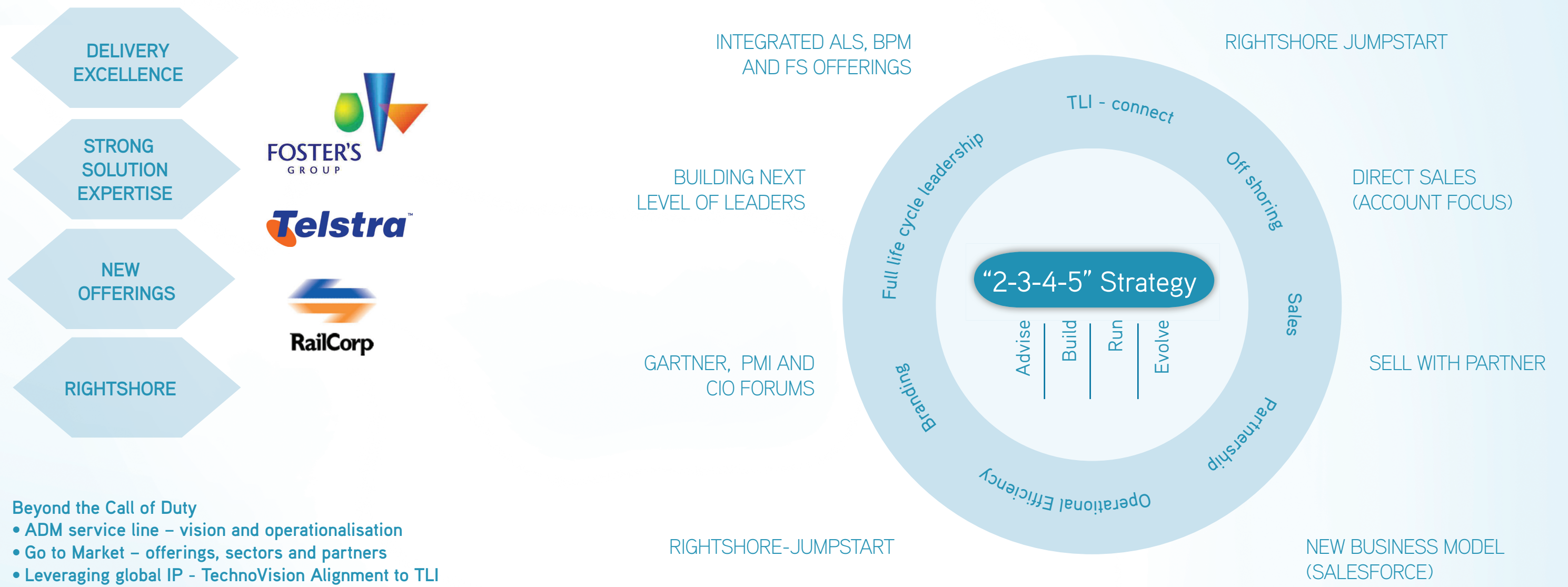
RATIONALE

- Market is right for expansion of AD&M business in Australia
- Organisation (Capgemini Australia) has matured and understood the AD&M business
- There is a strong base of credentials to ride upon
- The multi-fold growth requires a senior market leader, who has full life cycle leadership experience

ACHIEVING RESULTS

2010-11	2012-213	2013-2015
<ul style="list-style-type: none"> • Foundation for Application Lifecycle Services. Build to Run. • Operational efficiencies in the existing business; retain the team and the organisation culture and value. • Consistent growth and new market penetration. • Focus on the annuity deals 	<ul style="list-style-type: none"> • At least two large scale annuity contracts >\$10m with 80% offshore • Significant revenue from Public sector, through large panel memberships • 90% conversion of advisory projects into technology services • At least 30% revenue through new business model - SAAS, Cloud implementation • 20-30% share in the AD&M business from top 3 Capgemini Australia clients 	<ul style="list-style-type: none"> • One of the most valued AD&M services provider in Australia • At least two large deals worth >\$10m through next generation outsourcing models • Cloud implementation partner choice for Microsoft and Salesforce.com • 80% of business development support through offshore • Sector specific solutions / IP for EUC and FS.

CAPGEMINI JOURNEY



- Beyond the Call of Duty
- ADM service line – vision and operationalisation
 - Go to Market – offerings, sectors and partners
 - Leveraging global IP - TechnoVision Alignment to TLI

