





**“SOFT SKILLS  
WILL BECOME  
THE HARD SKILLS  
IN THE  
4<sup>TH</sup> INDUSTRIAL REVOLUTION”**

*Accenture Talent and Organization for FS*

# WHO WE ARE



## GLOBAL FIGURES



460,000 employees

120+ countries

5,000 clients  
in >40 Industries

\$39,6 bn. FY18 Revenues

## OUR SERVICES



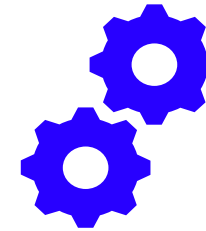
**accenture**strategy

**accenture**consulting

**accenture**digital

**accenture**technology

## OPERATING GROUPS



Communications, Media  
& Technology

Financial Services

Health & Public Service

Products

Resources

## OUR CORE VALUES



Stewardship

Best People

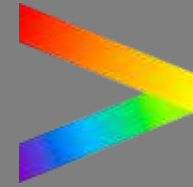
One Global Network

Client Value Creation

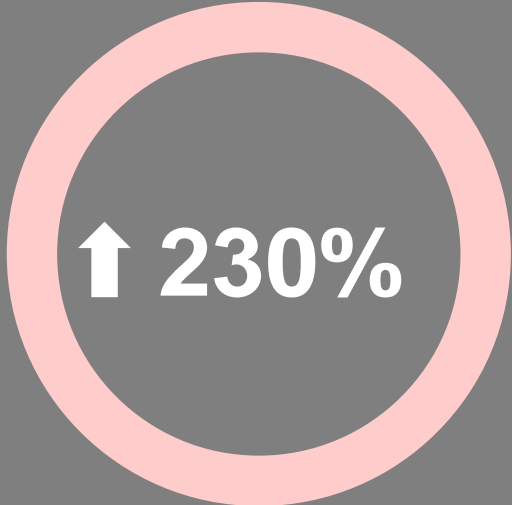
Respect for the Individual

Integrity

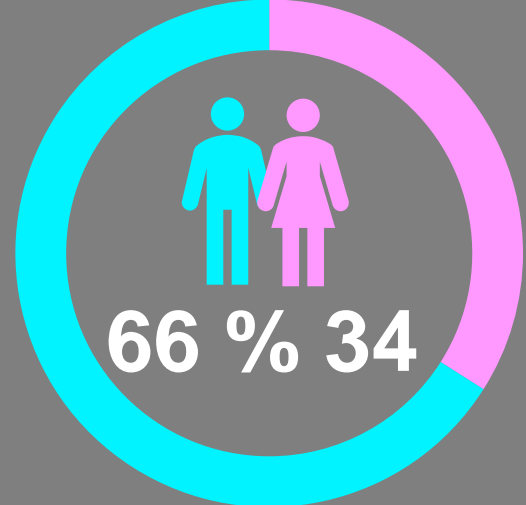
# ACCENTURE GREECE IN NUMBERS



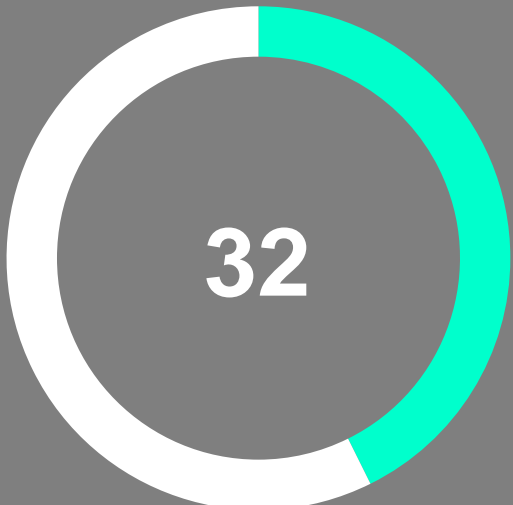
**Total  
Headcount**



**2010-2019  
Headcount  
Evolution**



**Gender  
Balance %**



**Average  
Age**

# OUR CHALLENGES



## MILLENNIALS

Meet Millennials' expectations for continuous learning and fast personal advancement



## SOFT VS HARD

Professional skills establish a durable company and trigger innovation



## PEOPLE DEVELOPMENT & ENGAGEMENT

Learning: the main driver for personal development and self-motivation



## MISSING MIDDLE

Proactively re-skill people for copying with emerging roles



## EMPLOYER BRANDING

Establish a leading Life-Long Learning Organization in the local market



## CORPORATE CULTURE

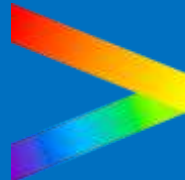
Continuous Development in the heart of our Leadership DNA



## CLIENTS

Soft-skillful professionals as partners in our clients' growth

# STRATEGY & IMPLEMENTATION

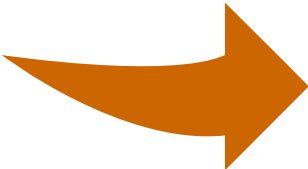


**HR team**

in  
partnership  
with



**BUSINESS**



ROLE MODEL OUR  
CORE VALUES & CODE OF  
BUSINESS ETHICS

**INNOVATE**  
FOR RESULTS

**ADVOCATE**  
AN INSPIRING  
VISION

**COLLABORATE**  
ACROSS THE  
ECOSYSTEM

**EXECUTE**  
WITH AGILITY

**PERSONALIZE**  
IN A TRULY  
HUMAN WAY

**ACCENTURE  
GREECE ACADEMY**

# ACCENTURE GREECE ACADEMY

@ a glance

in numbers:

680 participants

71 sessions

111 training days



CUSTOMISED &  
PREDEFINED LEARNING PATH



SOFT SKILLS TRAININGS



CROSS-BUSINESS & CAREER LEVEL



3 PILLARS: GROW.DEVELOP.LEAD



CERTIFICATION AWARDED



# ACCENTURE GREECE ACADEMY

## GROW

Associates-Analysts-Sr. Analysts



Effective Communication



Positive Thinking & Self Motivation



Teamworking



Personal Branding



Time & Stress Management



Basic Presentation Technics



Personal Development using NLP

## DEVELOP

Team Leads



Management & Coaching - Essentials



Creative Thinking & Problem Solving



Advanced Presentation Technics



Building High Performing Teams



Management & Coaching - Premium



Business Development

## LEAD

Managers-Sr. Managers



Leading a Multigeneration Workplace



Selling



Public Speaking & Story Telling



Negotiations



Crisis Management



Corporate Media Management



Leadership Development





WHAT  
OUR PEOPLE SAY ?



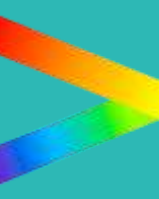
**“One of the best benefits  
of our company”**

**“Well designed program  
with focused content”**

**“The Program contributes to  
the personal development and  
promotes Accenture's culture.”**

**“Great work!  
we are strongly technical  
and soft skills is where  
we face most issues!”**

**“Very effective, providing  
hands-on experience  
on every day work with clients.”**



“In a high-IQ job pool,  
**soft skills** like discipline, drive and empathy  
mark those who emerge as outstanding.”

Daniel Goleman

Thank You!