

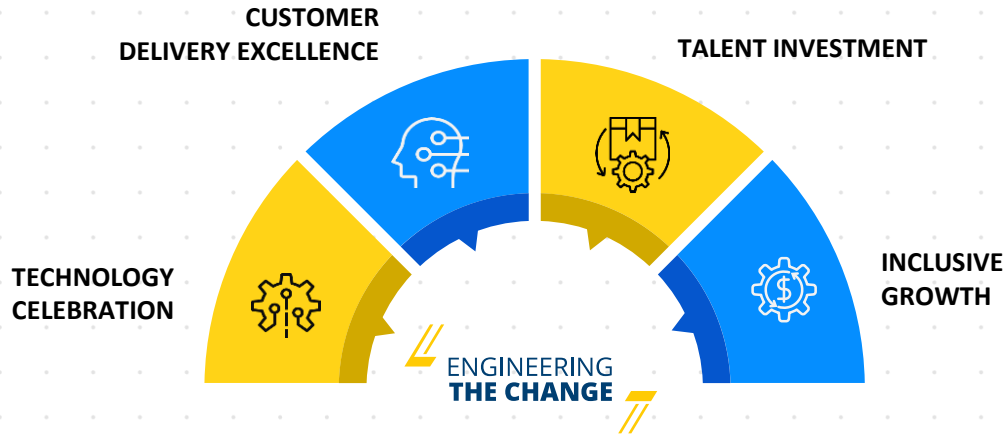
# LTTS IN POLAND

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# LTTS POLAND: FOUNDED ON THE 4 TENETS OF "ENGINEERING THE CHANGE"



# WHY LTTS POLAND IS THRIVING



## Engineer at Heart Culture

Everyone at LTTS is an Engineering at Heart, focused on delivering innovation, quality and sustainability



## Best-in-class training

Global Engineering Academy, intensive classroom-based training, university tie-ups



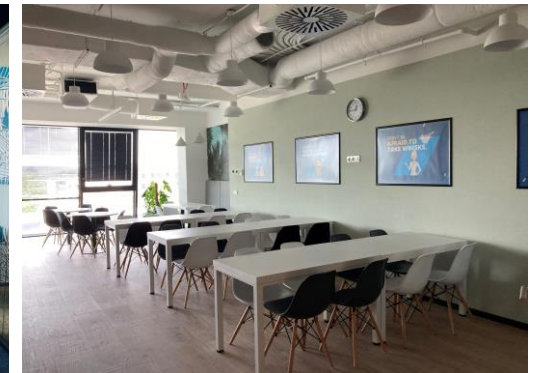
## Employee Benefits

Industry level vacation days, attractive work environment, opportunities for career development, healthcare and insurance



## Diversity

25% plus women employees, diverse culture, local and global talent



# WE ARE PREPARED FOR THE EVOLVING TALENT DEMOGRAPHICS ...

Digital Engineering	Artificial Intelligence
Systems and Requirement Engineering	System Verification & Validation
Model Based development	Embedded Engineering
Software Verification & Validation	Platform Engineering (AUTOSAR)



***Multiple Domains, technical skills, experience level supported by our  
Global Engineering Academy***



# Employee Engagement Programs in Action

**LTTS ROAR:** Recognition of Achievement & Rewards

**Global Engineering Academy:** To create a robust technology education ecosystem and focus on the on continuous learning.

**Project Rendezvous:** Encourage team gathering, Exchange of ideas and move on with actional plan which helps self and organizational growth.

**Reveries:** Platform to voice out employee dreams on products, services, and solutions.

**Tekshetra:** Knowledge sharing platform for SMEs on existing and emerging technologies.

**TechExpression:** Platform to bring together Technologists, Practitioners to ideate and develop existing and new innovative solutions.

**Techgium:** A platform to bring together students, Professors, domain experts to solve industry specific challenges.

**LTTS IEEE:** Providing membership access to employees to IEEE.

**Idea/Invention Disclosure Form:** Platform to Elevate employees as Inventors

**LTTS AURA:** (A Universe of Reusable Assets) Access to LTTS internal Patents and Labs.

**TS Techie Talkie:** (Vibe with your Tribe) A online tech talk show with topics covering most of upcoming and existing technologies

**LTTS CSR :** (Spreading Smiles, Transforming Lives) Programs to create visible and systemic impact for the benefit of the most marginalized, disadvantaged, and vulnerable sections of our society.

# Employee Engagement Programs in Action



## Team Innerve

- Conduct Code debugging, Seminars and Hackathons
- Assess and reward the winners



## Team Avalanche

- Conduct events such as birthdays, sports, Potluck.
- Support HR team for Employee Engagement.



## Facilities

- Refreshments & beverages
- Gaming & Relaxation room
- High-tech Workstations



## LTTTS Krakow Website

- Effective communication
  - Information sharing
  - Conduct Surveys
  - Event Gallery
- [Click here](#)



## Awards

- Monthly Employee Awards
- Spot Awards
- Appreciation awards



## HR Events

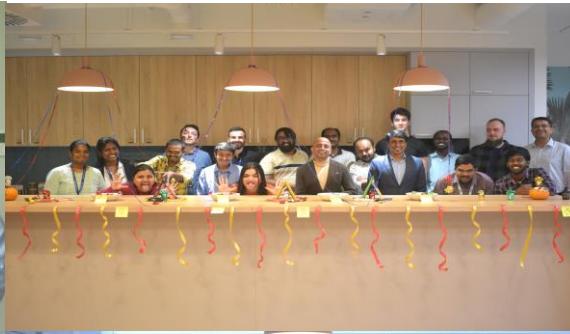
- Monthly all staff meetings
- Multi-Cultural events
- Employee Engagement events



## Research Lab [InProgress]

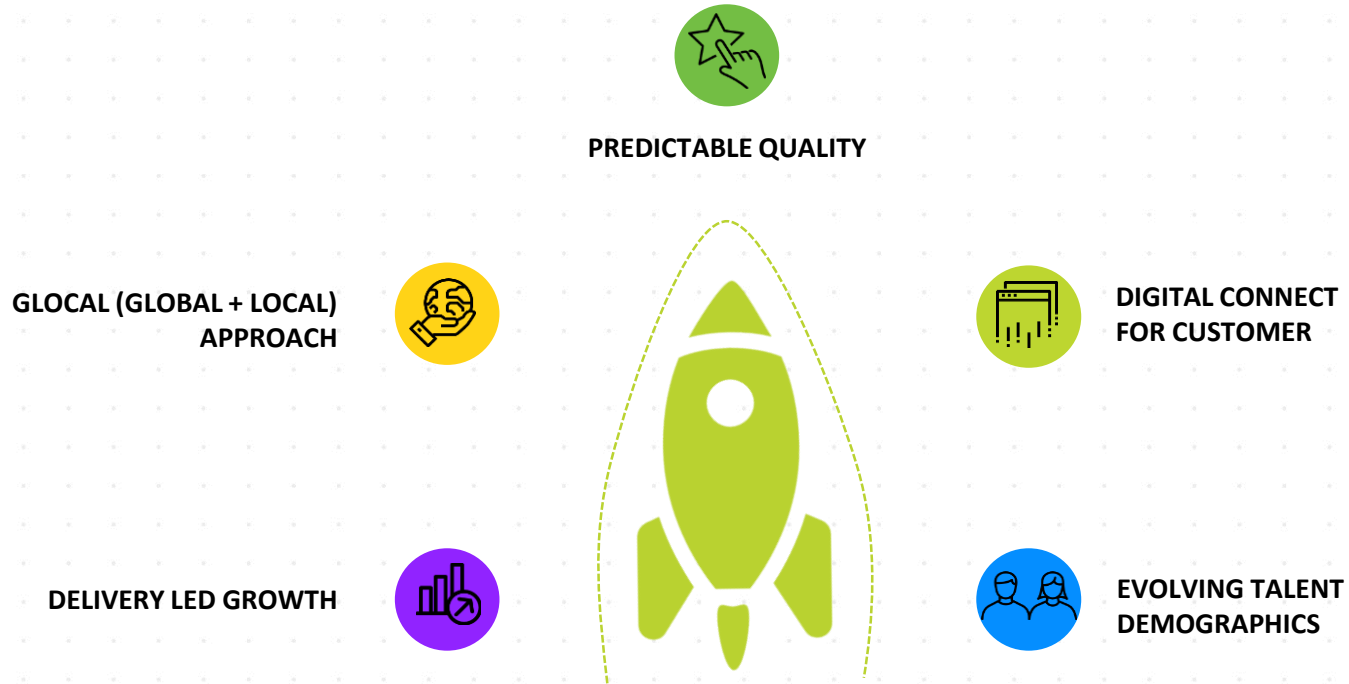
- Conduct experiments, test ideas and develop new technologies
- Motivate Engineers towards research work.

# OUR EMPLOYEES, ENGINEERING THE CHANGE, TOGETHER



# WE ARE PRIMED FOR THE NEXT BIG LEAP ...

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L&T Technology Services

THANK YOU



LTTS recognized as a  
**Great Place to Work<sup>®</sup>**  
in **India** for the second time in a row and  
also certified in **Poland** for the first time ever

PATENT WALL

