

■ The fast track to success

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Fast track employee-development programmes are gaining in popularity with Indian companies

While fast track programmes may jumpstart one's career, not everyone can make it through the exhaustive selection process. Besides employee performance, competency-based interviews and psychometric tests, presentation skills are also evaluated.

Making it past the selection is just the beginning. Hard work pays. Candidates passing out of fast track programmes can often choose careers different from what they started with. Fast trackers get faster promotions too. They could grow to senior roles in a year, while other employees would take four-five years to get there. It is not surprising then that they are also in demand from other companies who look upon them as young leaders.

The success of fast track programmes has resulted in companies widening its scope.

At Intelenet Global Services, candidates from the entry level up to middle management are eligible for the six-month-long growth programme. "We prefer promoting employees from within the organization instead of hiring people from outside," said a spokesperson. This BPO, jointly owned by Barclays Bank and HDFC, has added about 90 per cent of its middle management through this programme.