



COME AND DRIVE THE CHANGE IN TS&A

VIDEO TRANSCRIPT

I intend to tell the truth and nothing but the truth.

Before joining Accenture, people were saying, if you join Accenture, we will not see you anymore. You will be only working from day to night,

which is a myth. It's a tough question to ask. While Accenture is really a big company from the outside, while working here, I don't have the impression it's that much different

compared to working at a smaller company. You know each other, you know your colleagues directly. You can easily go for a drink. We can have a chat, or if you need specific knowledge,

for example, or experience, it's really easy to get that from a colleague. I really like to have an impact within the customer and to see change happening. We can have a real impact both on the organization

of how the customer works in itself. Give him advice and propose a lot of solutions to get to where they want to be. The most challenging part is that we are quite often put out of our comfort zone. Out of your comfort zone you are learning the most, but it's also quite challenging. When I started working here, I was more asking myself, Why didn't I start earlier. During the interviews, my last interview,

which was with my current managing director, who was still working with Accenture and he really had the talent of putting you at ease during the interview and also making sure it was as transparent as possible. For example, from the beginning he said, in French

we say 'On peut se tutoyer.', which really makes like, OK,

I'm already part of the team. I can ask him all the questions I've got and that's also what I dare to do at that moment. And that's really one of the things I'm taking as part of my interviews, to put the

candidates at ease, to allow him or her to ask the different questions he or she has. I asked all the questions that I wanted to ask. Bringing added value and having an impact, being it on our clients, being it on the projects where I'm working on, being it also with the people from Accenture, where I can see that on a daily basis, I can coach them and I can embrace their or I can make sure that they are growing in their role. The key driver is the content of your work. And then I think the second driver is the people that you work with. Of course, within technology strategy and advisory, it's important for us to prepare the way as well for other teams that come in later.

So we often go to the customer to talk, for example, with someone on the C-level to help prepare a specific project or program to ensure that our colleagues later can do specific implementations.

So what is success? Well, if we manage to make sure that there's a new transformation program coming to a customer and ensuring that a lot of different teams and colleagues can do implementations after as well. So making sure that our impact as Accenture within a customer will grow. Accenture is a KPI company, so we have several KPIs to monitor being in on financial sites. But also what we see is that people, how people feel within our team is also being measured on a regular basis. The work

I perform is something that I really like to do. So indeed, it's not your typical nine-to-five job,

but because it's so challenging on a positive level. For me in terms of the job I do, I do not feel that

as a job that I'm investing a lot of hours in it. It's not expected that you work on fixed hours during the day,

you just do the work that you need to do. If you want to, for example, go out for a walk in the afternoon or do some sports in the afternoon even.



I mean, you can do that. You are the owner of your own schedule, and that comes with advantages and disadvantages. We are really asking our people to be entrepreneurs. And also when you are at Accenture, you see that you feel that. The people-aspect, that's one of the, let's say, the most important things.

The second part is than at the innovations. So Accenture is a technology consulting company and innovation is really at the heart of what we do at the clients, but also what we do and what Accenture does for its employees. And than a third one is the learning experience for the fact that you change from project to project that you get in touch also with different clients. You get to know different contexts all the time. It's such a diverse company. There's so much to do, everything is moving so fast that it's a place where I really want to be.

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