

# Generando Talento y Cultura de Innovación



Soñamos y construimos experiencias digitales que le importan a millones de usuarios.

Somos el lugar donde la innovación, el diseño, y la ingeniería se encuentran.

Brindamos valor a través de nuestro talento global en centros de desarrollo en América del Norte, América Latina, Europa y Asia.

## Cientes selectos



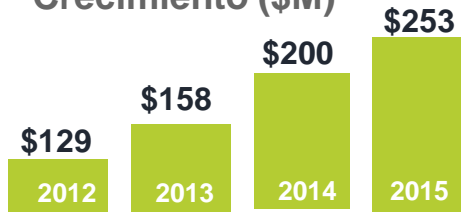
## Empleados

**+5,300**

## Highlights



## Crecimiento (\$M)



CARG: 27,2%

## Historia



## Global Headcount



+80% gen Y

Argentina	2860
Uruguay	431
Colombia	680
United States	308
United Kingdom	8
Brazil	47
Mexico	333
España	12
Peru	71
Chile	83
India	479
	<b>5312</b>

EL MUNDO HOY

# Las tecnologías emergentes crean una gran oportunidad

Social

Big Data

Mobile

Cloud Computing



Cognitive Computing

Internet of things

Wearables

Gamification

Estas revoluciones tecnológicas han generado muchas nuevas maneras en com las compañías se conectan con sus clientes y viceversa.

# El Desafío

- Nativos Digitales
- Colaborativos
- Transparencia / Feedback
- Límites difusos
- Vivir Experiencias

Amigables

Simples

Dinámicas

Sociales



# Qué valoran:

- Vivir mejor el presente
- Conjugar Vida y Trabajo
- Flexibilidad / Autonomía
- Naturaleza del Trabajo
- Aprendizaje / Desarrollo
- Interconexión / Colaboración
- Innovación
- Gestión por resultados
- Management creíble / Transparencia
- Propósito / Sustentabilidad / Diversidad
- Búsqueda de Sentido / Visión



Cómo lo hacemos en GLOBANT

# Nuestra Cultura



MOTIVACION  
INTRINSECA



VALORES  
COMPARTIDOS

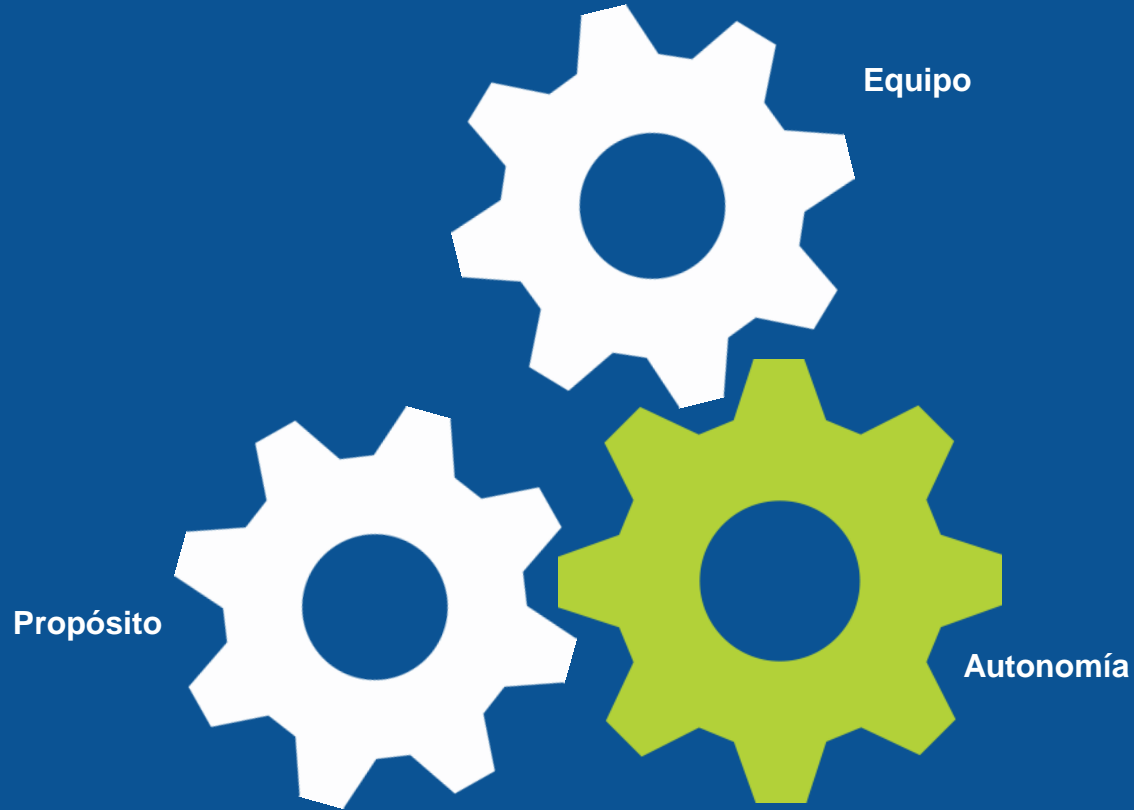


IDEACION



Cómo lo hacemos en Globant

# Motivación Intrínseca



# Motivación Intrínseca

Autonomía

## Open Positions for Globers



### MASTERY | AUTONOMY | PURPOSE

Take part in defining your future steps in Globant and tell us how you want to grow. Check out our Hot Openings!

These new positions were published in the Open Positions' [site](#)



#### Important - Heads up!

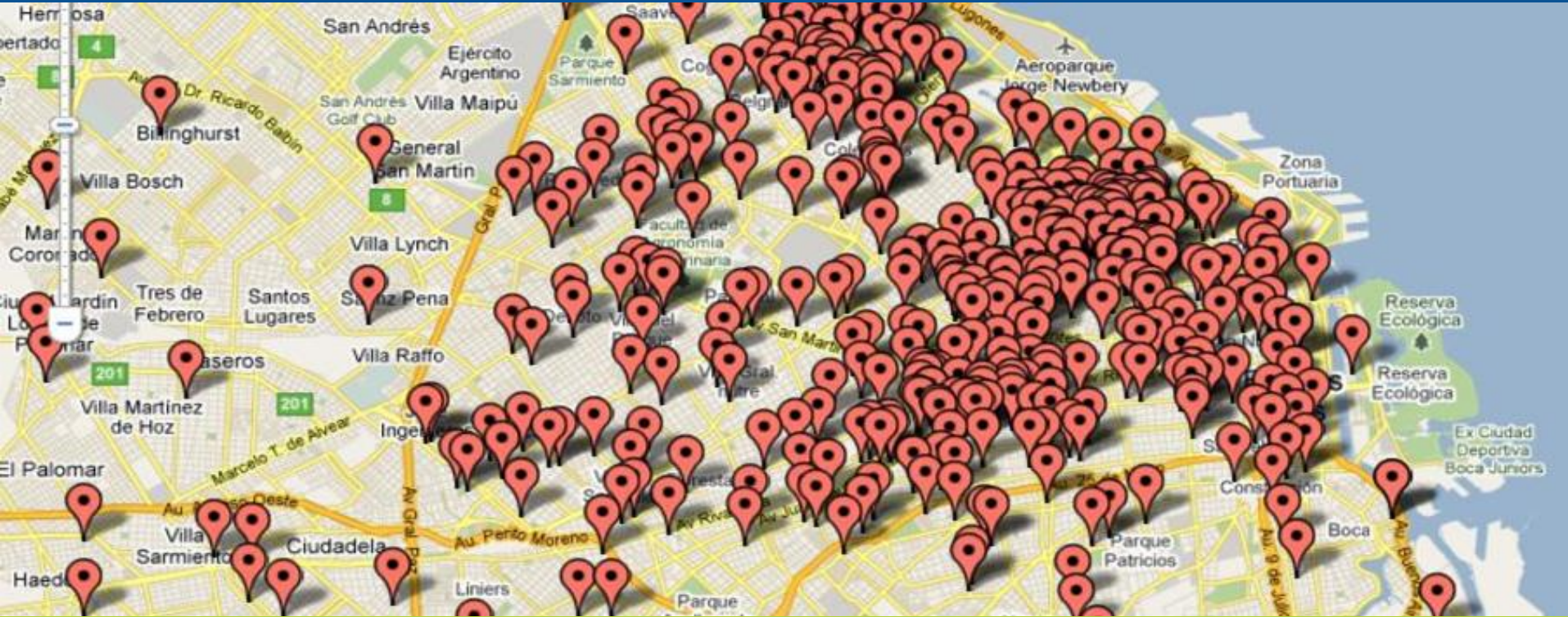
We want everyone to feel free to apply for the position they are interested in, but unfortunately we are not able to select all applicants.

**To confirm an assignment we need all these factors checked:** your experience is a match with the position, we are able to manage a timely

# Motivación Intrínseca

Autonomía

Glober Location



Cómo lo hacemos en Globant

# Motivación Intrínseca



# Motivación Intrínseca

## Equipo

PMD

ARCH

DEV

UX



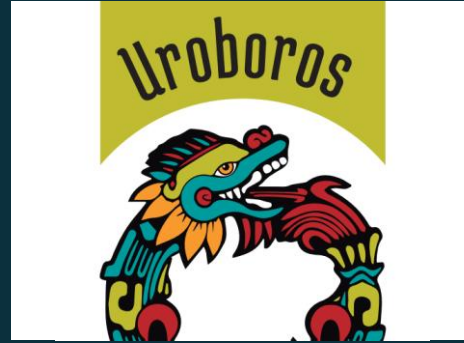
# Motivación Intrínseca

## Equipo



# Motivación Intrínseca

Equipo



Cómo lo hacemos en Globant

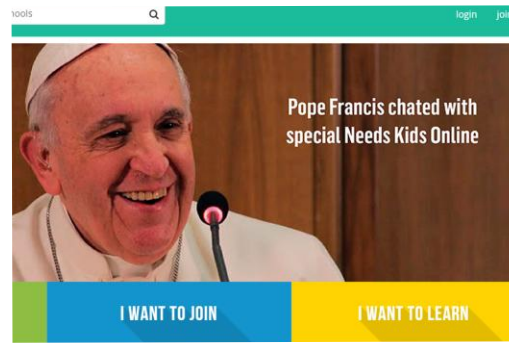
# Motivación Intrínseca





# Motivación Intrínseca

Propósito



## Quando llega? - Rosario

Globant Mobile Studio - April 29, 2015 - Unrated  
Travel & Local

[Install](#) [Add to Wishlist](#)

This app is compatible with all of your devices.

★★★★☆ (3,771)

date  

INICIO

APLICACIONES

PROYECTO

PARTICIPANTES

RECONOCIMIENTOS

CONTACTO

→ Aplicaciones

→ Google Play

→ Apple Store



Dibugrama



Grupolandia (Android)



Tuli Emociones



Sonigrama



Opuestolandia

Cómo lo hacemos en GLOBANT

# Nuestra Cultura



MOTIVACION  
INTRINSECA



VALORES  
COMPARTIDOS



IDEACION

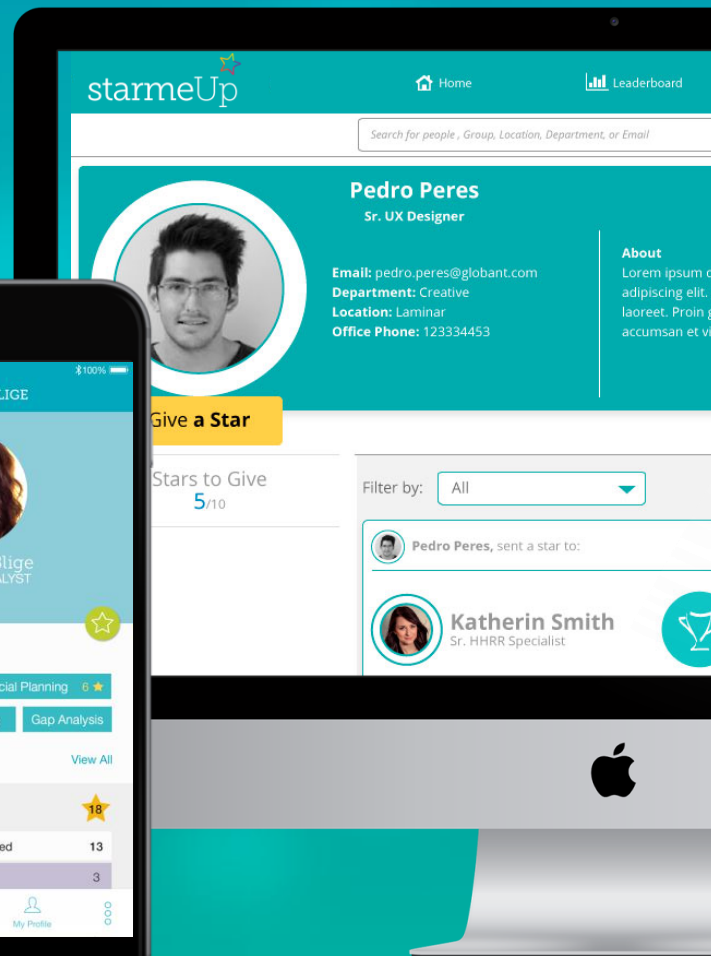
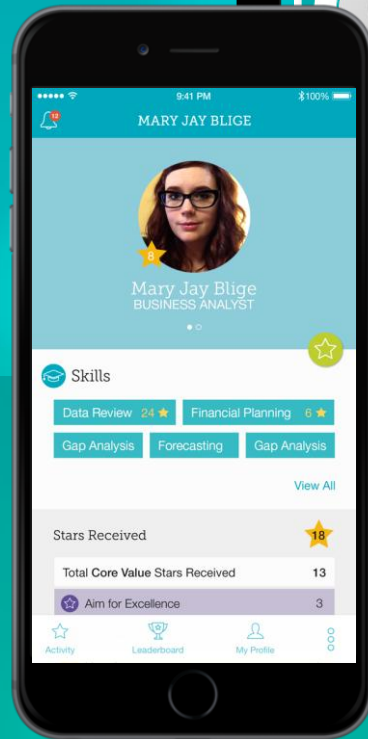
# Valores Compartidos



# Valores Compartidos

# starmeUp

StarmeUp es una aplicación web y móvil para reconocer a compañeros de trabajo en sus valores



# Valores Compartidos

Mapa de conecciones StarmeUp



Cómo lo hacemos en GLOBANT

# Nuestra Cultura



MOTIVACION  
INTRINSECA



VALORES  
COMPARTIDOS



IDEACION  
Nuevas Experiencias

# Globant Labs



Globant Labs es el lugar para convertir ideas en realidad

+150 Globers collaborating

+30 Projects on going

20 Globant's locations



Proof of Concepts


New Technologies

Prototypes





New Practices

Products


# Ideación - Nuevas Experiencias

**PEOPLE CAREER** 

**Career Days! Lead your future!**  
**More than 85 sessions available for you!**

 <p>From my First Day in Front of my Texas TI-99 to Globant's CTO: Things I've learned in the Journey</p> <p>Guibert Englobenne →</p>	 <p>Career Change: My Own Experience</p> <p>Guillermo Will →</p>
 <p>Digital Journey Technology Perspective</p> <p>Guillermo Bodnar →</p>	 <p>The Never Ending Digital Journey</p> <p>Andres Angelari →</p>
 <p>Technical Leadership Career Path</p> <p>Pablo Vittori →</p>	 <p>Development in Operations</p> <p>Gabriel Alvarez →</p>
 <p>Internal Moves &amp; Open Positions: My Next Opportunity at Globant</p> <p>Verónica Gomez Mercedes Mac Piarson Bernardo Manizella →</p>	 <p>All About Trainings Available at Globant</p> <p>Adriana Scar Martin Tobo →</p>
 <p>Self Development</p> <p>Nora Botolaki →</p>	 <p>Tech Master Program</p> <p>Guillermo Coy Nur Botolaki Juliana Romero →</p>

 **And +15 technology related sessions!**

If you have any questions please contact [people@globant.com](mailto:people@globant.com) 

 We are launching...  
**My Feedback**



**My Feedback** is the tool that makes it possible to give feedback to **any Globler** whenever you want!

**Want to know more about My Feedback?**

- It's available for you at **Glow** now!
- It's the feedback tool that will replace Project Evaluations as of August 5th.
- You'll be able to give feedback to your peers based on their Skills and you'll also be able to comment on the way they work.
- This tool will keep all the feedback you provide or receive!
- All of your received feedback will **also** appear in the Performance Assessment at the end of the year.
- If you are a Manager or a Leader, you will be able to suggest re-categorizations.

We want all our Globlers to take part in the process of giving & receiving ongoing feedback. Join our trainings on "All about My Feedback Tool" and learn everything there is to know! Enroll [here](#).

Contact [people@globant.com](mailto:people@globant.com) if you have any questions.



# Ideación - Nuevas Experiencias



**Globant**  
we are ready

SINGULARITY  
UNIVERSITY

LOOKING FOR **GLOBERS**  
WHO HAVE THE **PASSION**  
AND **COMMITMENT**  
TO BRING **IDEAS TO LIFE**

**The *i* factor**

**GLOBANT NEXT GEN  
INTRAPRENEURS**

The banner features a background image of a classroom with students and a teacher. The text is overlaid on this image, with a purple semi-transparent box containing the recruitment message.



**Globant**  
we are ready

globant teachers club

October 5th  
World Teachers' Day

Happy Teachers' Day to every Globber who teaches and to those who have the teacher's spirit!

**Are you interested in joining the  
Globant's Teachers Club?**

**LEARN MORE**      **SUBSCRIBE!**

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[f](#) [t](#) [v](#) [l](#) [p](#) [e](#) [s](#) [i](#) [m](#) [w](#)

[SEND US YOUR  
FEEDBACK!](#)      [RATE GLOBANT ON  
GLASSDOOR!](#)

The banner features a background image of a hand writing on a chalkboard. The text is overlaid on this image, with a white semi-transparent box containing the recruitment message.

# Ideación - Nuevas Experiencias



**GAME OF GLOBERS**

A CONTEST IS COMING...  
REFER YOUR FRIENDS. GET YOUR ARMY READY!

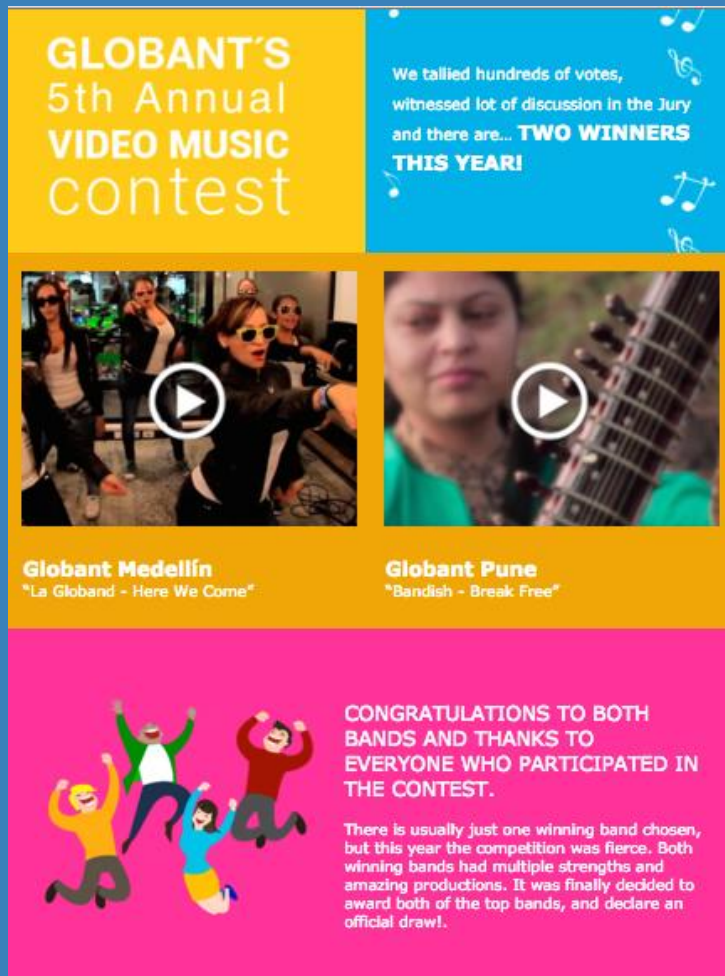


You have 3 months to refer the best talents you can possibly find to join Globant. The Globers that get the most amount of points in this challenge will win 2000 dollars on top of the referral bonus. There will be one winner per city!

**Are you ready to win the Game of Globers?**


[LEARN MORE](#)

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**GLOBANT'S  
5th Annual  
VIDEO MUSIC  
contest**

We tallied hundreds of votes, witnessed lot of discussion in the Jury and there are... **TWO WINNERS THIS YEAR!**




**Globant Medellín**  
"La Globand - Here We Come"



**Globant Pune**  
"Bandish - Break Free"

**CONGRATULATIONS TO BOTH BANDS AND THANKS TO EVERYONE WHO PARTICIPATED IN THE CONTEST.**



There is usually just one winning band chosen, but this year the competition was fierce. Both winning bands had multiple strengths and amazing productions. It was finally decided to award both of the top bands, and declare an official draw!

# Nuevas experiencias



NOVIEMBRE

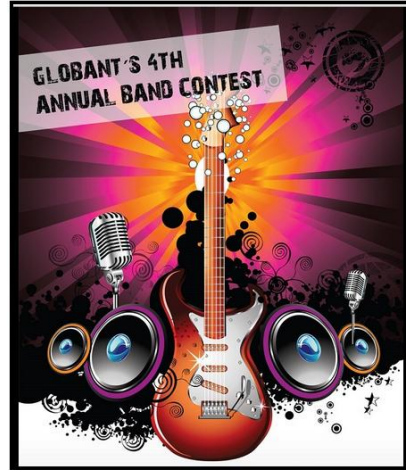
1er Campeonato solidario  
de ping-pong  
y metegol



¡Hey, no vale molinete!

en todas las locaciones de Globant.

GLOBANT THROUGH YOUR LENS  
PHOTO CONTEST



Fotografía | Ajedrez | Bandas |  
Metegol & Ping Pong | Play Station  
Futbol

# Espacios Innovadores



Mexico DF



Mar del Plata



Buenos Aires

# Espacios Innovadores



Bahía Blanca

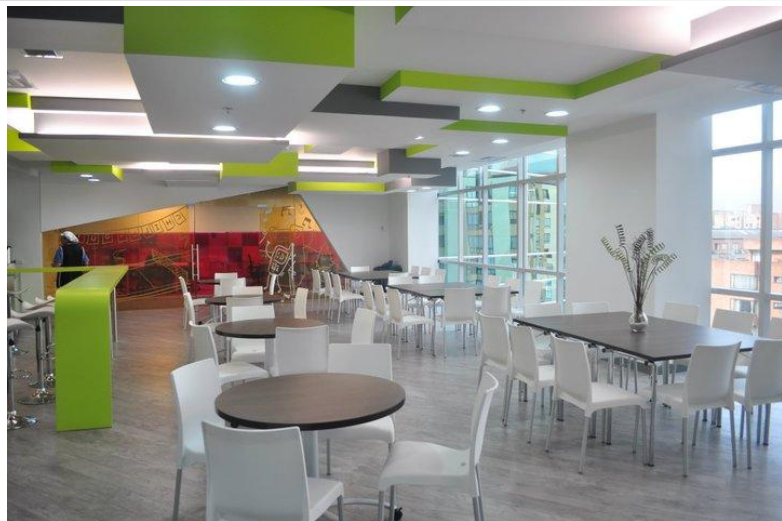


Pune, India



Buenos Aires

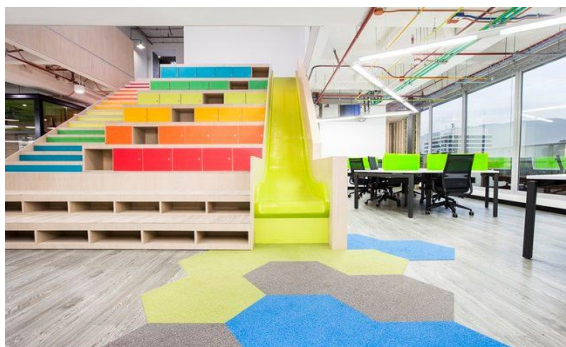
# Espacios Innovadores



Bogotá



Santiago de Chile



Bogotá



Mexico DF

En definitiva, en Globant nutrimos la Cultura y el Talento a través de las experiencias de los mismos empleados, con su feedback y participación permanente, y con el espíritu de que todo está siempre sujeto a ser modificado...

Este es el verdadero motor de nuestro crecimiento



GRACIAS!