

# Building the workforce of the future

**Lowe's in India**

**Year established:**  
**2014**

**GCC Location:**  
**Bengaluru**

**GCC Headcount:**  
**3000+**

The initial focus of the GCC was to insource work from the service providers and drive operational efficiencies.

After 2017, the GCC enhanced the tech stack to include work around strategic technologies and undertake critical enterprise modernization projects. As a result of this transition, the talent management function has continued to evolve, becoming more metrics and data-driven. The GCC TA dashboard was recognized at the [MicroStrategy World Dossier 2019 contest](#).

In 2019, the GCC implemented innovative hiring practices such as open house events in microbrewery, niche technology & industry roundtables & meet-ups, diversity forums and one of a kind alumni program LAN (Lowe's Alumni Network) – to attract the best talent.



## ~3,000 headcount

sharp growth from 58 members in 2014

## Great breadth of talent

from hiring all-star talent from colleges all over India to hiring a diverse group in leadership, Lowe's India walks the talk

## ET BEST Brands 2020

recognized Lowe's India as one of BEST Brands 2020

## Unparalleled candidate experience

using innovative practices such as pre-hiring onboarding and open houses for potential hires, Lowe's India was able to attract best talent.

### And the benefits continue...

Lowe's India also strengthened its ties with universities establishing strong connects with TPOs, offering a great candidate experience, and engaging campus hires with pre-onboarding trainings through Lowe's Learning programs, resonating with their ethos on 'Continuous Learning'.

The team hired aggressively to build a 60-member strong leadership from 15 in just a year. Today, the GCC boasts of a very healthy and diverse leadership group in terms of gender, background, and expertise.

In 2020, Lowe's India continued this innovative hiring strategy with a pan-India hackathon, multiple open houses for various fields for technology and beyond, exclusive hiring drives for different resource groups, (such as military veterans, women in tech), a virtual gender diversity drive and a special employee referral program, among others.