



CASE STUDY

Connecting high potential leaders with mentoring opportunities.

<https://thecloudcrew.io/>

<https://www.capgemini.com/gb-en>



CHALLENGE

Capgemini have gained multiple accolades as a top employer. They are listed in the Top 50 Glassdoor Best Places to Work 2025 and a Top Employer in Europe, by the Top Employer Institute.

The emphasis placed on the personal development of their employees is likely to be a key reason for being regarded so positively.

Capgemini's Cloud team has built a Fast Track Leaders Programme - an invitation-only, cohort-based scheme, aimed at developing the leadership skills of their high potential future leaders. Capgemini were keen to explore an opportunity to provide an external element to their programme.

SOLUTION

Capgemini collaborated with The Cloud Crew, providing an opportunity for their Fast Track Leaders to engage in a skills-based volunteering initiative.

The Capgemini group signed up as Volunteer Mentors for a six-week engagement, supporting a cohort of New-to-Tech Volunteers. The New-to-Tech Volunteers have technical skills, but limited work experience, so this was a good opportunity for the Capgemini team to share experiences as well as building out their own skills.

The Cloud Crew supported the Volunteer Mentors to develop skills such as listening with empathy, building trust and giving constructive feedback. The Cloud Crew team supported the Volunteer Mentors both before and throughout the six-week scheme by teaching best practice through a series of weekly webinars, providing a weekly drop in session and discussion templates for their 1:1's.

New-to-Tech Volunteers were able to set career goals and practical strategies to achieve their ambitions during the pairings, whilst learning from an industry mentor.

BENEFITS

For Capgemini

Capgemini were able to volunteer time to a non-profit community, that focusses on supporting unemployed people from under-represented backgrounds. Capgemini employees learned new skills, built confidence and created social impact.

For Mentees

New-to-Tech Volunteers were able to gain insight into the Tech Sector, started to build a network of contacts in the industry and were given guidance on how to pursue their chosen career.

VOLUNTEERING STATISTICS

- 16 Volunteer Mentors from Capgemini
- 16 New-to-Tech Mentees being supported
- 96 hours of volunteering from Capgemini

"I have reached a point in my career where I enjoy giving back and sharing my knowledge... I have got more learning from my mentee than I expected" Mentor

"The Cloud Crew team have enabled a number of our rising stars to connect and develop with people who are aspiring to a career in IT. Not only has it provided support to those people on the programme but also it has given them the opportunity to see the impact they can have on those who might not have previously thought they could build a career in our industry." Richard Bull, VP Cloud Services