

INDUCTUS
GCC
India's Leading GCC Enabler



About Us

Inductus GCC, headquartered in Delhi NCR, India, is a distinguished unit of Inductus Limited. We take pride in nearly **two decades of experience** in delivering cutting-edge solutions which are **tech-driven, innovative, and unique**. We have successfully partnered with over 300 prestigious organizations worldwide and offered tailored solutions. This includes **national governments, international corporations**, and prominent entities within the **Multilateral Organisations**.

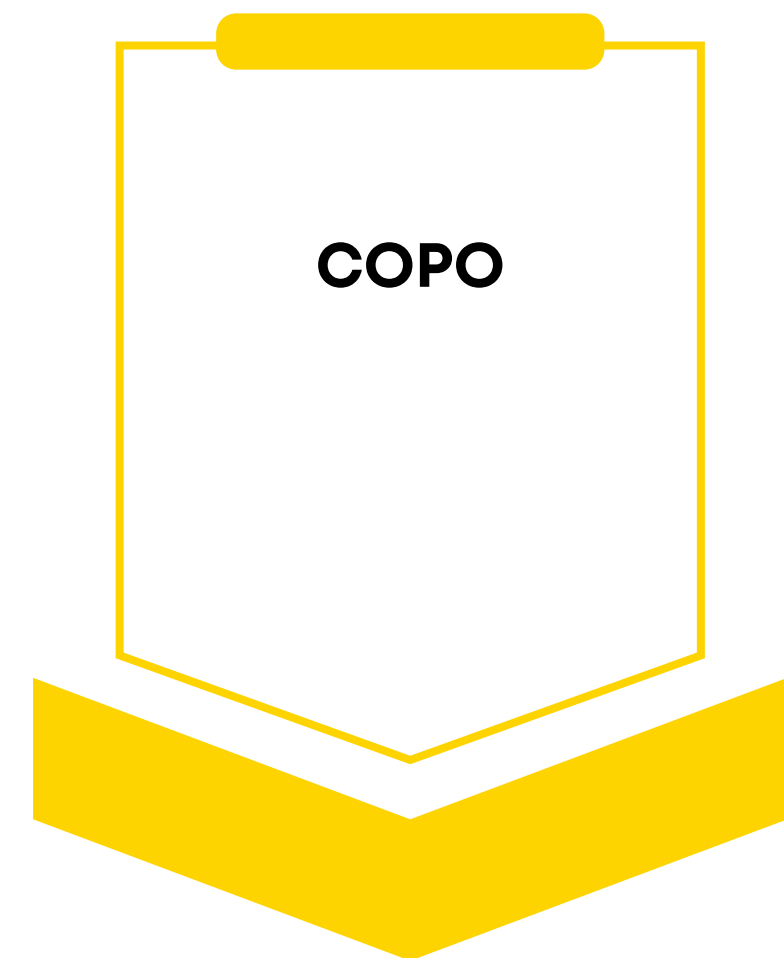
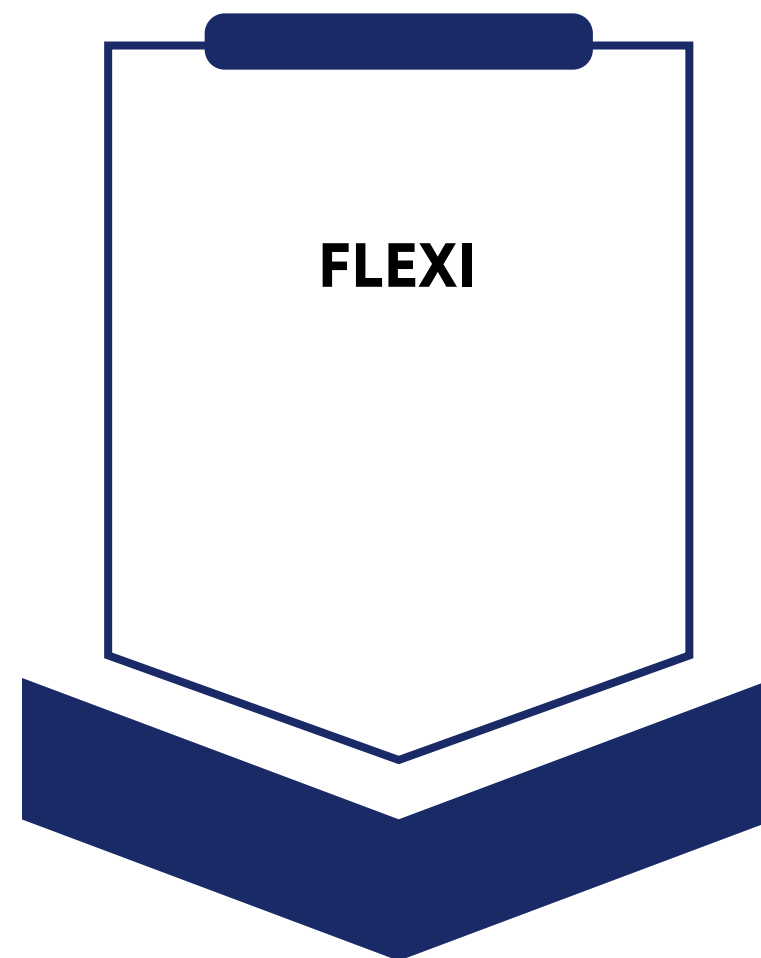
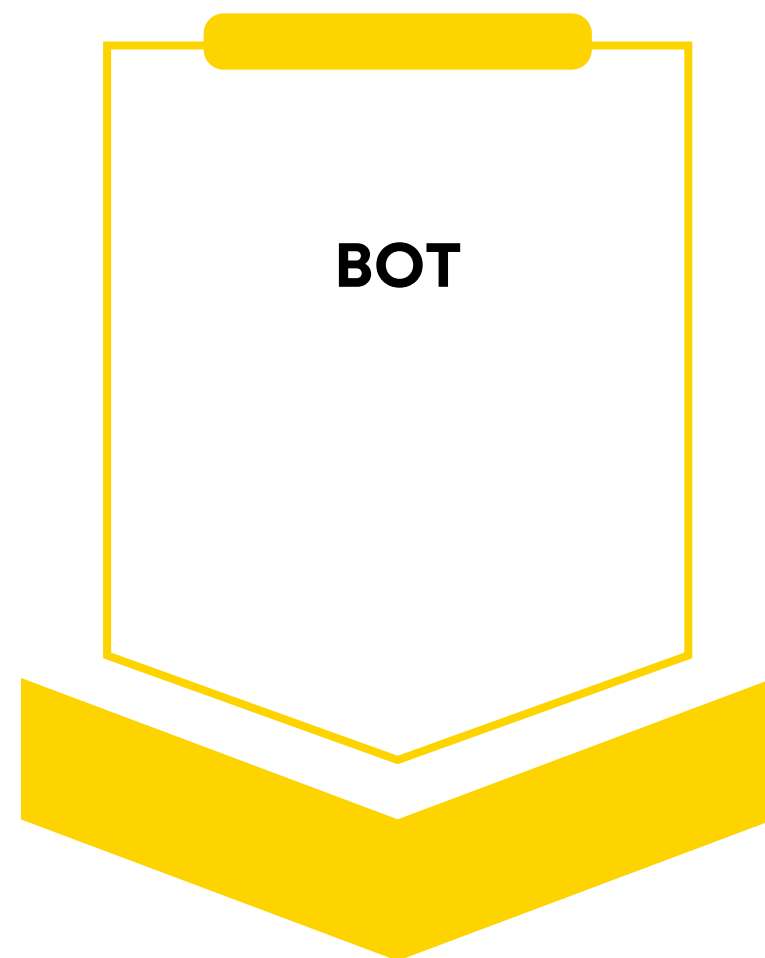
Our proven track record includes successful execution of critical GCC projects for over a dozen Multilateral Organizations. We are committed to leveraging **research-based, tech-enabled, and innovation-centric** project management and management consulting methodologies to consistently deliver profound and impactful results. Our USP is a powerful ability to **combine deep local expertise with global perspectives** that enable us to offer world-class services that adhere to the best industry practices and quality standards.



Services Models

Inductus' GCC Services could be bifurcated in three subsets designed to provide businesses with **flexibility, scalability, and operational excellence**. Each model is tailored to meet the unique requirements of our clients, ensuring **seamless integration with their business case and operational frameworks**.

In absolute brief, we do **Consulting & advisory**; once that is done, we take care of **Tech, Talent & Infra** past that we do **Ecosystem Collaborations** (academia, Vendor, logistics partnerships).



✦ Build-Operate-Transfer (BOT) Model for Global Capability Centers (GCCs)

Description: The Build-Operate-Transfer (BOT) model is a strategic partnership framework where an enabler is entrusted with the responsibility of establishing and managing a Global Capability Center (GCC) on behalf of the client organization. The enabler undertakes all essential functions during the initial phases—from setup to operational maturity—before transitioning full ownership and operational control to the client.

This model offers a comprehensive solution for organizations, particularly those new to GCCs or exploring operations in a new geography, by mitigating risks, leveraging local expertise, and ensuring scalability.

Key Features:	Advantages	Key Features:	Advantages
<p>1. Turnkey Solutions: The BOT model provides end-to-end services, encompassing all critical phases of the GCC lifecycle, including:</p> <ul style="list-style-type: none"> • Talent acquisition and staffing. • Infrastructure design and development. • Implementation of technology stacks and tools. • Regulatory compliance and legal frameworks. • Establishing operational protocols and processes. <p>2. Ideal for Expansion: Perfectly suited for organizations venturing into:</p> <ul style="list-style-type: none"> • Unfamiliar geographies with diverse cultural, legal, and market dynamics. • Emerging markets where on-ground expertise is crucial for operational success. 	<p>1. Reduced Setup Risk: By leveraging the enabler's expertise, the client mitigates risks associated with:</p> <ul style="list-style-type: none"> • Navigating complex regulatory landscapes. • Managing local hiring challenges. • Establishing compliant and resilient infrastructure. <p>2. Accelerated Time-to-Market: Local expertise and established networks of the enabler ensure faster:</p> <ul style="list-style-type: none"> • Approvals and compliance clearances. • Recruitment of high-quality talent. • Operationalization of the GCC. <p>3. Cost Optimization: Initial investment burdens are minimized as the enabler handles:</p> <ul style="list-style-type: none"> • Capital expenditures for infrastructure. • Resource and workforce management during early stages. • Operational efficiencies through proven methodologies. 	<p>3. Phased Transition: Ownership and operational responsibilities are transferred in a phased manner to ensure continuity and minimize disruptions. This includes:</p> <ul style="list-style-type: none"> • Initial period of full enabler control. • Collaborative handover phase with joint management. • Final transition to client's independent control. <p>4. Focus on Scalability: The model emphasizes building a robust foundation with scalable infrastructure, workforce, and systems to accommodate future growth.</p>	<p>4. Knowledge and Skill Transfer: During the transition phase, the enabler ensures:</p> <ul style="list-style-type: none"> • Comprehensive training and knowledge sharing with the client's leadership team. • Documentation and transfer of operational playbooks, technology frameworks, and best practices. <p>5. Strategic Flexibility: The model allows organizations to evaluate the viability of their GCC strategy without long-term commitments, providing options to:</p> <ul style="list-style-type: none"> • Scale up operations. • Pivot or optimize based on evolving business goals.
		<p>Long-Term Vision: In addition to the above we define a clear roadmap for the GCC's growth and evolution beyond the BOT cycle, including:</p> <ul style="list-style-type: none"> • Upskilling and retention strategies for talent. • Technology upgrades and process innovations. • Continuous alignment with business objectives. 	

★ The Company Owned, Partner Operated (COPO) Model

The COPO model is a hybrid framework that combines the strategic advantages of **company ownership with the operational expertise of a partner**. Tailored for mid-sized Global Capability Centers (GCCs) and large corporations, it offers a seamless path to **cost-efficient scaling, operational agility, and market readiness**. This flagship model enables businesses to **retain control over critical assets such as intellectual property while leveraging the partner's expertise for operational execution**.

Key Features:	Advantages	Key Features:	Advantages
<ul style="list-style-type: none"> • Intellectual Property Ownership <ul style="list-style-type: none"> ◦ The parent company maintains full control over innovations, proprietary technologies, and critical knowledge assets, ensuring complete ownership of strategic intellectual property. • Efficient Scaling <ul style="list-style-type: none"> ◦ Leverages the partner's established infrastructure, networks, and talent pools to achieve rapid scaling with minimal delays, allowing businesses to meet market demands quickly. • Exclusive Workforce <ul style="list-style-type: none"> ◦ Partner-employed full-time employees (FTEs) work exclusively for the parent company, fostering alignment with corporate goals, culture, and strategic priorities. • Risk Diversification <ul style="list-style-type: none"> ◦ The partner assumes operational responsibilities, including day-to-day management, reducing the liability and operational risks for the parent company. • Compliance Management <ul style="list-style-type: none"> ◦ The partner ensures adherence to local regulatory and statutory compliance, simplifying operations and minimizing potential legal and financial risks. • Cost Efficiency <ul style="list-style-type: none"> ◦ Operates on an operational expenditure (OpEx) model, minimizing upfront capital investments and reducing financial barriers to entry. 	<ul style="list-style-type: none"> • Faster Time to Market <ul style="list-style-type: none"> ◦ Operational readiness within just 90 days, helping companies meet critical market timelines. • Cost Optimization <ul style="list-style-type: none"> ◦ Significant savings through reduced CapEx and optimized OpEx, with operational expenses aligned to business needs. • Enhanced Focus on Strategy <ul style="list-style-type: none"> ◦ The parent company can focus on strategic goals such as innovation, growth, and market expansion while the partner manages daily operations. • Flexibility in Operations <ul style="list-style-type: none"> ◦ The model supports easy adaptability and scalability to meet evolving business demands, including geographic or functional expansions. • Access to Regional Expertise <ul style="list-style-type: none"> ◦ The partner's local market knowledge and networks simplify navigation of cultural, regulatory, and market nuances. • Quality Assurance <ul style="list-style-type: none"> ◦ Dedicated service-level agreements (SLAs) ensure adherence to quality standards and operational benchmarks. • Scalable Innovation Framework <ul style="list-style-type: none"> ◦ Supports faster innovation cycles by leveraging the partner's expertise in advanced technologies like AI, machine learning, cloud computing, and data analytics. 	<ul style="list-style-type: none"> • Operational Agility <ul style="list-style-type: none"> ◦ Enables the parent company to respond swiftly to market dynamics, with the partner's support in adapting to changes or scaling operations as needed. • Tailored Governance Model <ul style="list-style-type: none"> ◦ A jointly defined governance structure ensures transparency, accountability, and alignment between the parent company and the partner. • Robust Talent Management <ul style="list-style-type: none"> ◦ Access to the partner's extensive talent acquisition network ensures faster hiring of skilled professionals, aligned with the parent company's needs. • Knowledge Transfer Framework <ul style="list-style-type: none"> ◦ A structured process for transferring knowledge and operational frameworks ensures consistency, scalability, and a seamless transition. • Technology Integration Support <ul style="list-style-type: none"> ◦ The partner provides expertise in integrating advanced technologies, aligning GCC operations with global systems and ensuring operational efficiency. 	<ul style="list-style-type: none"> • Resilient Operations <ul style="list-style-type: none"> ◦ The partner's risk mitigation strategies ensure business continuity during market uncertainties, disruptions, or global crises. • Strategic Agility in Expansion <ul style="list-style-type: none"> ◦ Facilitates easy entry into new regions or service offerings, reducing the risks and challenges of geographic expansion. <p>Long-Term Vision:</p> <ul style="list-style-type: none"> • Sustained Growth: The COPO model creates a roadmap for sustained GCC growth, with the ability to scale operations, integrate new technologies, and enter emerging markets as needed. • Upskilling and Retention: Structured programs for upskilling and retaining talent ensure long-term operational efficiency and innovation. • Technological Advancements: Focus on upgrading technology stacks, ensuring the GCC remains at the forefront of industry advancements.

✦ Flexibility Defined: FLEXI

Description:

- Unlike the structured approach of our other models, this model offers **absolute customization & adaptability**.
- It molds itself entirely around your business's specific prerequisites, ensuring a bespoke solution that aligns seamlessly with your objectives.
- This model isn't just a service—**it's a partnership designed to evolve with your vision and business case**.



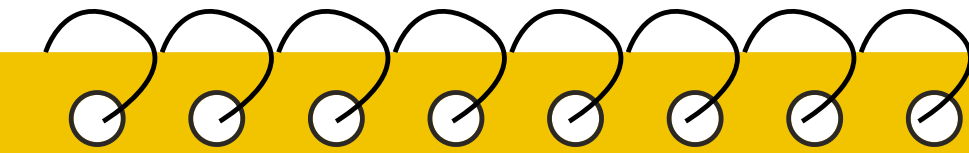
KEY MODEL DIFFERENCES

Aspect	BOT	ODC	COPO
Ownership	Initially owned and operated by the partner, later transferred to the client.	Fully owned by the parent company, with operations managed offshore	Parent company retains full ownership of IP and strategy; partner handles operations.
Control	Limited client control during the initial phase; full control after transfer.	Full control over operations, hiring, and strategy.	Strategic control remains with the parent company; partner manages day-to-day operations and compliance
Setup Responsibility	Partner is responsible for setting up and managing the GCC during the initial stages	Parent company handles the setup and operational management.	Partner provides infrastructure, workforce, and operational expertise, while the parent retains strategic input.
Workforce Model	Employees transition from partner to the client after the transfer phase.	Employees are directly hired and managed by the parent company.	Partner-employed full-time employees (FTEs) work exclusively for the parent company, ensuring alignment with its objectives.
Intellectual Property	Transferred to the client after the handover phase.	Always owned by the parent company	Fully owned by the parent company, with no transfer of IP to the partner.
Cost Model	Initial capital investment by the partner; later shifts to the client post-transfer.	High upfront CapEx and ongoing OpEx borne by the parent company	Operates on an OpEx model, minimizing upfront CapEx for the parent company.
Risk Management	Partner assumes risk during the initial stages; risk transitions to the client post-transfer	Parent company assumes full operational and compliance risks	Risk is shared, with the partner handling operational and compliance risks, reducing liability for the parent company.

KEY MODEL DIFFERENCES

Aspect	BOT	ODC	COPO
Compliance Handling	Managed by the partner during the build and operate phases.	Fully managed by the parent company.	Partner manages all local regulatory and statutory compliance on behalf of the parent company.
Scalability	Moderate scalability post-transfer, as infrastructure is optimized for initial setup	High scalability, dependent on the parent company's resources and strategy.	Rapid scalability leveraging the partner's existing infrastructure, talent pools, and expertise.
Time to Market	Moderate; requires time for setup, operation, and eventual transfer.	Longer, as setup and hiring are managed entirely by the parent company.	Fast; operational readiness within 90 days due to partner's established capabilities.
Operational Agility	Limited during the build phase; increases after transfer.	High, but dependent on the parent company's capacity to adapt.	High, as the partner's expertise enables quick pivots to market changes while ensuring strategic alignment with the parent company.
Target Audience	Ideal for companies entering new geographies or markets with limited experience.	Suitable for companies seeking full ownership and long-term operational control.	Designed for mid-sized GCCs and large corporations seeking cost efficiency, agility, and scalability while retaining strategic control.
Long-Term Vision	Transition to full client ownership and independence.	Establish a long-term offshore presence with complete control	Build a sustainable and scalable GCC model combining strategic control with operational excellence provided by the partner.

Success Stories



Transforming Vision to Reality: The Largest BIM Tech Company

Challenge:

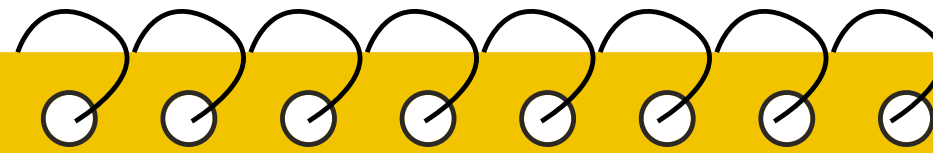
A global leader in Building Information Modeling (BIM) technology sought to establish a GCC in India. The objective was to identify an optimal location that could balance talent availability, infrastructure, and cost-effectiveness.

Our Solution:

Inductus conducted a comprehensive GCC Feasibility Study and Location Feasibility Analysis, leveraging advanced analytics and industry insights. The study evaluated Tier-I and Tier-II cities based on key parameters like workforce skillset, cost efficiencies, government incentives, and ecosystem readiness.

Impact:

- Successfully identified a strategic location with 30% operational cost savings.
- Delivered a roadmap for seamless setup, including compliance and resource planning.
- Empowered the client to accelerate their GCC launch within six months, positioning them for global growth and innovation.



Empowering Innovation: A Leading New Zealand-Based SaaS Organization

Challenge:

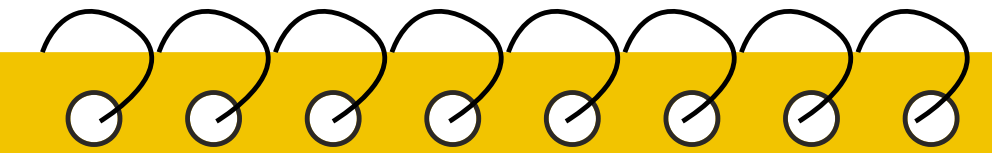
A fast-growing SaaS company from New Zealand aimed to establish a GCC in India to streamline global operations and enhance product development capabilities. The client sought a robust operational framework with long-term flexibility and scalability.

Our Solution:

Inductus proposed the COPO (Company Owned, Partner Operated) Model as the perfect solution. By combining the client's ownership over intellectual property with our operational expertise, we created a scalable and cost-efficient GCC framework. The COPO model ensured exclusive access to talent and minimized risks while allowing the client to focus on strategic goals.

Impact:

- Reduced time to market by half through rapid setup and deployment.
- Ensured cost optimization, saving 35% in operational expenses annually.
- Enabled the client to launch innovative product features faster, enhancing their global market presence.



Redefining Banking Excellence: A Leading UK-Based Retail Bank

Challenge:

A premier UK-based retail bank sought to leverage India's expertise in IT and back-office operations by setting up a GCC. Their key requirements included robust data security, regulatory compliance, and a seamless integration with their global IT ecosystem.

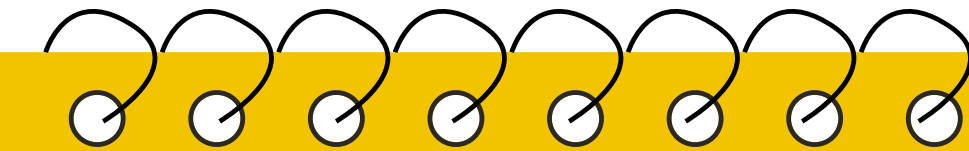
Our Solution:

Inductus implemented the Build-Operate-Transfer (BOT) Model, providing end-to-end support for GCC setup. From establishing operations and recruiting top-tier talent to managing compliance and operational efficiency, Inductus ensured the GCC would seamlessly transition to full ownership by the client.

Impact:

- Delivered cost efficiencies of up to 40% while maintaining quality and security standards.
- Successfully transferred operations to the client after stabilization, ensuring long-term operational sustainability.
- Empowered the bank to enhance customer service and develop innovative digital banking solutions.

Success Stories



Powering Global R&D Excellence: European Auto Giant

Challenge:

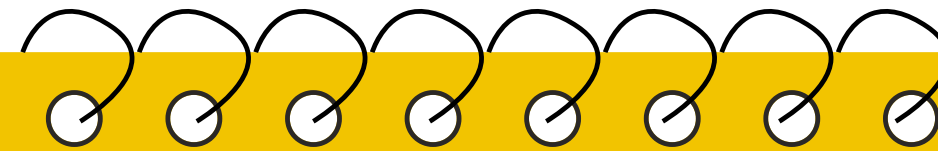
A top European automobile manufacturer aimed to establish a cutting-edge R&D GCC in India to accelerate innovation in EV and autonomous vehicle technology. The challenge was securing top-tier engineering talent while ensuring regulatory compliance.

Our Solution:

Inductus executed an exhaustive talent heatmap study and regulatory framework analysis. We designed a strategic roadmap for setting up the GCC, ensuring alignment with India's evolving EV policies and industry standards.

Impact:

- Enabled hiring of 500+ highly skilled engineers within the first year.
- Achieved a 40% reduction in R&D costs compared to the parent location.
- Positioned the GCC as a global innovation hub, filing multiple patents in its first two years.



Scaling AI-Powered Healthcare: US MedTech Leader

Challenge:

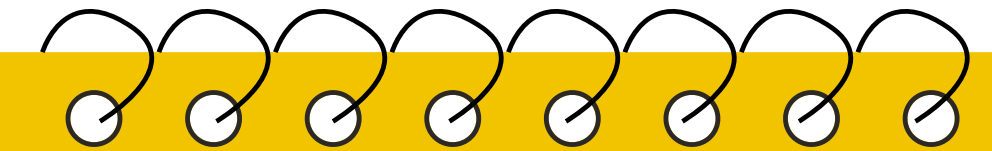
A Fortune 500 medical technology firm sought to develop an AI-driven diagnostics and analytics center in India but faced hurdles in identifying a location with the right mix of healthcare expertise and AI talent.

Our Solution:

Inductus leveraged deep market intelligence and AI capability mapping to identify an ideal Tier-II city. We facilitated partnerships with local universities and research institutions to establish a sustainable talent pipeline.

Impact:

- Built a 200-member AI and healthcare data science team in record time.
- Delivered a 50% cost advantage while maintaining global quality standards.
- The GCC developed India's first AI-powered early-stage disease prediction model.



Digital Transformation Hub: UK Financial Services Giant

Challenge:

A leading UK-based financial institution aimed to modernize its IT operations by setting up a GCC in India. Key concerns included cybersecurity compliance, data privacy laws, and seamless integration with global teams.

Our Solution:

Inductus executed a cybersecurity compliance framework assessment and developed an integrated operational model to ensure data security. We also designed an exclusive FinTech hiring program to onboard top-tier talent.

Impact:

- Reduced IT operational costs by 35% while enhancing security compliance.
- Established a world-class cybersecurity operations center within the GCC.
- Achieved 99.9% uptime across global financial transactions within 16 months.

Why **Inductus**?

Inductus has positioned itself as an industry leader in the strategic establishment and management of Global Capability Centers (GCCs). Fueled by our dedicated focus on **knowledge-driven and tech-powered services**. Our top-notch **government acumen, industry-academic partnerships, and PMC expertise** backed by collaborations with apex industry organisations has helped us deliver **consistent value to our clients while driving excellence in their global ambitions**.

At the heart of our success lies our ability to align tech-led decisions with **taylor-made GCC solutions** that meet and exceed the expectations of multinational corporations.

We provide **end-to-end solutions, starting from methodical advice** on GCC setups to **setting it up and enhancing ongoing operations**. Inductus GCC stands out as a committed partner for both large and mid-sector enterprises looking to expand their global operations.



Inductus stands as a premier partner in the GCC ecosystem, offering unmatched expertise, strategic alignment, and an innovative approach to enable global organizations to achieve their goals. **Here's what sets us apart:**

01. Bespoke and Flexible Service Models:
Tailored solutions designed to meet your unique business case and operational challenges, ensuring optimal value and scalability.

02. Vast Talent Ecosystem:
Access to a substantial pool of subject matter experts and a deep talent reservoir, enabling organizations to leverage specialized skills across industries and technologies.

03. Strategic Location Advantage:
Headquartered in Delhi NCR, the epicenter of India's business and political landscape, providing a logistical and strategic edge for global and regional collaborations.

04. Government and Policy Alignment:
Strong working relations with key government stakeholders, enabling seamless navigation through regulatory frameworks and fostering policy-backed growth opportunities.

05. Geopolitical and Cultural Acumen:
Deep understanding of local and geopolitical nuances, ensuring smooth operational execution, cross-cultural integration, and risk mitigation.

06. Industry-Academia Partnerships:
Extensive collaborations with leading academic institutions to bridge the talent gap, foster innovation, and deliver cutting-edge skill development initiatives.


07. Consulting DNA:
Backed by the consulting expertise of a diversified conglomerate, Inductus combines strategic insights with execution excellence to address complex business challenges.

08. PMC Expertise:
Proven Project Management Consultancy (PMC) expertise, delivering end-to-end management of infrastructure, operations, and transitions for GCCs.

By partnering with Inductus, organizations gain a trusted ally equipped to transform business visions into actionable realities. Our commitment to innovation, flexibility, and excellence ensures that we deliver sustainable value and strategic growth for our clients in an ever-evolving global landscape.

Contact Us

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