Forbes INDIA

/thoughtworks

20 years of extraordinary impact through our culture and technology excellence

www.thoughtworks.com

Thoughtworks Global

Founded in

1993

People

10,000+

Countries

17

Thoughtworks India

First office
2001

People
3,019

Cities
7

2001	Bangalore - Koramangala	2014	Hyderabad
2006	Pune	2017	Coimbatore
2008	Chennai	2018	Bangalore - Mahadevapura
2010	Gurgaon	2018	Mumbai

Thoughtworks is a leading global technology consultancy that integrates strategy, design and software engineering to enable enterprises and technology disruptors across the globe to thrive as modern digital businesses.

Pass the pragmatism please

As one of the original pioneers of agile delivery, our passionate teams continue to shape the technology industry. We help build our clients' experimentation and delivery muscles to navigate disruption, build strong foundations and create impactful digital capabilities. We understand that our impact, as technologists, on society is ever-growing. Our purpose is to create an extraordinary impact on the world through our culture and technology excellence.

Thoughtworks in India is celebrating its 20th anniversary! It was two decades ago that we began operations out of Diamond District, Bangalore – Thoughtworks' first office in India.

Milestones

2001	Opened first office in India
2005	Established Thoughtworks University
2007	Set up Thoughtworks Studios in India
2010	Published first edition of Technology Radar
2012	Launched Thoughtworks STEP, Started building Bahmni
2014	Launched Thoughtworks Vapasi
2016	Launched Thoughtworks Engineering for Research (e4r™)
2017	The Apax Funds acquired Thoughtworks
2018	Open-sourced Studios products (Gauge, Go, Snap CI), Worked on VAKT, first enterprise-level blockchain platform, Launched Interning with Pride
2019	Launched the Cultivation program, Published The Digital Transformation Game Plan
2021	Launched Neev, Committed to the Valuable 500

20th anniversary message from our Managing Directors

Sudhir Tiwari
Co-managing director, India

One of the first things that struck me as unusual, when I joined Thoughtworks in 2005, was the lack of cubicles. The 'dining table' set up was a revolutionary concept but I soon realized that innovation was just a way of life at Thoughtworks.

Over the last 16 years, I have been part of the Thoughtworks community that challenges the status quo, eager to drive change. This is reflected in our thought leadership in the tech industry – Agile principles, distributed agile, CI/CD, Data Mesh and more.

In the next phase of Thoughtworks' evolution, I expect us to grow by four to five times. We're expanding our data and AI offerings, enabling clients to truly become intelligence-led enterprises. Our objective is to rewrite enterprises' relationships with data and bake it into an organization's digital transformation strategy.

Sameer Soman
Co-managing director, India

A little over a decade ago, I remember being interviewed by Thoughtworks' founder and then-CEO for a good two hours. We talked about the Indian education system and I was moved by the duo's deep understanding of issues that affect society.

I also remember being quite intrigued by our Pune office – its open layout and community-style work environment.

Thoughtworks in India has thrived for the last 20 years because of our super-passionate technologists and our delivery gene – extremely strong and laser-focused on value to market.

As a strategic transformation partner, Thoughtworks is a community of empathetic technologists who can leverage technology for good. I foresee us amplifying our voices and encouraging other technologists and organizations to adopt mindfulness and compassion.

Awards and accolades

Certified a Great Place to Work in India, 2021

Bahmni recognized as a Digital Public Good, 2021

Strong Performer in Digital Product Development Services, 2020

Named top employer by IWEI, 2020

Excellence in Gender Inclusivity, 2019

Multiple DivHERsity awards at AccelHERate, 2019

Delivering extraordinary impact together

Thoughtworks invented the concept of distributed agile and with our cross-functional teams of strategists, developers, data engineers and designers – we help clients create their own path to digital fluency and build organizational resilience.

Thoughtworks exists to create an extraordinary impact on the world through our culture and technology excellence.

This is both a statement of intent and a constant challenge to each other - it's the ultimate metric against which we continuously measure ourselves.

Every day, the decisions we make and the behaviors we demonstrate are driven by our purpose and these five aims:

Be an awesome partner for clients and their ambitious missions

Revolutionize the technology industry

Amplify positive social change and advocate for an equitable tech future

Foster a vibrant community of diverse and passionate technologists

Achieve enduring commercial success and sustained growth

"Saxo Bank set the benchmark within our industry for products, platforms and service. When it came to validating and shaping our thinking about governance of a Data Mesh, the Thoughtworks India team was the obvious choice. We congratulate them on reaching an incredible corporate milestone and look forward to working together again in the future."
Graham Stirling, Head of Data Platforms at Saxo Bank

"We have seen the value Thoughtworks brings to the table through their specific focus on public goods and the very large implementations on data/API platforms in the public domain. In every engagement, Thoughtworks adheres to software architecture and design principles that ensure not just the project's success but the platform's long-term maintainability and resilience. I find the company's thought leadership to be quite inspiring. In fact, Thoughtworks Technology Radar Vol. 24 dealt with data and ML tools and platforms that are seeing good traction. Our analytics team is known to quote from Thoughtworker Martin Fowler's blog during internal debates on architecture and design considerations for our data platform. I congratulate Thoughtworks on this 20th anniversary milestone and wish them many more to come."
Arif Khan, CDO at NPCI

"Over the last few years, I have worked with several Thoughtworks India teams in building Digital Public Goods for India, including many projects involving AI/ML. Their engineering excellence, open-source focus and orientation to new age technologies have always ensured we have developed citizen scale solutions that handle the size and complexity of India. I congratulate them on reaching this corporate milestone and look forward to working together again in the future."
Vivek Raghavan,
Chief AI Evangelist at EkStep Foundation

"I have been working with Thoughtworks for close to 10 years, of which the last four years have been with Falabella. They have been great partners in our digital transformation journey and have vastly supported us by being part of our re-platforming efforts, across our ecosystem. Their deep technical expertise, strong agile practices and mindset is something I have always appreciated, in addition to an honest and genuine work relationship. I wish them all the best for their 20th anniversary and great success ahead!"
Ashish Grover, CIO at Falabella

Empowering clients with the right technology solutions

We leverage our vast experience to improve our clients' ability to respond to change; utilize data assets to unlock new sources of value; create adaptable technology platforms that move with business strategies; and rapidly design, deliver and evolve exceptional digital products and experiences at scale. Our core solutions are:

Customer Experience, Product and Design

Drive value through extraordinary customer experiences powered by integrated technology and design

Enterprise Modernization, Platforms and Cloud

Modernize operations, platforms, development and delivery practices to deliver business value faster

Digital Transformation and Operations

Evolve organizations with focused operational models and pragmatic strategies that increase agility, resilience and the ability to compete

Data and AI

Maximize business value with data strategies, governance and unrivalled skill sets in predictive AI and ML programming

Our clients include

From large, global Fortune 500 enterprises to digital natives and digital scale ups, we've built the tech foundations behind some of the world's most successful businesses.

gojek • AUTHORITY BRANDS • Auto Scout24 • METRO • ezlink • <ambevtech/> • myob • Whirlpool

CREDIT SUISSE • AKT • PORSCHE • SEPHORA • REA Group • MACKMYRA • natura • OTTO

AXIS BANK • BAYER • DAIMLER • falabella. • FINAVIA • SHARENOW • JUNGHEINRICH • ATLASSIAN

SAXO BANK • SONIC • xero • Walmart • PayPal • TELUS • BOSCH
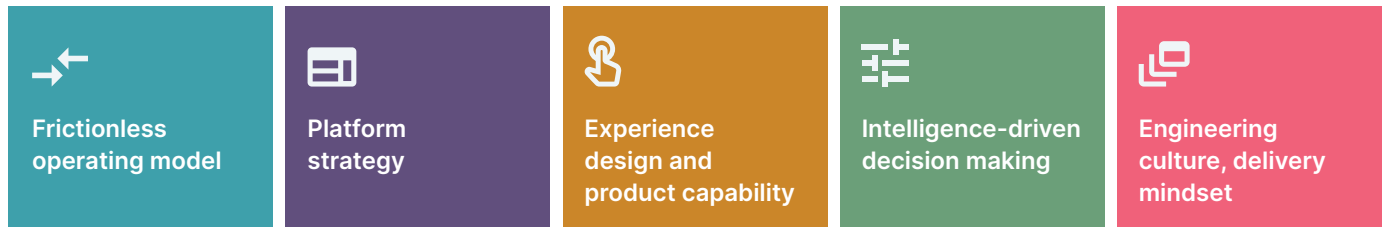
Engineering for Research

Thoughtworks engineering for research (e4r™) initiative is committed to advancing research in the fields of radio and optical astronomy, genomics, molecular dynamics and urban sciences. We have worked on one of the first large-scale, agent-based epidemic simulation frameworks developed in India – EpiRust, and the building of control systems for the Thirty Meter Telescope (TMT), the world's largest optical telescope and more.

Digital Fluency: build resilience to navigate disruption

Modern digital businesses survive and succeed in challenging times because they have built the optimal digital capabilities to support their strategies, and can adapt with agility, no matter what the source of disruption.

Our Digital Fluency Model helps organizations identify the degree of capability needed to execute goals and the investments needed to achieve those capabilities. Leaders can select from these building blocks to get started:

Frictionless operating model	Platform strategy	Experience design and product capability	Intelligence-driven decision making	Engineering culture, delivery mindset

Changing the world with tech

We are challenging curious minds to make a real impact in the world by building a collaborative, inclusive and autonomous workplace for all.

"The best part about Thoughtworks is the easy camaraderie that it fosters between people. It is a crucial reason for me to stay with Thoughtworks for as long as I have."
Vijay Raghavan Aravamudhan, Principal Consultant
21 years at Thoughtworks

"We have stayed true to our passion for tech excellence and open source coupled with XP practices. This consistency has helped us remain at the forefront of technological innovation."
Lakshminarasimhan Sudarshan, Principal Consultant
19 years at Thoughtworks

"I am a single mother and Thoughtworks consistently ensured that I maintained a healthy work-life balance which helped me give my best to my daughter and my career."
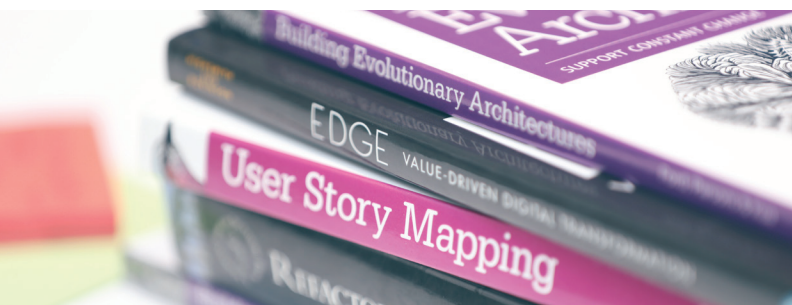**Dilkash Tasneem, Global Mobility Lead for India and EU**
17 years at Thoughtworks

"I admire our work culture, the healthy respect for a work-life balance, learning opportunities provided and the progressive leadership team that's focused on employee growth."
Chandramohan Kulukala, Country Operations Manager
16 years at Thoughtworks

"I will complete 20 years at Thoughtworks, in Feb 2022. As I reflect on this journey, I recognize the one constant – our values; a polyphony of collective beliefs and actions helmed by a diverse community with a collective purpose."
Tina Vinod, Global Head of Diversity, Equity and Inclusion
19 years at Thoughtworks

Thoughtworkers have published 100+ books covering a range of topics - Building Microservices, Refactoring Databases and more

Commitment to positive social impact

We believe that diversity, equity and inclusion have the power to create transformative social change. We strive to make Thoughtworks a home to all: regardless of age, ethnic origin, sexual orientation, gender, religion, disability, background or identity.

Women in technology: our aim is to be 40% Women and Underrepresented Gender Minorities in Tech by 2022

Vapasi: Thoughtworks (free) certified technical training program for women technologists on a career break

MITRA Collective: Thoughtworks India's affinity group that ensures a safe and inclusive workspace for the LGBTQ+ community

Prajñā: volunteer-based mentoring program where professionals mentor people from the transgender community. Thoughtworks launched this program in collaboration with PeriFerry, which works for the empowerment of trans people

STEP: 24-month long intensive entry-level, 'work while you study' program

Interning with Pride: Thoughtworks certified technical training and internship designed for recently graduated technologists from the LGBTQ+ community

Sustainability in technology

Solutions like our Green Cloud offering have the potential to contribute directly to emissions reduction. Over the next five years, we aim to ramp up sustainable technology alternatives; contribute to networks working to mitigate climate change and bring underrepresented voices to this vital conversation.

A tech solution for social change | health sector

Bahmni is our easy-to-use EMR and hospital system that combines and enhances existing open-source products into a single solution. Thoughtworks is part of the Bahmni Coalition's core governing committee and was instrumental in conceiving and building Bahmni during its early years.

Very recently, Bahmni was added to the Digital Public Goods Alliance's DPG Registry.

> "Social change isn't just about doing work for good causes. It's also about looking at our core work and asking how it can benefit society."
> **Martin Fowler, Chief Scientist**

Learning and sharing knowledge

XConf: annual event for technologists who care deeply about software and its impact on the world

VodQA: Value Oriented Discussion on Quality Analysis is a forum to share experiences and failures within the QA community

Converge: platform for designers, analysts and technologists to learn from each other

Geek Night: forum to discuss latest technologies and techniques in software development

Thoughtworks Away Day: an annual offsite where Thoughtworkers embrace once unfamiliar concepts through conversations and networking with internal and external change makers