# TECHNOLOGY CONSULTING ORGANISATION CASE STUDY

## Client Profile

Global Technology Consulting firm having a presence in various locations in India .

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## UPSKILLING PRODUCT ENGINEERS



## Key Challenges

- *Top talent in Sapient (top 100 developers) needed to ready to serve strategic clients demanding work in new front-end frame work like REACT, Angular .*

- *Skill gap to fulfil these needs was a major concerned .*

- *Strategic clients wanted flexibility to do business with latest frameworks and technology .*

- *Consistent world class experience was sought across channels .*

# Interventions Planned

- *Self learning – no need for additional training on new framework .*
- *Design concepts and technology stream hand holding .*
- *Flexible part time morning sessions to introduce concept .*
- *Weekly assignments contributing to overall project .*
- *100% 1-2-1 code review and feedback .*
- *DevOps with complete tool set .*
- *Intense weekend session to support project completion and mentoring .*
- *TED talks outside curriculum .*

# The Results

- *No ramp up required in projects for the participants .*
- *Super confident participants who completed end to end project .*
- *Explored internet to deep .*
- *All candidates completed Sapient given test projects .*
- *Google group was facilitated to promote group discussion and idea generation .*
- *All candidates absorbed into Sapient's strategic accounts .*