Outlook

Skills Reinvention Program || ADM Demand Creation Communication rollout

---

From SkillReinvention(Cognizant) <SkillReinvention@cognizant.com>
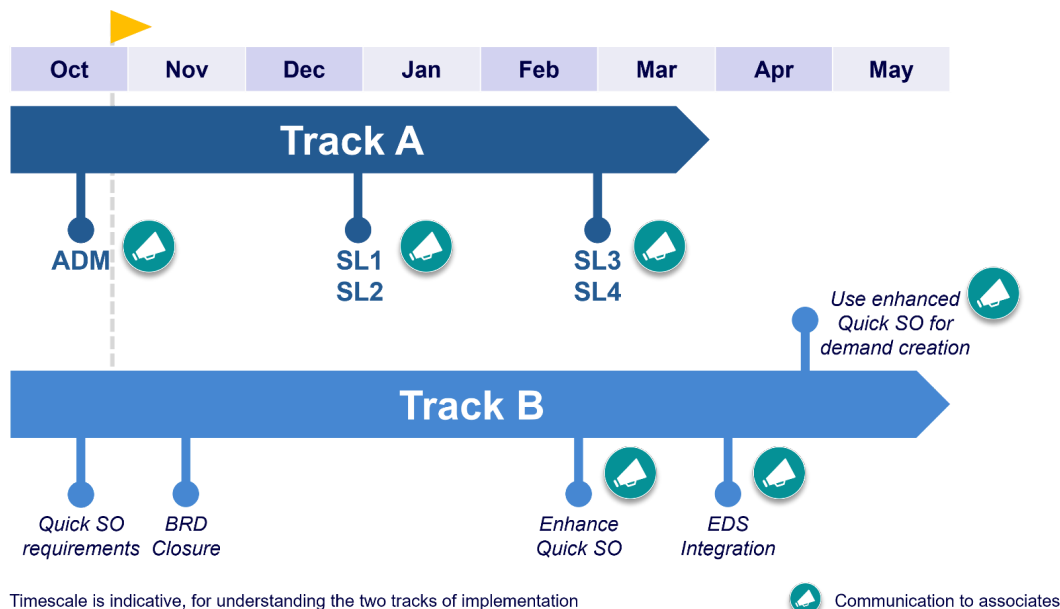
Date Thu 10/26/2023 7:14 PM

Greetings,

Further to the previous mail that provided an overview of the skills reinvention program, here is the follow-up communication intended to cover the upcoming changes regarding demand creation.

In our efforts to consume the new skills framework while creating the demand, we have designed two tracks:

Track A: Use the current Quick SO construct and enable configuration changes to consume skills framework for creating SOs. Once skills framework for a service line is ratified and signed-off, configuration changes are made for services, skill clusters, demand roles & leaf skills to be setup in Quick SO. In this communication we will cover ADM service line which is now ready for skills framework to be consumed for demand creation. Demand creators & validators to note that similar communication will be rolled out as and when we have the next service line ready with skills framework to be consumed for demand creation.

Track B: Enhance Quick SO application and enable integrations with upstream systems to consume the skills framework. We are currently reviewing the requirements for Quick SO changes at this moment and will cover the progress of Quick SO enhancements in subsequent communication roll-out.

Skills Reinvention || Demand Creation Timescale

Timescale is indicative, for understanding the two tracks of implementation

🔊 Communication to associates

Communication Schedule – ADM Demand Creation Rollout

Invites for the sessions will be sent as per the dates mentioned below

Date	Target Audience	Communication Channel	Duration	Purpose
26 Oct 2023	ADM SA+, Demand Creators & Validators	✉	-	Base Communication – Demand Creation (Track A) & Communication Schedule
27 Oct 2023	ADM SA+, Demand Creators & Validators	✉	-	Meeting Invites for the sessions
31 Oct 2023	ADM SA+	👥	30 Mins	Communicate changes
1 Nov 2023	ADM SA+	👥	30 Mins	
2 Nov 2023	ADM SA+	👥	30 Mins	
3 Nov 2023	Demand Creators & Validators	👥	1 Hour	Detailed instructions to be followed for raising demand using skill clusters
6 Nov 2023	Demand Creators & Validators	👥	1 Hour	
7 Nov 2023	Demand Creators & Validators	👥	1 Hour	
2nd week of Nov	ADM SA+, Demand Creators & Validators	✉	-	Communicate go-live date

✉ Mailer communication

👥 Training session *(sessions will be scheduled across time zones and recorded for future reference)*

What is changing?

For ADM demand creation, we have modified the standard SO template to create ADM SO Template that lists down services and the underlying skill clusters & leaf skills for the technical roles. The demand creators are now required to use the template to fill the demand details and follow the appropriate channel for creating the SO:

    a. Submit the filled SO template to SO factory for SO creation
    b. Directly feed in demand details in Quick SO and create the SO

For those PMs/Proxy PMs, who directly create demand in Quick SO (not through SO factory), we recommend to use the ADM SO Template as the first step to find the list of primary skills that must be selected while entering the demand details in Quick SO.

Next Step:

The detailed instructions on the process of creating ADM demand will be covered in trainings, that shall be scheduled with the (a) demand creators & validators and (b) other associates in ADM who must be aware of the demand creation process.

Please look out for the invitations for the training sessions. The sessions will be scheduled across time zones and kindly choose the session that is convenient for you to attend.

In case you have any questions please write to SkillReinvention@cognizant.com

Thanks,
Skills PMO

This message was sent to ADM SA+, ADM Demand Creators, PMO shared services group & Skills PMO Team