DEMO SCRIPT

**Slide 1: Title Slide**

*[Confident opener]*

"Thank you for the opportunity to present this project. Today, I’ll demonstrate how data-driven L&D personalization can address critical skill gaps for Ericsson engineers while reducing HR workload. Let’s dive in."

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**Slide 2: Agenda**

*[Gesture to agenda]*

"We’ll start with the business challenge, walk through our data foundation and insights, demo the solution, and conclude with projected ROI and implementation steps."

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**Slide 3: Business Challenge**

*[Lean forward slightly]*

"Three critical issues emerged:

1. **Mid-career engineers** **(35-44)** have 27% lower training completion rates compared to peers – a risk for leadership pipelines.

2. **62% of cybersecurity gaps** remain unaddressed for 6+ months – alarming given Ericsson’s 5G security demands.

3. **HR spends 73% of L&D time** on manual matching – time that could fuel strategic work.

This isn’t just an HR problem – it’s a $15M productivity risk based on industry attrition averages."

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**Slide 4: Synthetic Data Creation**

*[Click to code snippet]*

"Using Python, I generated a synthetic dataset mirroring Ericsson’s workforce:

- **6,000 employee profiles** with age, skills, certifications

- **Real-world variability** in training participation and performance metrics

Why Python? It allowed rapid prototyping while maintaining GDPR compliance – critical for scaling to real employee data."

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**Slide 5: SQL Analysis**

*[Highlight query]*

"With SQL, we identified patterns:

```sql```

SELECT Age\_Group, AVG(Performance\_Metrics)

FROM Engineers

WHERE Skill\_Gaps = 'Cybersecurity'

GROUP BY Age\_Group;

```

This revealed **45+ engineers** have the largest security skill gaps despite highest tenure – a key risk area."

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**Slide 6: Solution Walkthrough**

*[Move to Power BI demo]*

"Let me show this in action. Our Power BI dashboard:

1. **Prioritizes mid-career engineers** for leadership training (filter: 35-44 age group)

2. **Flags outdated certifications** using expiration alerts (point to cybersecurity layer)

3. **Automates 82% of matching** through skill gap algorithms

*[Switch to Power Apps]*

This integrated app recommends personalized learning paths, cutting HR matching time from hours to minutes."

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**Slide 7: ROI Projection**

*[Use laser pointer on metrics]*

"Piloting with R&D teams, we expect:

- **10.2% performance lift** in entry-level engineers via mandatory 5G certifications

- **559 leadership gaps closed** through targeted bootcamps

- **$2.3M annual savings** from reduced manual HR efforts

Our roadmap aims for **20% skill gap reduction by 2026** through AI-driven forecasting."

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**Slide 8: Next Steps**

*[Strong closing]*

"I recommend:

1. **R&D Team Pilot** starting Q3 – we’ve aligned labs with their 6G research timelines

2. **Cisco Cybersecurity Drills** for under-35 engineers – their breach simulation tools cut remediation time by 40%

3. **Cert-linked promotions** to boost mid-career engagement

With your approval, we can have Phase 1 live in 12 weeks."

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**Slide 9: Thank You**

*[Pause for impact]*

"This isn’t just about training – it’s about future-proofing Ericsson’s technical leadership while optimizing L&D spend. I’d be happy to discuss implementation details or regional rollout strategies."

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