



# Learning Linked to Growth

L & OD, FAA & Growth Teams

July 12, 2022



# Learning is linked to Growth



Learning is **one of the**  
eligibility criteria for  
promotion

# Learning Eligibility Criteria – October 2023 cycle onwards

Grade	Learning History	Capability & Consulting	GCF & Sales
Grade 10-9 and 9-8	18 months <ul style="list-style-type: none"> <li>Oct'23: Jan'22 to Jul 23</li> <li>Apr'24: Jul'22 to Dec 23</li> </ul>	<ul style="list-style-type: none"> <li>Technical Courses – 6 (Apr'23 onwards, all technical courses &gt;/ 4 hours each)</li> <li>Empower Learner's Choice courses/ pathways – 3 (Empower 1 mandatory once)</li> </ul>	Total of 7 courses of which: <ul style="list-style-type: none"> <li>Atleast 2 from Empower Learner's choice (Empower 1 mandatory once)</li> <li>Atleast 2 from functional tracks</li> <li>Rest 3 can be a mix of function / empower / any technical course</li> </ul>
Grade 8-7	Last 24 months <ul style="list-style-type: none"> <li>Oct'23: Jun'21 to Jul 23</li> <li>Apr'24: Dec'21 to Dec 23</li> </ul>	<ul style="list-style-type: none"> <li>Technical Courses – 2 certifications + 6 courses (Apr'23 onwards, all technical courses &gt;/ 4 hours each)</li> <li>Empower Learner's Choice courses/ pathways- 4 (Empower 2 mandatory once)</li> </ul>	Total of 9 courses of which: <ul style="list-style-type: none"> <li>Atleast 3 from Empower Learner's choice (Empower 2 mandatory once)</li> <li>Atleast 2 from functional tracks</li> <li>Rest 4 can be a mix of function / empower / any technical course</li> </ul>
Grade 7-6	Last 24 months <ul style="list-style-type: none"> <li>Oct'23: Jun'21 to Jul 23</li> <li>Apr'24: Dec'21 to Dec 23</li> </ul>	<ul style="list-style-type: none"> <li>Technical Courses – 2 certifications + 6 courses (Apr'23 onwards, all technical courses &gt;/ 4 hours each)</li> <li>Empower Learner's Choice courses/ pathways- 4 (PeopleSmart 1 mandatory once)</li> </ul>	Total of 9 courses of which: <ul style="list-style-type: none"> <li>Atleast 3 from Empower Learner's choice (People Smart 1 mandatory once)</li> <li>Atleast 2 from functional tracks</li> <li>Rest 4 can be a mix of function / empower / any technical course</li> </ul>
Grade 6-5	Last 24 months <ul style="list-style-type: none"> <li>Oct'23: Jun'21 to Jul 23</li> </ul>	<ul style="list-style-type: none"> <li>Technical Courses – 2 certifications + 6 courses (Apr'23 onwards, all technical courses &gt;/ 4 hours each)</li> <li>Empower Learner's Choice courses/ pathways- 4 (PeopleSmart 2 mandatory once)</li> </ul>	Total of 9 courses of which: <ul style="list-style-type: none"> <li>Atleast 3 from Empower Learner's choice (People Smart 2 mandatory once)</li> <li>Atleast 2 from functional tracks</li> <li>Rest 4 can be a mix of function / empower / any technical course</li> </ul>

# ANNEXURE

# Learning @ Fractal

In line with our value of Learn & Grow, we **encourage continuous learning to ensure the personal & professional growth of our people**

The emphasis is on holistic development with a **focus on both technical as well as behavioural skills**

## *Technical*

- Technical, Domain Skills
- Consulting Skills
- Project Management
- Career Track-wise Development

**Fractal Analytics Academy  
(FAA)**

## *Leadership*

- EmPower Skills
  - Personal & Professional Development
- PeopleSmart Skills
  - People and Business Management

**L&OD**

# What is EmPower Program?

*EmPower every Fractalite with winning mindset, attitude & behaviors*

## Learner's Choice:

Learner's Choice are curated courses/ assignments/ pathways, defined gradewise as per the skills required for each grade. There are three options to completing Learner's Choice courses:

1. Percipio (Assignments)
2. HIVE (Pathways)
3. Coursera (Courses)

## EmPower I/ II:

EmPower I/ II were recommended programs for Grades 10, 9, and 8. These programs have now been discontinued. Please refer to the scenarios below to understand your completion eligibility:

1. I have attended EmPower I/ II Virtual session- *Please complete the EmPower I/ II assignment on Percipio*
2. I haven't attended EmPower I/ II Virtual session- *Please complete 1 extra Learner's choice course/ pathway*

Please reach out to [Rashi.Mahindra@Fractal.ai](mailto:Rashi.Mahindra@Fractal.ai) for any queries on EmPower Learner's Choice or EmPower I/ II

# Functional Tracks

**Learn and Grow is one of Fractal's core values. The emphasis is on holistic development with a focus on both technical and behavioral skills.**

Learning ecosystem at Fractal comprises of:

- Technical/Domain skills
- Leadership/Behavioral/EmPower skills

In order to be able to give an avenue for people in GCF, Sales and Growth a structured learning in their specific areas we provide you with the [Functional Tracks](#)

## How to complete Functional Tracks



Please reach out to [Rashi.Mahindra@Fractal.ai](mailto:Rashi.Mahindra@Fractal.ai) for any queries on Functional Tracks



# How to access?

	Learner's Choice HIVE/ Percipio Pathways/ Coursera courses
Eligibility	All APEX+ Choose from <a href="#">curated collection</a>
Course Duration	2 - 7hours
How to Access	<u>MS Form</u> - Percipio License Monthly FAA License email- Coursera license
Completion Record	Percipio pathway completions marked manually on HIVE <b>once a month</b> HIVE/ Coursera pathways/ courses completions auto updated on HIVE
Point of Contact (POC)	<a href="mailto:Rashi.Mahindra@fractal.ai">Rashi.Mahindra@fractal.ai</a>

**200+ learners | 9 VILT | 764 learning hours | 75+ NPS**

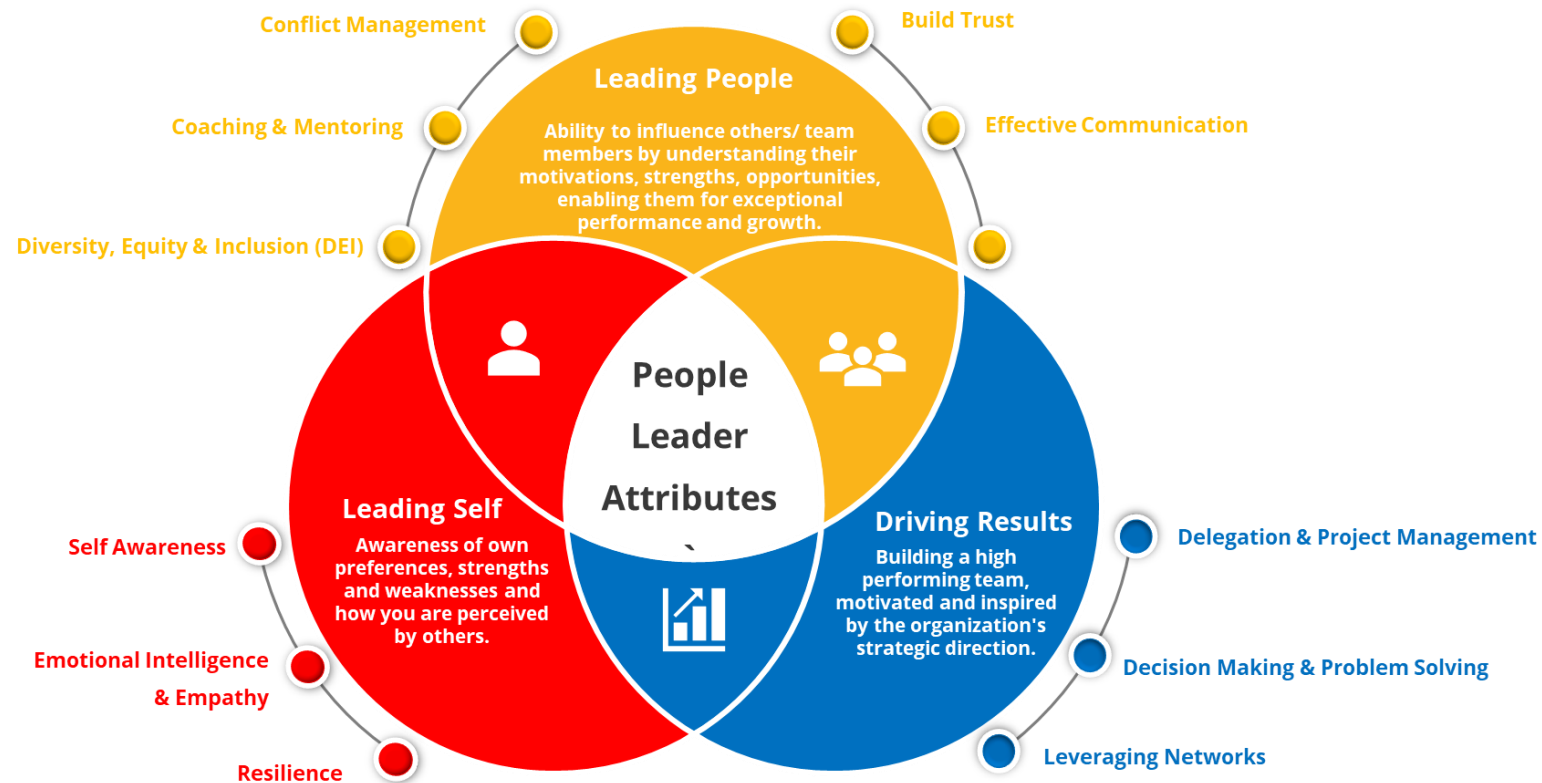


# PeopleSmart Program

# Program Objective & Attributes



To nurture and develop a Fractal Way of leading people, businesses and driving results.



# PeopleSmart Program

## PeopleSmart Orientation

(1 Module: 60 Mins)

Learn about the role of a People Manager at Fractal, Key People & Talent Process and their role in each.

**Audience:** All People Managers

## PeopleSmart Essentials

(2 Modules: 5 Hours)

Understand own and others' behavioural strengths. Leverage strengths to build emotionally intelligent teams.

**Audience:** All People Managers

## PeopleSmart - Conversations

(3 Modules: 6 Hours)

Apply principles of impactful communications in teams, 1x1s, feedback. Drive difficult conversations.

**Audience:** All People Managers at G7,6

## PeopleSmart - High Performance Teams

(3 Modules: 7 Hours)

Practice Contextual Leadership. Learn basic principles of coaching & developing teams.

**Audience:** All People Managers at G7,6

## People Manager Playbook

Comprising of Conversation Guides, Templates and Learning Resources

*Complimented by bespoke programs based on emerging needs*

### Enrolment

- Fractalites **promoted to the respective eligible grades (Grade 6 and 7)** will be directly nominated for the PeopleSmart Program.
- Remaining Fractalites of eligible grade will receive Self-Nomination link

### SPOC for any queries :

- [steffi.crasto@fractal.ai](mailto:steffi.crasto@fractal.ai)

# Learning Avenues For Technical & Certification

Sharepoint link: [Learning Avenues \(Technical & Certification\) \(sharepoint.com\)](#)  
[Leadership Learning: Leadership Learning \(sharepoint.com\)](#)

FAQ: <https://fractalanalytic.sharepoint.com/sites/FractalAnalyticsAcademy/SitePages/FAQ.aspx>

# Thank You.



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