



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 – April 2024 cycle

Grade	Learning History	Capability & Consulting	GCF & Sales
Grade 10-9 and 9-8	18 months ○ Apr'24: Jul'22 to Jan'24	Total 30 hours of Technical + Leadership learning: <ul style="list-style-type: none"> ○ <u>Technical Courses</u> – 6 (Minimum 4 hours duration/ course- total 24 hours) ○ <u>Leadership Learning</u>- Minimum 6 hours of learning of the below learning options- <ol style="list-style-type: none"> EmPower Learner's Choice Pathways/Assignments EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions 	Total 30 hours of Leadership + Functional learning: <ul style="list-style-type: none"> ○ <u>Leadership Learning</u>- Minimum 18 hours of learning of the below learning options- <ol style="list-style-type: none"> EmPower Learner's Choice Pathways/Assignments/ courses EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions ○ <u>Functional Tracks</u>- Minimum 12 hours of learning
Grade 8-7	Last 24 months ○ Apr'24: Jan'22 to Jan'24	Total 30 hours of Technical + Leadership learning: <ul style="list-style-type: none"> ○ <u>Technical Courses</u> – 6 (Minimum 4 hours duration/ course- total 24 hours) ○ <u>Leadership Learning</u>- Minimum 6 hours of learning of the below learning options- <ol style="list-style-type: none"> EmPower Learner's Choice Pathways/Assignments EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions 	Total 30 hours of Leadership + Functional learning: <ul style="list-style-type: none"> ○ <u>Leadership Learning</u>- Minimum 18 hours of learning of the below learning options- <ol style="list-style-type: none"> EmPower Learner's Choice Pathways/Assignments/ courses EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions ○ <u>Functional Tracks</u>- Minimum 12 hours of learning
Grade 7-6	Last 24 months ○ Apr'24: Jan'22 to Jan'24	Total 34 hours of Technical + Leadership learning: <ul style="list-style-type: none"> ○ <u>Technical Courses</u> – <ol style="list-style-type: none"> 2 certifications 6 courses (Minimum 4 hours duration/ course- total 24 hours) ○ <u>Leadership Learning</u>- Minimum 10 hours of learning of the below learning options- <ol style="list-style-type: none"> EmPower Learner's Choice Pathways/Assignments EmPower/ PeopleSmart/ Wellbeing /DEI/ Culture Virtual Classroom sessions 	Total 34 hours of Leadership + Functional learning: <ul style="list-style-type: none"> ○ <u>Leadership Learning</u>- Minimum 22 hours of learning of the below learning options- <ol style="list-style-type: none"> EmPower Learner's Choice Pathways/Assignments/ courses EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions ○ <u>Functional Tracks</u>- Minimum 12 hours of learning

Learning Eligibility Criteria for Fractalites in Ukraine and those transitioned from Alpha in April'23

***Please note this is only for the April'24 Promotion cycle.**

Grade	Learning History	Capability & Consulting	GCF& Sales
Grade 10-9 and 8-9	18 months ○ Apr'24: Jul'22 to Jan'24	Total 15 hours of Technical + Leadership Learning: <ul style="list-style-type: none"> ○ <u>Technical Courses</u>- 3 (Minimum 4 hours duration/ course-total 12 hours) ○ <u>Leadership Learning</u>- Minimum 3 hours of learning of the below learning options- <ol style="list-style-type: none"> 1. EmPower Learner's Choice Pathways/ Assignments 2. EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions 	Total 15 hours of Leadership + Functional learning: <ul style="list-style-type: none"> ○ <u>Leadership Learning</u>- Minimum 10 hours of learning of the below learning options- <ol style="list-style-type: none"> 1. EmPower Learner's Choice Pathways/Assignments/ courses 2. EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions ○ <u>Functional Tracks</u>- Minimum 5 hours of learning
Grade 8-7	Last 24 months ○ Apr'24: Jan'22 to Jan'24	Total 20 hours of Technical + Leadership Learning: <ul style="list-style-type: none"> ○ <u>Technical Courses</u>- 4 (Minimum 4 hours duration/ course-total 16 hours) ○ <u>Leadership Learning</u>- Minimum 4 hours of learning of the below learning options- <ol style="list-style-type: none"> 1. EmPower Learner's Choice Pathways/ Assignments 2. EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions 	Total 20 hours of Leadership + Functional learning: <ul style="list-style-type: none"> ○ <u>Leadership Learning</u>- Minimum 12 hours of learning of the below learning options- <ol style="list-style-type: none"> 1. EmPower Learner's Choice Pathways/Assignments/ courses 2. EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions ○ <u>Functional Tracks</u>- Minimum 8 hours of learning
Grade 7-6	Last 24 months ○ Apr'24: Jan'22 to Jan'24	Total 20 hours of Technical + Leadership Learning: <ul style="list-style-type: none"> ○ <u>Technical Courses</u>- 4 (Minimum 4 hours duration/ course-total 16 hours) ○ <u>Leadership Learning</u>- Minimum 4 hours of learning of the below learning options- <ol style="list-style-type: none"> 1. EmPower Learner's Choice Pathways/ Assignments 2. EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions 	Total 20 hours of Leadership + Functional learning: <ul style="list-style-type: none"> ○ <u>Leadership Learning</u>- Minimum 12 hours of learning of the below learning options- <ol style="list-style-type: none"> 1. EmPower Learner's Choice Pathways/Assignments/ courses 2. EmPower/ Wellbeing / Culture/ DEI Virtual Classroom sessions ○ <u>Functional Tracks</u>- Minimum 8 hours of learning

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 Learning

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

**Fractal Analytics Academy
(FAA)**

Leadership

- EmPower Skills VILTs
- Learner's Choice pathways (Coursera/ HIVE/ Percipio)
- PeopleSmart Learning Journey
- Wellbeing/ DEI/ Culture VILTs

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 Skills Learner's Choice \(Behavioral Learning\)- 2023 \(office.com\)](#)

How to access:

- [MS Form](#)- Percipio License
- Monthly FAA License email- Coursera license

EmPower VILTs:

EmPower VILTs are virtual classroom sessions for Apex+ focusing on personal and professional development. These are calendarized sessions open for all Fractalites.

[Leadership Learning \(sharepoint.com\)](#)

Please refer to this link for more information

Please reach out to Rashi.Mahindra@Fractal.ai for any queries on EmPower Skills programs

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 for any queries on Functional Tracks

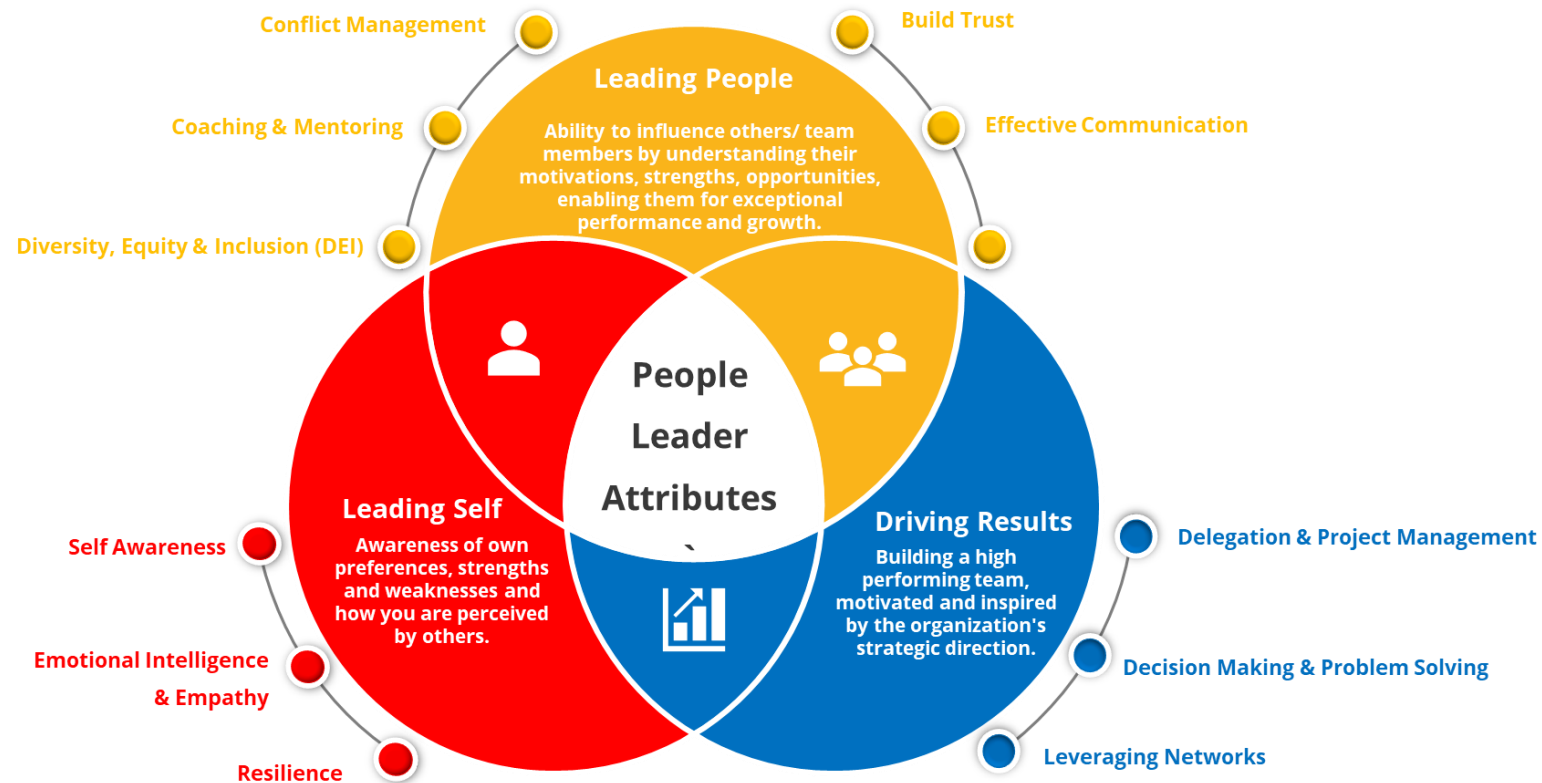


PeopleSmart Program

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

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.



A strategic partner to the most admired Fortune 500® companies globally, we help power every human decision in the enterprise by bringing advanced analytics & AI, engineering and design.



www.fractal.ai