



# Learning Linked to Growth

L &OD, FAA & Growth Teams

July 12, 2022

# 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)**

## *Behavioral*

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

**L&OD/ Human Capital**

# What is EmPower Program?

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

## Recommended

### EmPower I – Grade E\*, 9, & 10

- Client Interaction
- Team Communication
- Business Writing
- Growth and Accountability Mindset

### EmPower II – Grade 8

- Understanding requirements
- Understanding client needs & motivation
- Building client relationship
- Stakeholder management
- Time management and prioritization

Grade E\* : Imagineers Year 2 and 3

## Learner's Choice

- Curated Assignments on Percipio/ MOOC platforms

# How to access?

	EmPower I	EmPower II	Learner's Choice Percipio Assignment	Learner's Choice MOOC (Coursera and Udemy)
<b>Eligibility</b>	Grade E, 10 & 9	Grade 8	All APEX+ Choose from curated collection	All APEX+ Choose from curated collection
<b>Course Duration</b>	<i>2.75 hours VILT + 2 hours Self-paced</i>	<i>2.75 hours VILT + 4.5 hours Self-paced</i>	<i>2 – 5 hours</i>	<i>4– 20 hours</i>
<b>How to Access</b>	Monthly Registration Emails	Monthly Registration Emails	<u><a href="#">MSFT Form</a></u> <u><a href="#">Percipio Assignments</a></u>	Monthly FAA license email
<b>Completion Record</b>	Course completion marked on HIVE <b>every Friday EOD</b> <b><u>EmPower page</u></b>			Upload certificate of completion to FAA
<b>Point of Contact (POC)</b>	<u><a href="mailto:Rashi.Mahindra@fractal.ai">Rashi.Mahindra@fractal.ai</a></u> <u><a href="mailto:Vijayshree.menon@fractal.ai">Vijayshree.menon@fractal.ai</a></u>			

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



# Fractal's Manager Development Program

# Program Objective & Construct

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

**Eligibility:** Fractalites at Grades 5,6,7

## Learning Tracks:

### *Domain & Technical*

- AED
- Project Management
- Domain Knowledge
- Consulting Skills

### *PeopleSmart*

- Leading Self
- Leading People
- Driving Results

### *Business Essentials*

- Understanding Finance Basics
- Operations: Key to successful Project Management

# PeopleSmart Program Design

## Leading Self

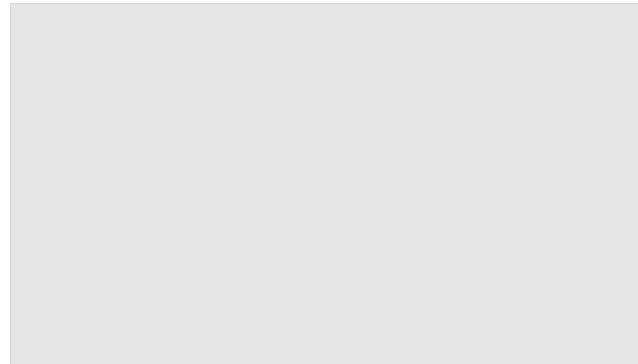
- Self & Social Awareness
- Understanding and managing behavioral triggers
- Empathy
- Emotional Intelligence

LUMINA SPARK PERSONALITY INVENTORY:



## Leading People

- Leadership Styles & Team's Needs
- Communication
- Team Development & Coaching
- Conflict Management



## Driving Results

- Decision Making
- Delegation & Feedback
- Leveraging Networks

### Program Features:

Leadership Chats

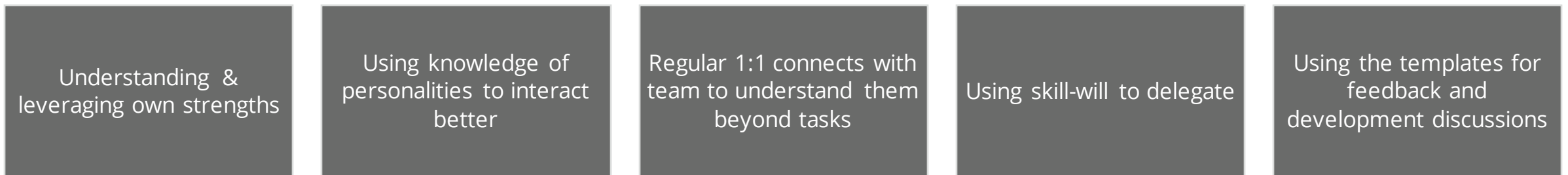
Reflections & Learning

Learning  
Sustenance &  
Content  
Repository

# PeopleSmart Series – Progress so far

	PeopleSmart I	PeopleSmart II	PeopleSmart III
Eligibility	Grade 7	Grade 6	Grade 5
Course Duration	~13 Hours (over 3 weeks; 3 modules)	~23 Hours (over 5 weeks, 6 modules)	~20 Hours (over 7 weeks, 6 modules)
	# Batches: 10 # Learners: 199 Average Feedback: 4.44/5	# Batches: 6 # Learners: 106 Average Feedback: 4.59/5	# Batches: 2 # Learners: 33 Average Feedback: 4.35/5

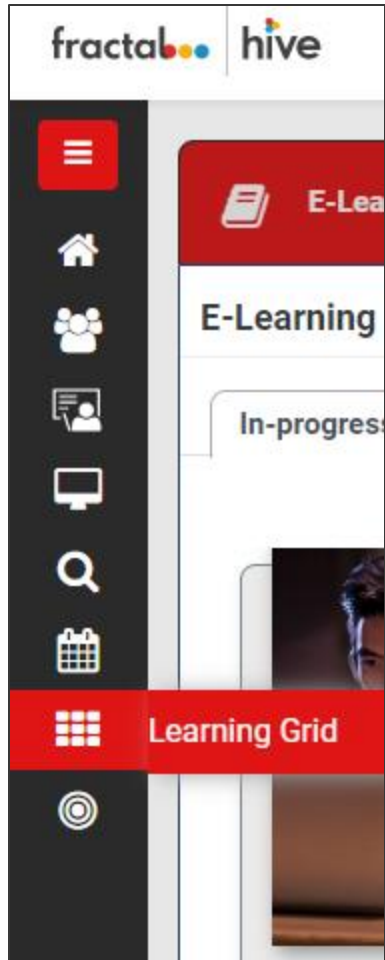
## *Learner Impact Survey: What learnings have you implemented?*



[PeopleSmart-Fractal's Manager Development Program - Home \(sharepoint.com\)](https://sharepoint.com)  
[Learning Grid 2022-23 \(office.com\)](https://office.com)



# Learning opportunities for technical skills

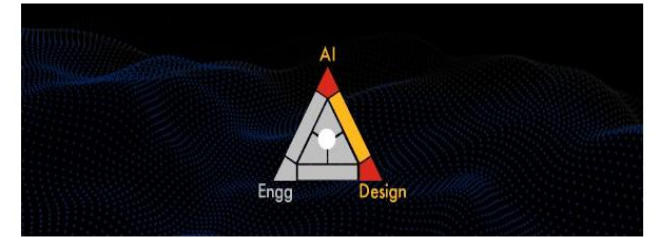


Learning Grid 2022-23

Career Tracks

- 01 - [Decision Scientist](#)
- 02 - [AI Engineering](#)

## Decision Scientist 2022-23



[Go Back to Home Page](#)

## Competency: AI | Level: Beginner

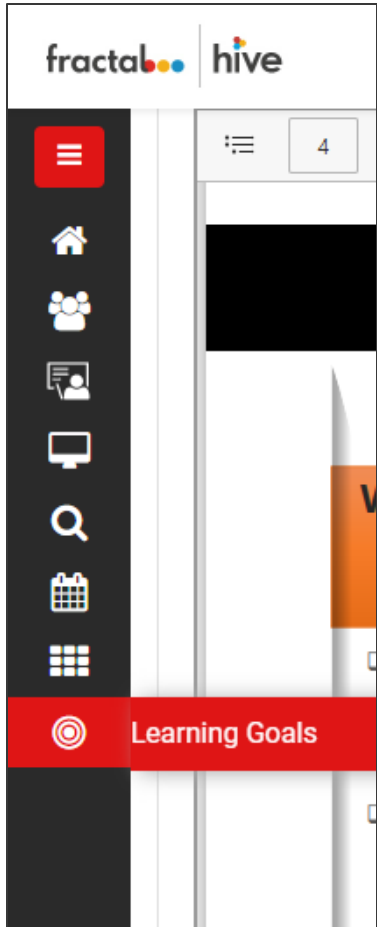
01 - [Structuring Machine Learning Projects](#)

Course Type : MOOC | Credits : 1

02 - [Machine Learning Foundations: A Case](#)

[Learning Grid 2022-23 \(office.com\)](#)

# Technical skills – how to navigate?



## WHAT COURSES AM I ELIGIBLE FOR?

- ❑ All classroom workshops (as and when planned) are communicated from FAA id (faa@fractal.ai).
- ❑ E-learnings are always available on HIVE and for MooCs – pre-paid licensed access can be gained by registering on the monthly surveys for digital platform access.
- ❑ One should choose courses relevant to the project and career track.

## HOW CAN I ACCESS THESE COURSES?

- ❑ FAA offers learning in all forms – classroom, e-learning and via MOOCs which can be accessed on [Hive](#).
- ❑ For your ease, these offerings have been curated and stacked into various learning paths, available on the [Sway page](#)
- ❑ Refer the Learning Grid ([Learning Grid 2022-23 \(office.com\)](#)) and pick the recommended courses to cover the skill gap following the learning path.

## HOW MANY COURSES SHOULD I DO?

- ❑ Pick your career track and traverse through the proficiency levels.
- ❑ Refer to the Learning Eligibility slide to know how many courses are required to become eligible for promotion considerations.

## HOW DO I TRACK MY LEARNING?

- ❑ You will be able to view the learning progress and completion on HIVE

# Strategic partnerships - MOOCs

Strategic partnerships and collaborations to create the best learning solutions for Fractalites



# Other learning programs

- Imagineers program (pre-boarding, onboarding, project readiness)
- Crossover program
- Train to Deploy program
  
- Coming soon
  - Monthly case study workshops

[Certification options \(sharepoint.com\)](#)

# Fractal Certified

## Fractal's internal certification program

- Currently available
  - Fractal Certified Data Analyst (Power BI)
  - Fractal Certified SQL Developer – Associate
  - Fractal Certified Big Data Engineer – Associate
  - Fractal Certified Decision Scientist



Coming in July	Coming this quarter	Coming next quarter
<ol style="list-style-type: none"><li>1. Fractal Certified Data Engineer – Associate</li><li>2. Fractal Certified Data Scientist – Associate</li><li>3. Fractal Certified Big Data Engineer – Professional</li></ol>	<ol style="list-style-type: none"><li>1. Fractal Certified Full Stack Developer – Associate</li><li>2. Fractal Certified Full Stack Developer – Associate</li><li>3. Fractal Certified AWS – Cloud Data Engineer</li><li>4. Fractal Certified Data Scientist – Professional</li></ol>	<ol style="list-style-type: none"><li>1. Fractal Certified Azure – Cloud Data Engineer</li><li>2. Fractal Certified GCP – Cloud Data Engineer</li><li>3. Fractal Certified MLOps Engineer – Professional</li><li>4. Fractal Certified Full Stack Developer – Professional</li></ol>

[Certification options \(sharepoint.com\)](https://sharepoint.com)



# Learning is linked to Growth



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

# Oct 2022 Promotion Cycle

FY22 Learning credit compliance will be considered as one of the eligibility criteria for Apex+ Promotions

***Learning  
Credits were  
part of your  
FY22 Goal  
Sheet***

Scenario 1	Scenario 2	Scenario 3
Target Learning Credits : 6	Target Learning Credits : 6	Target Learning Credits : 5
Completed Credits : 6 or more	Completed Credits : 4	Completed Credits : 5
Learning Criteria Met	Learning Criteria Not Met  You need to complete the remaining 2 credits by <b>31<sup>st</sup> Jul 2022</b> to meet the learning credit criteria	Learning Criteria Met



# April 2023 Promotion Cycle

Last 18 months' learning history will be considered – Learning between Jul 2021 to Dec 2022

Grade	Capability and Consulting OU	Sales and GCF OU
Grade 10-9 and 9-8	<ul style="list-style-type: none"><li>○ Complete EmPower-I or 1 course from EmPower Skills Learners' Choice (applicable to your Grade)</li><li>○ Technical Training : 4 courses</li></ul>	<ul style="list-style-type: none"><li>○ Complete EmPower-I and 1 course from EmPower Skills Learners' Choice (applicable to your Grade)</li></ul>
Grade 8-7	<ul style="list-style-type: none"><li>○ Complete EmPower-II or 1 course from EmPower Skills Learners' Choice (applicable to your Grade)</li><li>○ Technical Training : (3 courses + 1 certification)</li></ul>	<ul style="list-style-type: none"><li>○ Complete EmPower-II and 1 course from EmPower Skills Learners' Choice (applicable to your Grade)</li></ul>
Grade 7-6	<ul style="list-style-type: none"><li>○ Complete People Smart-I</li><li>○ Technical Training : (3 courses + 1 certification)</li></ul>	<ul style="list-style-type: none"><li>○ Complete People Smart-I and 1 course from EmPower Skills Learners' Choice (applicable to your Grade)</li></ul>
Grade 6-5	<ul style="list-style-type: none"><li>○ Not Applicable</li></ul>	<ul style="list-style-type: none"><li>○ Not Applicable</li></ul>

# 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 Jun 23</li> <li>Apr'24: Jul'22 to Dec 23</li> </ul>	<ul style="list-style-type: none"> <li>Technical Courses – 6</li> <li>Empower Courses – 3 (Empower 1 mandatory once)</li> </ul>	Total of 7 courses of which: <ul style="list-style-type: none"> <li>Atleast 2 from Empower (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 Jun 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</li> <li>Empower Courses – 4 (Empower 2 mandatory once)</li> </ul>	Total of 9 courses of which: <ul style="list-style-type: none"> <li>Atleast 3 from Empower (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 Jun 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</li> <li>Empower Courses – 4 (PeopleSmart 1 mandatory once)</li> </ul>	Total of 9 courses of which: <ul style="list-style-type: none"> <li>Atleast 3 from Empower (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 Jun 23</li> </ul>	<ul style="list-style-type: none"> <li>Technical Courses – 2 certifications + 6 courses</li> <li>Empower Courses – 4 (PeopleSmart 2 mandatory once)</li> </ul>	Total of 9 courses of which: <ul style="list-style-type: none"> <li>Atleast 3 from Empower (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>

# 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](http://www.fractal.ai)