



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)
Eligibility	Grade E, 10 & 9	Grade 8	All APEX+ Choose from curated collection	All APEX+ Choose from curated collection
Course Duration	<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>
How to Access	Monthly Registration Emails	Monthly Registration Emails	MSFT Form Percipio Assignments	Monthly FAA license email
Completion Record	Course completion marked on HIVE every Friday EOD EmPower page			Upload certificate of completion to FAA
Point of Contact (POC)	Rashi.Mahindra@fractal.ai Vijayshree.menon@fractal.ai			

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

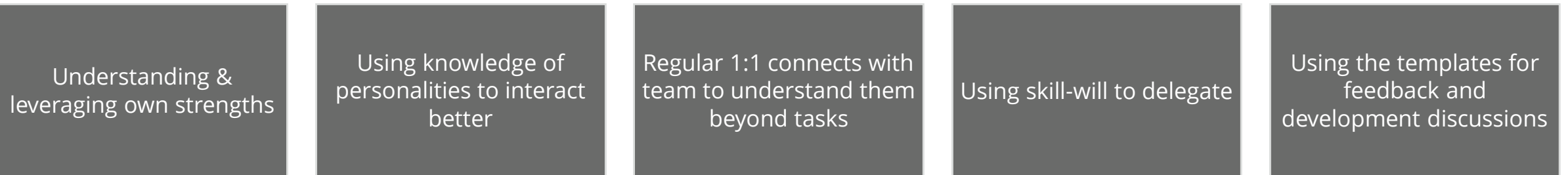
Reflections & Learning

Learning
Sustenance &
Content
Repository

PeopleSmart Series – Progress so far

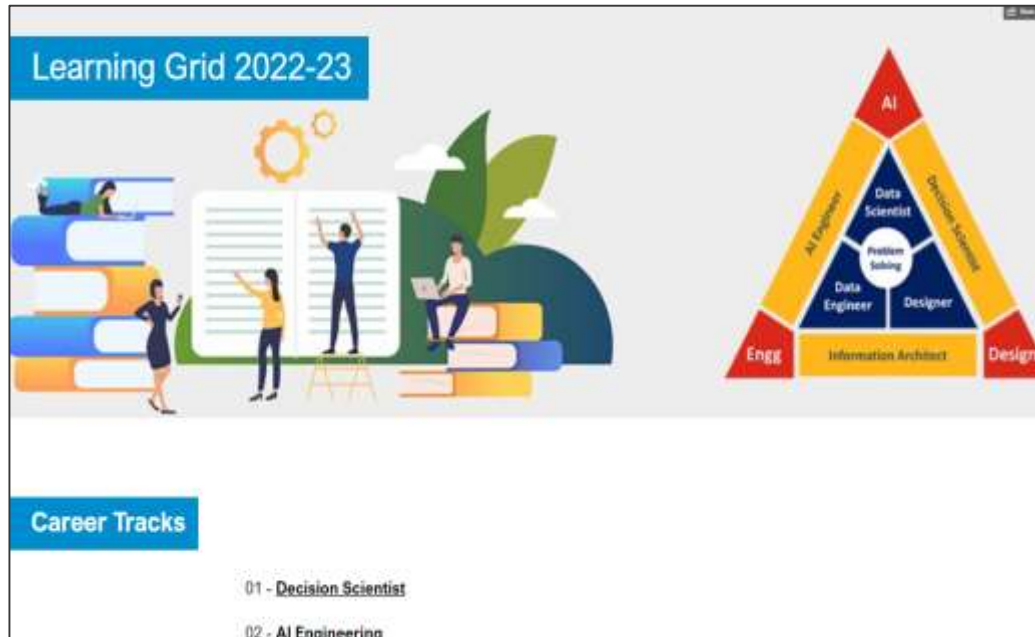
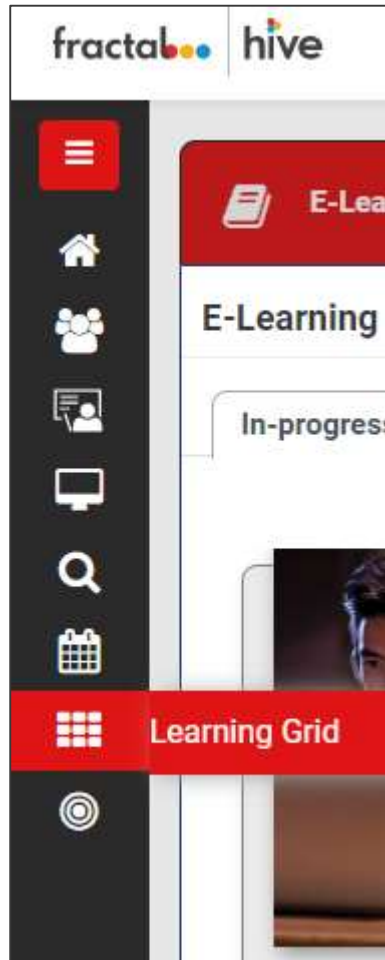
	PeopleSmart I	PeopleSmart II	PeopleSmart III
Eligibility	Grade 7	Grade 6	Grade 5
Course Duration	~13 Hours (over 3 weeks; 3 modules)	~23 Hours (over 5 weeks, 6 modules)	~20 Hours (over 7 weeks, 6 modules)
	# Batches: 10 # Learners: 199 Average Feedback: 4.44/5	# Batches: 6 # Learners: 106 Average Feedback: 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 \(sharepoint.com\)](#)
[Learning Grid 2022-23 \(office.com\)](#)

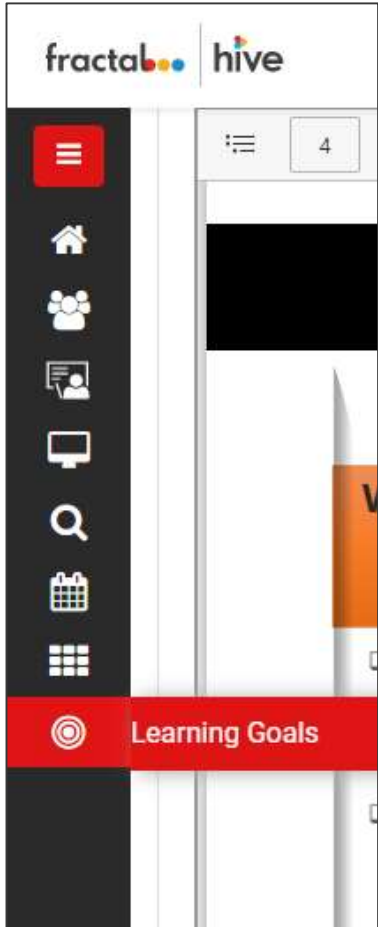
Learning opportunities for technical skills



This block displays the details for the 'Decision Scientist 2022-23' course. At the top, a blue header contains the course title. Below it is a small image of the competency triangle. A blue box indicates the 'Competency: AI | Level: Beginner'. The course list includes '01 - Structuring Machine Learning Projects' and '02 - Machine Learning Foundations: A Case Study'. A small link 'Go Back to Home Page' is visible below the image.

[Learning Grid 2022-23 \(office.com\)](https://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">1. Fractal Certified Data Engineer – Associate2. Fractal Certified Data Scientist – Associate3. Fractal Certified Big Data Engineer – Professional	<ol style="list-style-type: none">1. Fractal Certified Full Stack Developer – Associate2. Fractal Certified Full Stack Developer – Associate3. Fractal Certified AWS – Cloud Data Engineer4. Fractal Certified Data Scientist – Professional	<ol style="list-style-type: none">1. Fractal Certified Azure – Cloud Data Engineer2. Fractal Certified GCP – Cloud Data Engineer3. Fractal Certified MLOps Engineer – Professional4. Fractal Certified Full Stack Developer – Professional

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



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 31st Jul 2022 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 Jan 2023

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

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"> Oct'23: Jan'22 to Jun 23 Apr'24: Jul'22 to Dec 23 	<ul style="list-style-type: none"> Technical Courses – 6 Empower Courses – 3 (Empower 1 mandatory once) 	Total of 7 courses of which: <ul style="list-style-type: none"> Atleast 2 from Empower (Empower 1 mandatory once) Atleast 2 from functional tracks Rest 3 can be a mix of function / empower / any technical course
Grade 8-7	Last 24 months <ul style="list-style-type: none"> Oct'23: Jun'21 to Jun 23 Apr'24: Dec'21 to Dec 23 	<ul style="list-style-type: none"> Technical Courses – 2 certifications + 6 courses Empower Courses – 4 (Empower 2 mandatory once) 	Total of 9 courses of which: <ul style="list-style-type: none"> Atleast 3 from Empower (Empower 2 mandatory once) Atleast 2 from functional tracks Rest 4 can be a mix of function / empower / any technical course
Grade 7-6	Last 24 months <ul style="list-style-type: none"> Oct'23: Jun'21 to Jun 23 Apr'24: Dec'21 to Dec 23 	<ul style="list-style-type: none"> Technical Courses – 2 certifications + 6 courses Empower Courses – 4 (PeopleSmart 1 mandatory once) 	Total of 9 courses of which: <ul style="list-style-type: none"> Atleast 3 from Empower (People Smart 1 mandatory once) Atleast 2 from functional tracks Rest 4 can be a mix of function / empower / any technical course
Grade 6-5	Last 24 months <ul style="list-style-type: none"> Oct'23: Jun'21 to Jun 23 	<ul style="list-style-type: none"> Technical Courses – 2 certifications + 6 courses Empower Courses – 4 (PeopleSmart 2 mandatory once) 	Total of 9 courses of which: <ul style="list-style-type: none"> Atleast 3 from Empower (People Smart 2 mandatory once) Atleast 2 from functional tracks Rest 4 can be a mix of function / empower / any technical course

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