



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"> Oct'23: Jan'22 to Jul 23 Apr'24: Jul'22 to Dec 23 	<ul style="list-style-type: none"> Technical Courses – 6 (Apr'23 onwards, all technical courses >/ 4 hours each) Empower Learner's Choice courses/ pathways – 3 (Empower 1 mandatory once) 	<p>Total of 7 courses of which:</p> <ul style="list-style-type: none"> Atleast 2 from Empower Learner's choice (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 Jul 23 Apr'24: Dec'21 to Dec 23 	<ul style="list-style-type: none"> Technical Courses – 2 certifications + 6 courses (Apr'23 onwards, all technical courses >/ 4 hours each) Empower Learner's Choice courses/ pathways- 4 (Empower 2 mandatory once) 	<p>Total of 9 courses of which:</p> <ul style="list-style-type: none"> Atleast 3 from Empower Learner's choice (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 Jul 23 Apr'24: Dec'21 to Dec 23 	<ul style="list-style-type: none"> Technical Courses – 2 certifications + 6 courses (Apr'23 onwards, all technical courses >/ 4 hours each) Empower Learner's Choice courses/ pathways- 4 (PeopleSmart 1 mandatory once) 	<p>Total of 9 courses of which:</p> <ul style="list-style-type: none"> Atleast 3 from Empower Learner's choice (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 Jul 23 	<ul style="list-style-type: none"> Technical Courses – 2 certifications + 6 courses (Apr'23 onwards, all technical courses >/ 4 hours each) Empower Learner's Choice courses/ pathways- 4 (PeopleSmart 2 mandatory once) 	<p>Total of 9 courses of which:</p> <ul style="list-style-type: none"> Atleast 3 from Empower Learner's choice (People Smart 2 mandatory once) Atleast 2 from functional tracks Rest 4 can be a mix of function / empower / any technical course

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 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 for any queries on Functional Tracks

How to access?

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

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

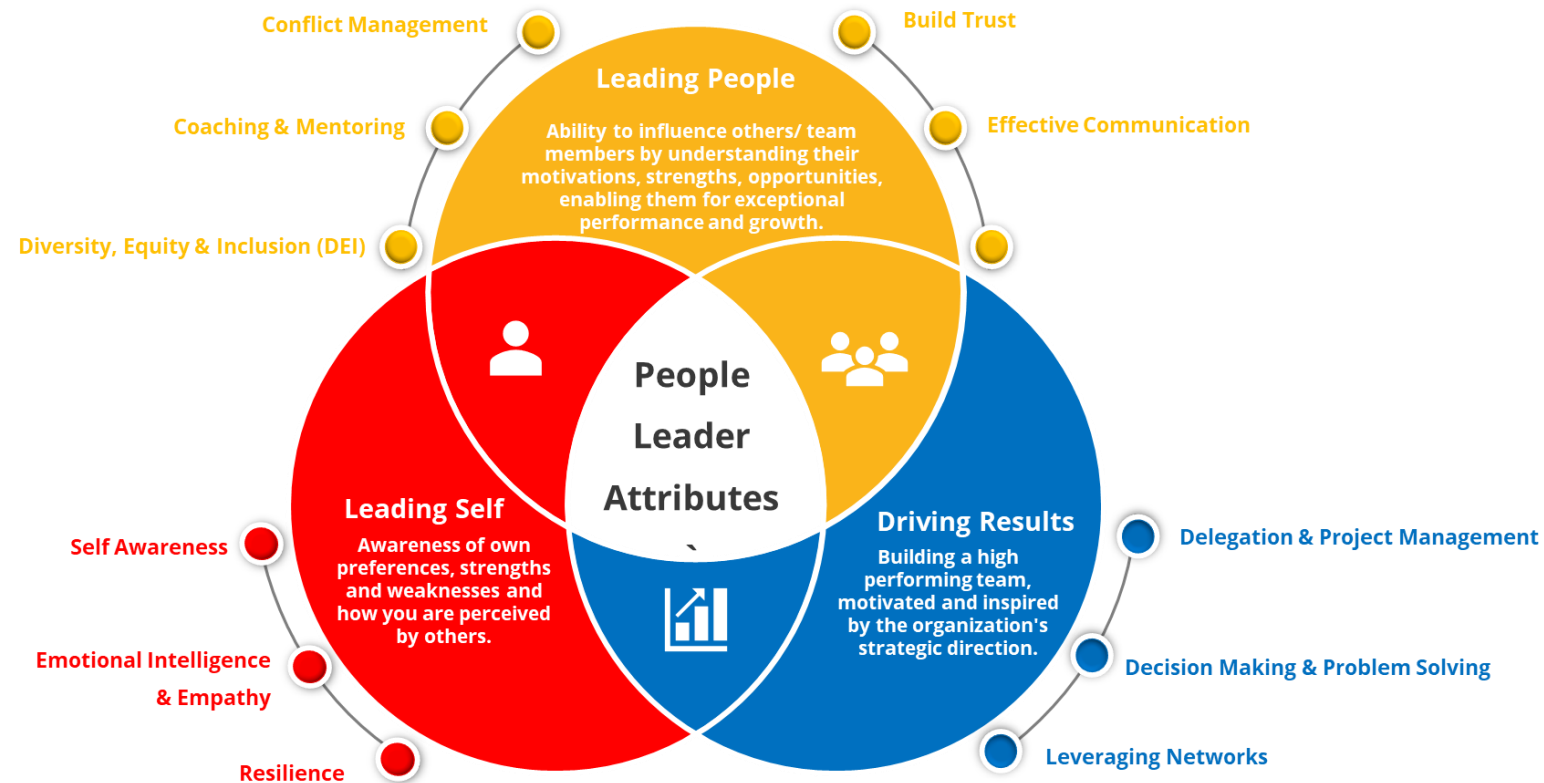


PeopleSmart Program

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

(2 Modules: 4 Hours)

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

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