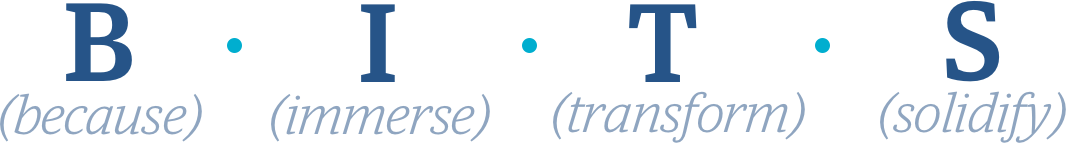
A close up of a logo

Description automatically generated

**Genome** is Genpact’s world-class skill development program inspired by MIT’s Center for Collective Intelligence’s work. It is designed to help our employees upskill in an increasingly digital world. It’s not the same traditional approach to internal education. It is a new way to leverage expertise and have learning be part of the flow of work. Genome will increase your digital quotient, soft skills and professional skills that are essential to be successful and grow in your role.

Your Genome journey will happen in BITS.



Here’s how to navigate Genome’s framework in BITS.

1. Fill your Profile

Addressing why&what you need to learn happens in **because**. In this step you will self-assess your skills using the **#ProfileBuilder.**

Then, compare your results with the ideal profile to identify the knowledge gaps. Work with your manager to prioritize.

**4.** Learn by Doing

To **solidify** your knowledge, you must practice what you learn. During this phase of your Genome journey to help you hone the new skill you are learning you will have the opportunity to work on actual projects and tasks.

**3.** Connect with Gurus and SMEs

As you immerse yourself into a topic consistently you will start to **transform** into the future you. Interact with identified Gurus and SMEs of the skill and connect with them to learn from them and get your questions answered.

2. Self-learn on EdCast

You then **immerse** yourself into a skill by self-learning it on Edcast.

To progress from here, you must deeply immerse in the learning and should be able to reflect some self- transformation.

Getting started

1. Fill with your **#ProfileBuilder** and assess your skills

Tips for filling your #ProfileBuilder

* Be realistic in rating your skills, do not over estimate or under estimate yourself
* Read the proficiency level definitions to help you choose your correct rating
* Tag yourself on skills that you bring from your past professional experience and those that are relevant to your current job
* Always keep your skills updated on #ProfileBuilder. As you learn new skills update your profile.

Once you have filled your#ProfileBuilder, you can compare your results with the [ideal profile](https://genpactonline.sharepoint.com/:b:/r/sites/MyProfileBuilder/Shared%20Documents/Ideal%20Profile%20v1.0.pdf?csf=1&e=IiFDA1) of your role to identify your knowledge gaps. You’ll find your ideal profile in the #ProfileBuilder application.

How to access #ProfileBuilder

* ​​​If you are an RGFTE (Process associate/developer, Band 5A, 5B or a Band 4A, 4B, 4C in Individual contributor role) or FLM in **Intelligent** **Operations** (excluding Analytics), [**click here​**](https://genpactonline.sharepoint.com/sites/MyProfileBuilder/SitePages/Index-IO.aspx)
* All **other roles, irrespective of band or team**, including GOLs and SDLs in Operations, and all Analytics roles,[**click here​​**](https://genpactonline.sharepoint.com/sites/MyProfileBuilder/SitePages/Index.aspx)

In case of any issues with the links above [**click here**](https://genpactonline.sharepoint.com/sites/Genpact_Genome/SitePages/Home.aspx) or copy paste this link in the browser- <https://genpactonline.sharepoint.com/sites/Genpact_Genome/SitePages/Home.aspx>

**Once you have filled your profile, click on ‘Mark Complete’ in iLearn**

1. Begin your self-learning. Go to the [Knowledge Superstore](https://genpact.edcast.com/) on Edcast
   * Access EdCast here: <https://genpact.edcast.com/>
   * Use your SSO and Password to log in to EdCast (your OHR number is referred to as your SSO username)

**Note:** If your role is of an Apprentice or RGFTE (Band 5A/5B):

* First, focus on completing the primary business trainings that have been assigned to you. Contact your supervisor for questions
* Then, when you have completed those trainings, you can get started with Genome content in EdCast