

Excella Badging System Proposal (eXpress)

Purpose: To create a system that Excella could use to better objectify the skills and skill levels of employees in the various technical disciplines that we embrace. Also, to serve as a fun and interesting way to enhance the Excella culture by promoting mentoring and success.

Benefits: A digital badging system would provide the following benefits to not only Excella, but also its employees:

- Provides a way for employees to objectify their proficiency and competency in the various technologies that we use
- Provides motivation for employees to learn new skills and enhance current skills
- Creates a fun and interesting way for enhancing skills
- Could potentially be used by staffing as a means of better understanding the skillsets of employees
- Provides an opportunity for the capability team to engage with employees and guide the learning track for their progression.
- Could serve as a way of objectifying learning to assist during annual reviews for progression through consulting tracks.

Background: While at the extension center serving as a mentor to a student-led group, we explored this concept. I found that this provided great motivation to my students, excited for opportunity to earn achievements as well as have a way of validating what they know. We identified the categories that we wanted to support, which included (but not limited to):

.Net, Python, Ruby, Java, Front-end (React, Angular), Node, Git, SQL, and database design. We had other ideas regarding Dev ops that we wanted to pursue later.

Achievement levels included different skill levels for each category.

Objectives:

1. Provide an easy way for employees to learn and achieve success in one or more identified areas.
2. Provide a way that the capability team can help to guide employees through learning objectives, by providing a clear learning path for the different technologies.
3. Provide a fun and engaging way for explore and share achievements and successes.
4. Provide a way for Excella to objectify the skills and skill levels.

Looking ahead: I'm proposing that we explore this idea further to see how we might roll out something like this to the company. This would involve planning with clear objectives, goals, and milestones to ensure its success.