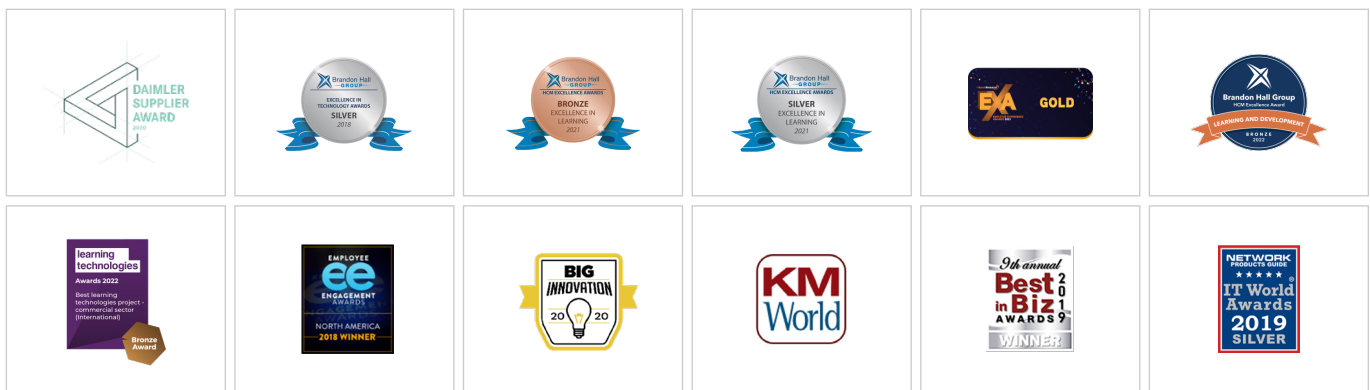# Learning-Led Transformation

ALIGNING TECHNOLOGY AND TALENT FOR SUCCESSFUL DIGITALIZATION

For digital transformation initiatives to be successful, organizations need to put people first: developing in-house capabilities, creating communities of practice and instilling a mindset of ownership and customer-centricity. Achieving these goals is harder than it seems. Each year, CXOs devote billions of dollars to training initiatives that do not achieve demonstrable improvements to employees' knowledge, skills, behaviors or mindset.

WE ARE NOT A TRAINING FIRM

As an IT transformation company, we know what it takes to reorient an organization through people by attracting, developing and retaining incredible talent. Clients trust us to enable their organizations with new digital skills because of our engineering DNA, cutting-edge knowledge, passion for learning and industry-recognized, award-winning talent enablement resources. Our integrated approach blends practical, on-the-ground software and digital expertise with insights from learning science and organizational change management —achieving quantifiable impact from our solutions and services.

AWARDS

To learn more about how we can help your organization create critical capabilities and get results, contact us at LearningPractice@EPAM.com

Executive Education: Art of the Possible

TRANSFORMATION STARTS FROM THE TOP

Ensure your IT executives and senior leaders understand digital imperatives from the perspective of key decision-making and vertical oversight, such as setting and refining tech strategy, balancing in-house and outsourced talent, determining and tracking the right impact metrics and asking the right questions of their teams.

EPAM's IT Executive Learning Program is a technology-led, high-quality transformational learning engagement that results in demonstrable outcomes. Leveraging insights gained from working with Fortune 500 companies for more than two decades, our curriculum is built for IT leaders, by IT leaders, who are leading the shift to digital. By aligning the curriculum components to each client's unique strategy, we can ensure the focus is on the areas of your business that are critical to success.

## THE IT EXECUTIVE LEARNING PROGRAM HELPS OUR CLIENTS:

- Shift their organization to a different mindset to view IT as an integral part of business strategy
- Discuss technology in a way that is persuasive and easy to understand
- Change the culture of the IT organization to think more strategically and collaboratively
- Evaluate IT decisions from a business perspective (e.g., build vs. buy)
- Address leadership challenges and upskill IT leaders to think beyond their technology teams

IMMEDIATE PROGRAM IMPACT

30%
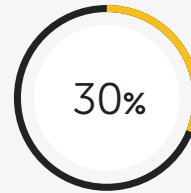
30% average growth in knowledge

90%
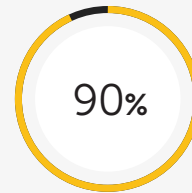
Over 90% growth in confidence to implement

LONGER-TERM OUTCOMES

- Concrete action plans for each IT leader that align with the technology vision
- Identification of gaps in strategy, critical areas for attention and implementation barriers
- More collaboration across the IT organization
- Accelerated implementation of tech vision and strategic imperatives

Our program isn't a ropes course, a library of content or a check-the-box opportunity. It is an intensive, high-touch program designed to generate deep learning and accelerate your technology vision.

| MATURITY ASSESSMENT IN EACH AREA | FLEXIBLE, TAILORED ONLINE CONTENT | COACHING FROM EPAM EXPERTS | STRATEGIC ACTION PLANNING | INDIVIDUAL LEARNING ASSESSMENTS |

Digital Readiness

IT CAN'T TRANSFORM ALONE

Bring IT and business onto the same page with a well-designed digital readiness program. Multiply the transformation efforts by creating a common language and foundational understanding of technology, data, product mindset, cross-functional teams and agile ways of working.

EPAM's Digital Readiness Program helps remove the barriers between your organization and successful change through unique approaches to design, relevant and practical content, proven methods of motivating and eliciting change, and best practices in engaging learners. The core program is infused with practical content tailored separately for leadership and for individual contributor's roles.

THE DIGITAL READINESS LEARNING PROGRAM:

- Helps leaders discern the best technology investments for their organization's needs
- Guides leaders and stakeholders around updating processes and connecting them to new ways of working
- Bridges the knowledge gap for existing employees
- Helps managers identify needed capabilities for hiring and upskilling
- Encourages buy-in at every level of the organization
- Helps leaders motivate employees and reveals the need for transformation in an accessible way
- Provides a transformation roadmap to help leaders navigate the necessary cultural shift and get the support required to change
- Outlines best practices for data management and leveraging data for strategic goals

PROGRAM IMPACT

86%

86% of learners agreed they learned new things about digitalization

76%

76% of learners said it's clearer to them why their company needs to digitalize

73%

73% of learners said the program helped them understand the role of people and culture in digital transformation

COURSE CONTENT

The online learning program consists of core content in the key areas vital to transformation:

PREPARING FOR DIGITAL TRANSFORMATION	**LEVERAGING DATA**	**TRANSFORMING THROUGH TECHNOLOGY**
DESIGNING PRODUCTS FOR TOMORROW	**SUPPORTING DIGITAL PEOPLE**	**USING INNOVATION**

Data Literacy

MORE THAN JUST NUMBER CRUNCHING

Equip your people with the knowledge and skills to maximize the impact of data. Develop a data-literate organization that uses data as a company asset, evaluates and questions data, and knows how to interact with and derive insights from data to inform decision-making and drive business success.

EPAM's Data Literacy Program is tailored to your data needs and priorities to cultivate long-term measurable change. Our approach is based on the vital components of becoming data literate and making data a part of an organization's culture. By aligning these components to each client's unique needs, we can ensure the focus is on the business areas that are critical to accomplishing your data-related goals.

THE DATA LITERACY PROGRAM HELPS OUR CLIENTS:

- Demystify data and make it easy to understand
- Use data for decision-making and accomplishing short and long-term goals
- Align vital data competencies with business objectives
- Bridge the data knowledge gap for existing employees
- Create a transformation roadmap to navigate the necessary cultural shift and get the support required to change
- Leverage data to solve problems, make breakthrough discoveries, and innovate
- Break down silos and increase collaboration and data sharing
- Foster a data-focused mindset and culture

PROGRAM IMPACT

24%

24% average growth in knowledge

91%

Over 91% positive perceived value to participants' data literacy journey

85%

Over 85% positive perceived relevance to participants' jobs and tasks

COURSE CONTENT

The online learning program is role-specific and can include topics vital to data literacy such as:

DATA GOVERNANCE	**ANALYTICS & STATISTICS**	**MODERN DATA CAPABILITIES**
DATA TOOLS & SYSTEMS	**USING DATA TO INNOVATE**	**DATA-DRIVEN DECISION-MAKING**