



Break Into AI: Hack to Hire (Orientation)

#LOCALFORLOCAL

November 27, 2025

Tian Peng, Daniel, Amir



An Initiative by GECO ASIA
Upskill Today Business Division



AI Hackathon – Orientation

Day 1 — Orientation at Infinity8 Reserve TRX, KL (10:00 – 18:00)

1. Logistics: Building registration, participants come in
2. Welcome: TP, Rahul 10:00-10:20 am
3. Introductions: Participants 10:20-10:45
4. Orientation 45”: Daniel, Angeline,TP 10:45-11:30
5. Short Demo on Claude 30”: Daniel 11:30-12:00
6. Lunch break (get to know your team): 2 hours 12:00-14:00 pm
7. AWS workshop 14:00-16:00
8. Teamwork in respective team 16:00-18:00

Agenda

01 GECO Introductions

Our Milestones

02 AI Hackathon

What to expect

03 Technical Training

Curriculum and schedule

04 Supports

Engagement Model



WHO WE ARE?

GECO Asia: Enabling Digital Transformation

IT Consulting Firm with 15+ years of experience
HQ in Singapore, with operations in Malaysia, Philippines, Indonesia, and China.

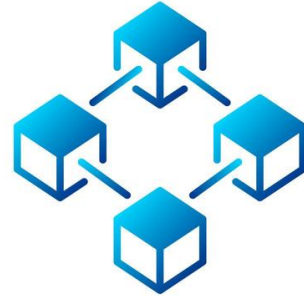
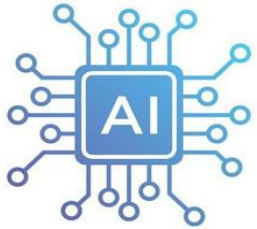
We serve Global Fortune 500 and SME Clients across **Banking, Oil & Gas, Pharmaceutical, Resources, Logistics, Internet Technology and** we work with **Government agencies.**

To fuel our growth, we have added Upskill Today, a new business division. **Upskill Today transforms how employees acquire future-ready skills through our Tech Talent Accelerator program** in ABCD Technologies--**Artificial Intelligence, Blockchain, Cloud and Data Engineering.**

Our History & Key Milestones



Our Solutions Portfolio - A.B.C.D.



Artificial Intelligence

- Custom Software Development (JAVA / .NET / MERN)
- Low-Code-No-Code Development
- Mobile Development (iOS/Android)
- Generative AI Solutions
- COTS Solutions:
 - ✓ Salesforce
 - ✓ ServiceNow
 - ✓ PEGA

Blockchain

- Digital Records Management
- Payment Platform (Banking)

Cloud Engineering

- Cloud Migration
- Cloud Operations (Ops)
- Cloud Engineering
- Supported Solutions:
 - ✓ MS Azure
 - ✓ Amazon AWS
 - ✓ Google GCP
 - ✓ Alibaba Cloud

Data Engineering

- Data Analytics
- Dashboards/Visualization
- Machine Learning
- ELT: Data staging
- Supported Solutions:
 - ✓ MS BI
 - ✓ Python
 - ✓ Ruby
 - ✓ Teradata

The Leap

Comfort Zone → Growth Zone



Our Upskilling Solution

Prepare job-ready tech talents in 8 weeks with technical training and real-world simulations



Hire

Tap into our talent pool for top tech professionals to join your project.



Upskill

We upskill your selected talents to meet your specific skill requirements in just 8 weeks.

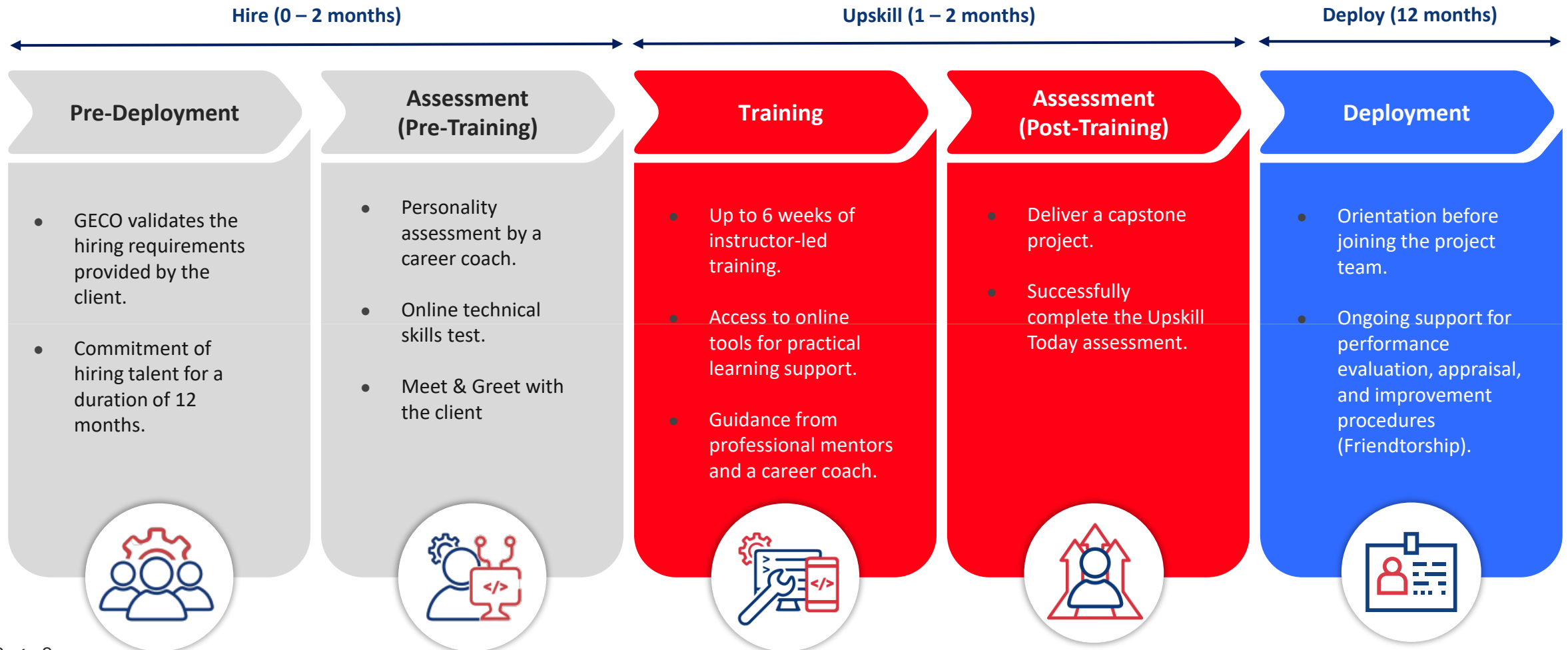


Deploy

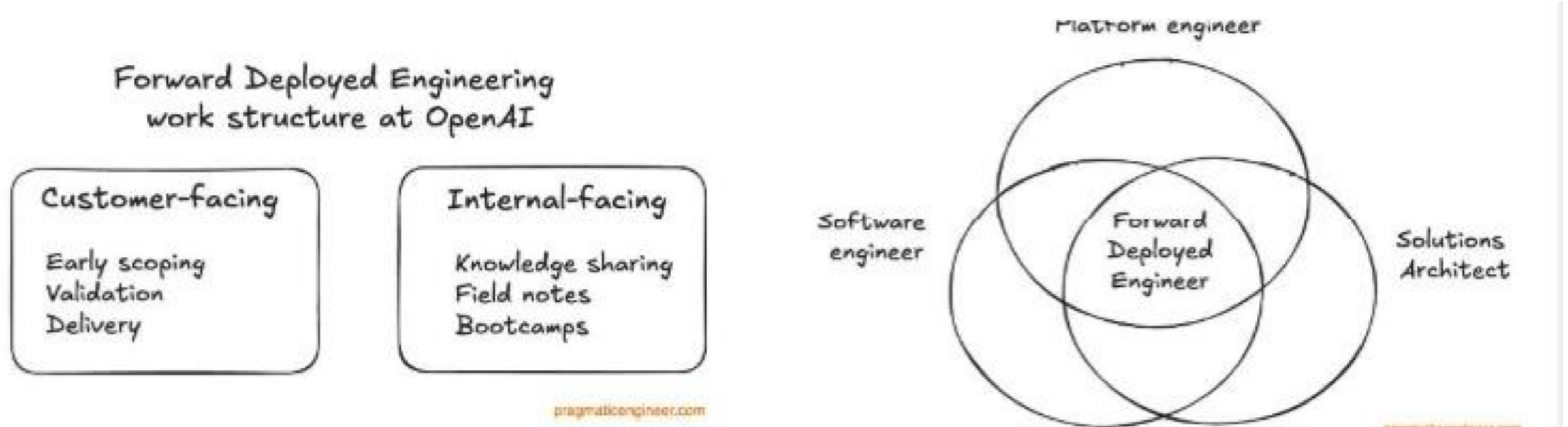
You can expect our talents to be working on your project, supported by our expert coaches.

How Does It Work?

Our Customer Journey



Software Developer Roles Are Changing!!!



What are Forward Deployed Engineers, and why are they so in demand?

Team Intro: Name, Background, Expectation, Food/Travel Destination

Team A: A-Team

Anderson Ling Jing Jie (TPM)
Farid Firdaus (Dev)
Amirul Zharif Hakimi (BA)
Syed Muhammad Athif (Dev)

Technical lead: Gareth,
Kyay Mon / Kenneth
Coach: Daniel/Angeline
Room Booking & Payment

Team B: BRAVO

Azryl Shamin bin Azrizal (TPM)
Chai Kian Hun (Dev)
Nishin Mohammed Shahir (BA)

Technical lead: Gareth,
Kyay Mon / Kenneth
Coach: Daniel/Angeline
Engagement Survey

Team C: Let It Fly

Nikita Marchenko (TPM)
Tharani Seenivasan (Dev)
Joshua Wong Chen Yen (BA)

Technical lead: Gareth,
Kyay Mon / Kenneth
Coach: Daniel/Angeline
CX Multilingual Auto

Team D: Defiant

Suria Narayanan Ramasamy (TPM)
Ahmad Zaid Fakhri bin Aziz (Dev)
Muhammad Abqari Zulkifli (BA)

Technical lead: Gareth,
Kyay Mon / Kenneth
Coach: Daniel/Angeline
Training Tracker

Suggested Roles & Responsibilities

Product Design Lead or AI /Data Specialist

- Designs user flows, interfaces, and prototypes
- Ensures solution usability

Front End or Backend Developer / Lead Engineer

- Implements functionality (front-end, back-end, AI components)
- Builds and integrates features

Technical Solution Lead

- Primary liaison with organizers and technical support (Kenneth)
- Coordinates technical decisions and platform setup

Business Analyst / Team Lead

- Prioritizes features and solution scope
- Ensures alignment with business objectives
- Track the tasks/feature development and must compensate where necessary

Meet the Coaches & Mentor



Christie

Career Coach

- WSG certified Career Coach
- 10 years at Intel IT Solutions
- Managed 50-team to deliver Off-shoring and Outsourcing projects
- Coached 300+ individuals back into the workforce
- Lead Upskill Today & TTA



Daniel

Technical Mentor

- Lead Instructor, General Assembly
- Senior Education Consultant - MicroStrategy
- Regional IT Management, Dell EMC
- Technical Consultant, Misys
- ACLP, ITIL, CITBCM, PMP



Angeline

Career Coach

- International Coaching Federation (ICF) Certified Life & Career Coach
- Mid-career switcher (previously in the IT industry)
- Agile and Agile Business Analyst trainer and coach for 8 years

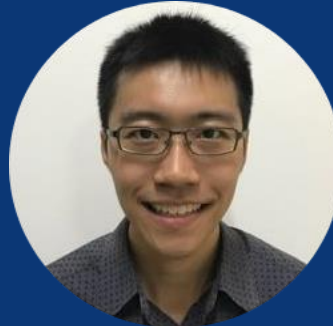
Meet the Tech Team



Gareth

Service Delivery Manager

- Aligns solutions with organizational goals through strategic requirements gathering
- 10+ years in management consulting, banking, supply chain management
- Expertise in supply chain transformation, predictive analytics, BI optimization
- Bridges strategy, data, execution



Kenneth

Solutions Architect

- Turns business needs into scalable tech solutions
- Deep experience in data integration, analytics, and architecture
- Designs secure, high-performance data systems
- Translates complex data into clear business value



Kyay Mon

DevOps Engineer

- Lead DevOps and infrastructure projects
- 14+ years of experience in software development and project management
- Skilled in CRM, healthcare, and enterprise system delivery

Our Awards & Industry Recognition



SKILLSfuture
Employer Awards



ICT -
Training and Development
GECO Asia Pte Ltd



Accenture Philippines
Innovation Partner for External
Talent Award



**SBR Technology
Excellence Award**

for Upskilling and
Reskilling Programme



**SkillsFuture
Employer Awards**

Gold Award



MOST IN-DEMAND SKILLS

Design with the end in mind



Top 3 AI Careers in 2025

AI Product Manager / Product Owner

Shift as AI becomes more embedded into business deployments.

AI / ML Engineer

Designing, building and deploying ML models in production.

Data Scientist (AI-Specialization)

Combine classical DS with ML and AI insights, working with large complex datasets to drive decision making.



TOP 10 SKILLS OF 2025



Analytical thinking and innovation



Leadership and social influence



Active learning and learning strategies



Technology use, monitoring and control



Complex problem-solving



Technology design and programming



Critical thinking and analysis



Resilience, stress tolerance and flexibility



Creativity, originality and initiative



Reasoning, problem-solving and ideation

Source: Future of Jobs Report 2020, World Economic Forum.



Soft Skills Training



Feedback
Think on Your Feet



Working in Teams



Presentation

AI Hackathon –Sprint (Week 1)



Day	Activity
Day 1 (27 th Nov) Thursday	10am to 12pm - Orientation and Team Assignment (Infinity8 Office) 2pm to 5pm – AWS AI Workshop (Online at Infinity8)
Day 2 (28 th Nov) Friday	9.30am to 3.30pm - AI Technical Training (Online) 4pm to 5pm Communication Style Workshop

AI Hackathon –Sprint (Week 2)



Day 3 (1st Dec) Monday	9.30am to 3pm - AI Technical Training (Online) Core feature development (backend + frontend) - feature planning 3pm – 5pm Daily Check-ins (Online)
Day 4 (2nd Dec) Tuesday	10am – 11am Sprint Meetings (Online) Core feature development – features building 3pm – 5pm Daily Check-ins (Online)
Day 5 (3rd Dec) Wednesday	10am – 11am Sprint Meetings (Online) Core features development and testing, Product Validation 11am – 12.30pm Think On Your Feet Workshop by Daniel Koh (Online) 3pm – 5pm Daily Check-ins (Online)
Day 6 (4th Dec) Thursday	10am – 11am Sprint Meetings (Online) Feature Integration, Regression Testing, Product Validation, etc. 2pm-3pm Feedback Workshop by Angeline (online) 3pm – 5pm Daily Check-ins (Online)
Day 7 (5th Dec) Friday	10am – 11am Sprint Meetings (Online) Integration, testing, bug fixes, Pitch deck, etc 3pm – 5pm Daily Check-ins (Online)

AI Hackathon –Sprint (Week 3)

Day	Activity
Day 8 (8th Dec) Monday	10am-11am Presentation Workshop by Christie Dao (Online via Teams) Features development and testing, Product Validation 2pm – 4pm Daily Check-ins (Online)
Day 9 (9th Dec) Tuesday	Feature Integration, Regression Testing, Product Validation, etc. 2pm – 4pm Daily Check-ins (Online)
Day 10 (10th Dec) Wednesday	Demo Preparation, Dry Run, Finalize Prototype, etc 2pm – 4pm Daily Check-ins (Online)
Day 11 (11th Dec) Thursday	9am – 6pm - Mock Presentations (Online via Teams)
Day 12 (12th Dec) Friday	Final Pitch Day, Awards and Prize Ceremony (Infinity8 office) 25 minutes per team

AI Hackathon – Technical Curriculum

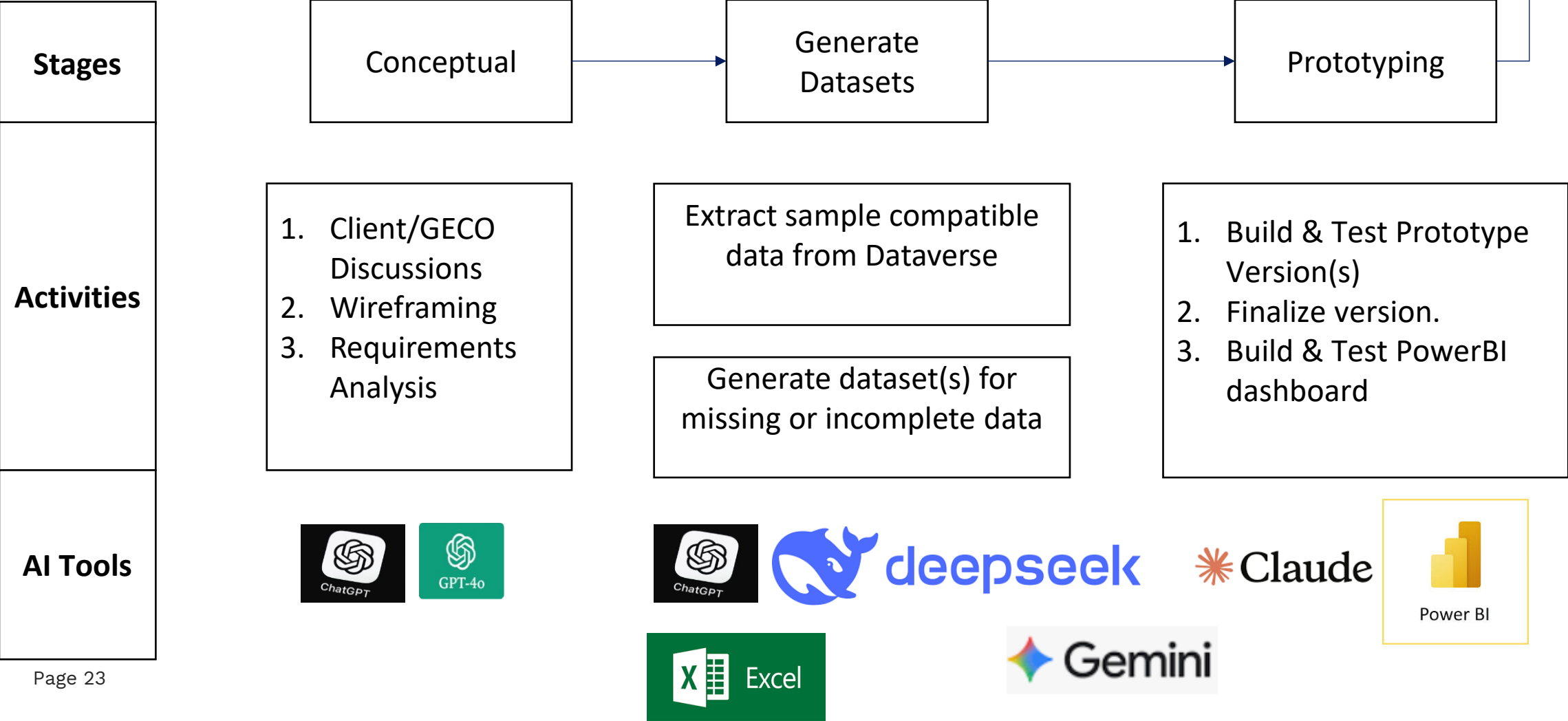
Day 1 — Discovery and Prototyping (4 hours) : 1.30m to 5.30pm

1. **AI Landscape and Multi-Model Ecosystem** – Understand different AI models and their strengths, Live model comparison, task specific model selection
2. **Advanced Prompt Engineering Across Models**– Master Prompt Patterns: Optimize for context and quality, cross-model prompt testing, refinement challenges, few shot learning exercises
3. **Rapid Prototyping – Web Apps & Tools** – Build functional prototypes, Create web apps without coding, dashboard creation, form builder exercises

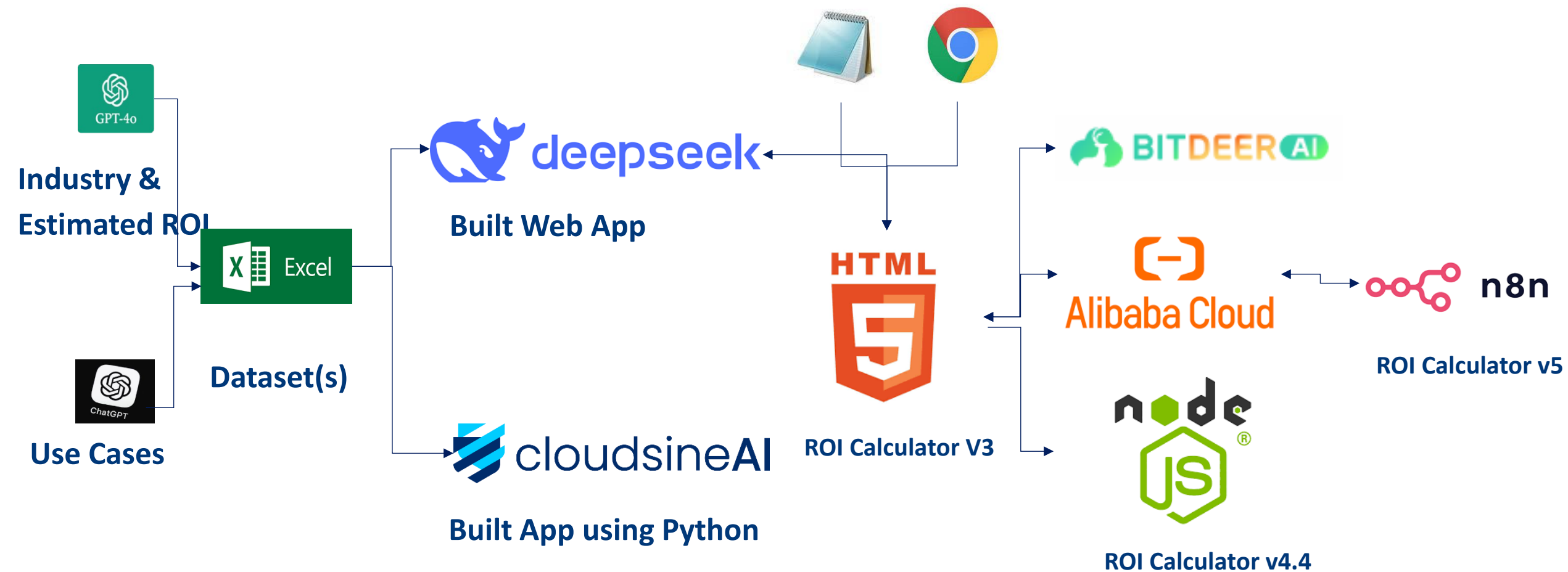
Day 2 — Implementation & Delivery (4 hours) : 9.30am to 1.30pm

1. **Introduction to Agentic AI** - Understand autonomous AI agents, Design workflows, Implement multi-step task automation
2. **Specialize AI Applications** – Create presentations with Z.ai, Generate diagrams and flowcharts with Mermaid.ai, build specific use case tools
3. **Hands-on Project & Implementation** – Build end to end solutions with AI assistance, Integrate multiple AI tools, Create deployable prototypes complete with documentation and presentation deck

Using AI Tools at Various Stages



Demo/Example



Daily Schedule



Cohort Learning



Team Competition



Soft Skills Training



Coaching

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 am					
9:00 am	Prototype Development 9:00am-12:00am				
10:00 am	Stand up meeting with your team & PM				
11:00 am					
12:00 pm	Lunch Break: 12:00 PM – 1:00 PM				
1:00 pm	Prototype Development Self-paced Learning				
2:00 pm					
3:00 pm	Daily Check-in – 3.00 pm				
4:00 pm	Daily Check-in – 4.00 pm				
5:00 pm					
6:00 pm					

Full-time Commitment!

Booking & Payment Automation using AI



⚠️ Challenges

Receives booking requests through **multiple channels** such as WhatsApp, website forms, and manual enquiries.

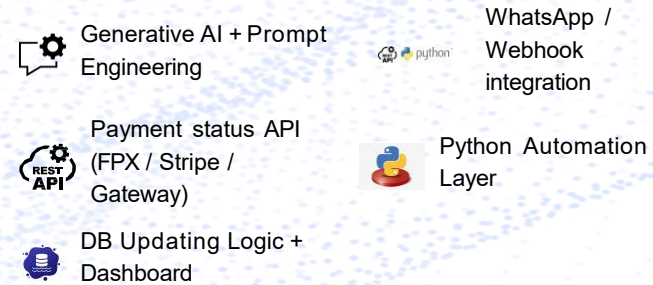
- ❗ Manual verification slows response turnaround
- ❗ High dependency on human review for every booking
- ❗ Fragmented payment confirmation sources cause delays
- ❗ Scale becomes difficult without expanding headcount

👥 Project Team



2 Week Timeline

💻 Technology Stack



💡 Solution

- 📄 AI reads booking requests and extracts required details
- 📁 AI checks payment gateway / transaction reference automatically
- 🔄 AI updates internal system after successful verification
- ✉️ Customer receives confirmation response instantly (no manual work)

📈 Outcome

- 🕒 **75%** Faster booking confirmation turnaround time
- 📉 **60%** Reduction in manual verification touchpoints
- 🌟 **85%** Automation coverage for standard booking/payment flows
- 🕒 Sales & Ops team time freed up to focus on revenue and customer activation

★ Benefits

- 👥 **Reduce dependency** on manpower expansion
- 📈 Future scale without additional headcount cost
- 😊 Improved customer experience consistency
- 💰 Reliable automated revenue capture process end-to-end

Culture & Engagement AI — Early-Warning System



⚠️ Challenges

Engagement surveys are **infrequent**, so issues are seen too late.

- ❗ Feedback review is manual and inconsistent (hard to summarise themes)
- ❗ No clear hotspot view to prioritise teams/locations
- ❗ Burnout and attrition risk signals are not tracked week-to-week

👥 Project Team



2 Week Timeline

💻 Technology Stack



💡 Solution

- 📊 Ingest pulse survey scores + open-text feedback (CSV/export)
- 🧠 Auto-**sentiment**, and what changed week-to-week
detect **key themes**
- ⚠️ Flag teams with engagement dip / burnout risk indicators (team-level)
- 🛠️ Recommend micro-actions + log interventions in dashboard

📈 Outcome

- 📈 **60%** faster detection of morale dips (weekly vs annual)
- 📉 **40%** less manual effort to review and summarise feedback
- 🕒 **30%** faster HR response through clear hotspot prioritisation
- 📊 One dashboard for HR/Culture/H&S across 14,000+ employees

★ Benefits

- 🛡️ **Proactive burnout prevention** and wellbeing support
- 📌 Better prioritisation for HR/Culture teams (~150 users)
- 🔧 Consistent interventions with clear next steps + tracking
- 📈 Scales across organisation without extra admin headcount

AI CX Auto Resolution (Multilingual & Intent Routing)



⚠ Challenges

High-volume inquiries across **multiple language mixes** (English +Bahasa Malaysia +short code abbreviations).

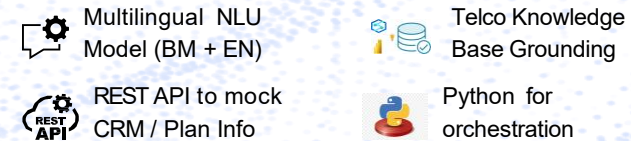
- ❗ High volume repetitive queries (billing, plan info, hotspot usage, roaming)
- ❗ Agents spend time "clarifying" customer intent
- ❗ Multilingual intent mismatch leads to routing errors
- ❗ Manual knowledge lookup slows response time

👥 Project Team



2 Week Timeline

💻 Technology Stack



💡 Solution

- ▲ Pre-train intents for top 10 Telco common CX topics
- 🧠 Detect intent +slot parameters (plan type, usage topic, billing period)
- System generates immediate ✨ grounded answer and avoids agent touch
- 🔔 If intent confidence low → notify agent with structured summary

📈 Outcome

- ↘ **75%** Reduction in repetitive Tier-1 agent handling load
- 🛡 **90%** Grounded answer accuracy to KB
- 🕒 **60%** Faster first response turnaround time
- ↗ Agent efforts shift to complex + revenue-driving conversations

★ Benefits

- ↘ **Lower contact center cost**
- 🕒 Faster CX resolution
- 😊 Better customer satisfaction (reduced wait time)
- 🌐 Stable multilingual experience across channels

Training Effectiveness Tracker (GenAI Skill Progression)



▲ Challenges

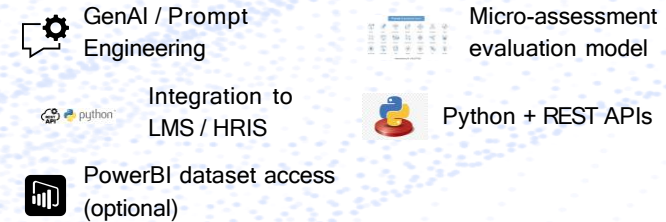
SLB wants to ensure employees **actually apply** what they learn.

- ❗ No standardized way to measure "post-training impact"
- ❗ Self development plans are vague and subjective
- ❗ Training completed ≠ Skill applied
- ❗ HR/Learning teams cannot measure competency improvement
- ❗ No automation on post-training evaluation

👥 Project Team



📱 Technology Stack



💡 Solution

- 📌 Pick ONE skill category: GEN AI (Basic)
- 📌 AI generates short micro-scenarios (real-world)
- 📌 AI evaluates quality of employee's response
- 📌 AI gives personalized feedback + recommended skill path
- 📌 AI dashboard compares pre vs post training progression

📈 Outcome

- 📊 **85%** Skills gain becomes measurable
- 📈 **75%** Leadership sees adoption curve after GenAI training
- 🕒 **60%** Reduction in time to identify skill gaps
- ❗ HR/Learning can prioritize who needs reinforcement

★ Benefits

- ⚙️ Move from "attendance based training" → **impact verified training**
- 📈 Stronger talent upskilling pipeline
- 📈 Better investment decisions for future trainings

Panel Rating System

Category	Weight	Criteria
1. AI Innovation	35	Effective use of AI in Unique Solutions
2. Functionality	25	Features work as intended
3. Live Demonstration	20	Intuitive design, creative approaches, responsive layout
4. Quality	10	MVP to Product potential, Scalability
5. Presentation	10	Clear demo, well-articulated benefits

Total Score = 100 points

Thank YOU!



Tech Stack – Recommended Best Practices

Core Development

- Languages: Python, JavaScript (Node.js), TypeScript
- Frameworks: React (frontend), Flask/FastAPI (backend)
- Package Managers: npm / pip

Data & Storage

- Data Handling: Pandas, NumPy
- Database: PostgreSQL / MongoDB
- Vector DB: Pinecone / Weaviate

Infrastructure & Deployment

- Containerization: Docker
- Hosting: Bitdeer AI

Best Practices

- Keep it lightweight – choose the simplest tools that meet your needs.
- Reuse templates & starter kits to save time.
- Focus on working prototypes, not perfection.
- Document as you go for smoother collaboration.
- Push code early & often – avoid last-minute merges.

AI/ML Tools

- Modeling Frameworks: TensorFlow / PyTorch
- LLMs: GPT API / Claude / LLAMA / Gemma
- Visualization: Streamlit / Plotly / Metabase / Tableau
- CV: Tesseract / YOLO / GPT 4o (Multimodal)
- Recsys: Surprise / LightFM / TorchRec / Azure Personalizer
- Experiment Tracking: MLFlow, LangChain, Weights & Biases

Collaboration & Workflow

- Version Control: GitHub
- Project Management: GitHub Projects
- CI/CD: GitHub Actions

UI/UX & Rapid Prototyping

- Design Tools: Figma / Miro
- Component Libraries: Material UI / TailwindCSS