



In partnership with



Foundations

Program

Overview

Jan 2024

Foundations at a Glance

- ✓ **Foundations** represents the fundamental skills needed to succeed in the professional world
- ✓ For **young professionals** aiming to excel in tech **careers**
- ✓ 8 weeks of **engaging learning content** and hands-on **individual** and **team** deliverables
- ✓ develop key **21st-century skills** for professional growth



Why Is Foundations Essential?

In a landscape where character and soft skills are as vital as code, **Foundations** ensures you lead with competence and confidence. Elevate your career with this essential toolkit covering the fundamental professional skills of an ever-evolving tech industry. Because in tech, a solid professional foundation is the key to success.



Foundations

Program Highlights



Career Readiness

Learners gain essential professional development skills needed to excel in today's workplace.



Collaborative Learning

Learners collaborate with peers in squads to share feedback, engage in teamwork, support each other's growth, and build a strong professional network.



Practical Application

Learners apply newly acquired skills through real-world exercises and guided deliverables.

How is the **Foundations** program built?



Problem

Many young professionals lack the professional skills needed to succeed in today's job market.

Solution

The Foundations program equips young professionals with the skills they need to thrive in the workplace.

Foundations empowers learners with Meta-Skills

Tech Skills

Building a personal Tech Toolkit

Leading Self

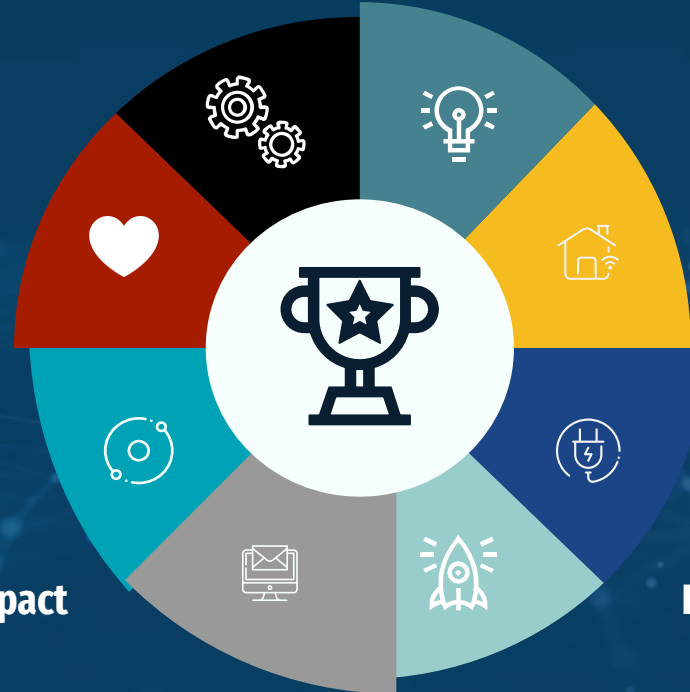
Develop self-awareness and personal values

Leading Others

Improve collaboration and leadership

Communicating for Impact

Improving written and spoken communication



Critical Thinking

Examine facts and evaluate solutions for decisions

Quantitative Reasoning

Evaluate data and make decisions

Managing Complex Tasks

Plan and execute for complex projects and tasks

Entrepreneurial Thinking

See opportunities and seize them creatively

The **Foundations** Program has 8 meta-skills that prepare learners to thrive in any workplace with...

Leadership

- 1 Leading Self
- 2 Leading Others
- 3 Communicating for Impact

Analysis

- 4 Quantitative Reasoning
- 5 Entrepreneurial Thinking
- 6 Critical Thinking

Execution

- 7 Managing Complex Tasks
- 8 Tech Skills

The **Foundations** 8 Meta-Skills

Leadership

Leading Self: Developing self-awareness, positive habits and personal values

Leading Others: Collaborating with teammates to achieve a common goal

Communicating for Impact: Sharing ideas & messages effectively

Analysis

Quantitative Reasoning: Leveraging data to make well-informed decisions

Entrepreneurial Thinking: Identifying opportunities and problem-solving

Critical Thinking: Evaluating situations and approaches thoroughly

Execution

Managing Complex Tasks: Planning & executing multi-faceted projects

Tech Skills: Leveraging tech tools to be more efficient & productive

Foundations equips learners with 8 meta skills for success.

Critical Thinking

- ✓ Authentic Inquiry
- ✓ Research
- ✓ Analysis
- ✓ Argument & Judgement
- ✓ Synthesis

Leading Self

- ✓ Self Awareness
- ✓ Self Regulation
- ✓ Ethics & Integrity
- ✓ Self Improvement

Leading Others

- ✓ Empathy
- ✓ Feedback
- ✓ Relationship Building
- ✓ Influence
- ✓ Collaboration

Entrepreneurial Thinking

- ✓ Identifying Opportunities
- ✓ Creating Solutions
- ✓ Continuous Iteration
- ✓ Viability
- ✓ Sustainability

Communicating for Impact

- ✓ Audience Awareness
- ✓ Voice
- ✓ Writing Process
- ✓ Organizing for Effective Communication
- ✓ Storytelling & Presentation

Managing Complex Tasks

- ✓ Define the Problem
- ✓ Structuring
- ✓ Work planning & Resource Allocation
- ✓ Prioritization

Quantitative Reasoning

- ✓ Data Contextualization
- ✓ Uncertainty & Modelling in the Real World
- ✓ Empirical Research
- ✓ Data Based Decision Making
- ✓ Quantitative Problem Solving

Tech Ecosystem

- ✓ Working in Technical & Product Teams
- ✓ Tech Tools
- ✓ Ethics in Tech
- ✓ Technical Literacy
- ✓ Tech Track Specialization

Foundations Program

Outcomes



01. Updated Skills Tracker

Learners will understand their strengths, areas of expertise, and areas for growth.

02. Work Plan

Learners will create a plan to reach their career goals and move forward in their careers.

03. Prototyping

Learners will embark on a real-world problem solving project, where they will build, iterate and test to improve their work and apply problem-solving skills.

04. Professional Kit

Learners will make a resume, LinkedIn profile, and portfolio to show their AI skills and interest employers.

Week 1

Getting Started

Daily 3

Onboarding & Program Overview

The Room Fellowship

Values & Community

GCGOs for Africa

Activities

Skills Map Baseline, Target Role & Industry Reflection, Group Introductions, Tech Onboarding

Milestones

Skills Map Baseline
Introductory Survey

Optional Hub Activities

Karibu Opening, Ceremony Karibu, Closing Ceremony, Networking Session

Tech Tools for the week

Peer Review Platform
The Room Portal

Week 2

Daily 3

Karibu Lessons

Values & Empathy

Exploring African GCGOs

Self Awareness & Emotional
Intelligence

Growth Mindset & Grit

Self Regulation & Improvement

Time Management

Activities

Moonshot Idea, PICS, Personal Mission Statement, Peer Coaching

Milestones

Skills Map Update
Personal Mission Statement
Report on Peer Coaching

Optional Hub Activities

Karibu Opening, Ceremony Karibu, Closing Ceremony, Networking
Session

Tech Tools for the week

Google Workspace: Gmail & Calendar, Intro to AI

Week 3

Daily 3

Habit Formation

Goal Setting

Defining Problems & User Stories

Problem Solving

Asking the Right Questions

Research Methodology & Ethics

Activities

Problem Statement, Effective Questions, Research Questions, Research Planning, Web Research, Reflection

Milestones

Problem Statement, Summary of Web Research on GCGO

Optional Hub Activities

Watch Party: "Earthbound", Peer Review: Problem Statements,

Tech Tools for the week

Google Workspace: Sheets & Slides, Using AI for Research

Week 4

Daily 3

Goal Setting

Communication for Impact

Creating Presentations &
Technical Writing

Communication in Tech Teams

Design Thinking

Work Planning

Activities

Meditation Challenge, Personal & Professional Goals, Problem Impact Assessment, Story Behind my GCGO, Project Scope, Work Planning

Milestones

Presentation Report on GCGO Related Problem, Learner Goals

Optional Hub Activities

Sharing our Stories, Scope Creep

Tech Tools for the week

Google Slides, Canva

Week 5

Daily 3

Problem Definition

Teamwork Best Practices

Agile Technology Teams: Roles & Processes

Research & Data Gathering

Data Cleaning & Preparation

Data Visualization

Identifying Opportunities

Generating Solutions

Understanding the Market

Activities

Connect with the Team, Reflection & Scoping of Problem, Data Cleaning, Finding the Right Data, Visualize Your Data, Your Idea List, Calculating TAM & SAM

Milestones

Team Problem Statement, Evidence of Problem with Data Visualization

Optional Hub Activities

Team Introduction & Roles, Data Research & Visualization

Tech Tools for the week

Google Meet, Zoom, Google Sheets, Microsoft Excel

Week 6

Daily 3

Understanding the User

User Interviews

Intro to Wireframes & Prototypes

Human Centered Design

Teamwork & Team
Communication

Conflict Management &
Negotiation

Activities

Defining Users vs Customers, Create User Persona, Prototype/Wireframe Descriptions

Milestones

Initial Wireframe Description, User Interview Report, Team Ideation Report

Optional Hub Activities

Choosing a User Persona, 3D Prototypes or Wireframes, Conducting User Interviews,

Tech Tools for the week

Canva, Figma, Miro

Week 7

Daily 3

Improving on Your Solution

Product Requirements

Design Handover Process

Pitch Preparation

Powerful Presentations

Identifying Opportunities

Wireframes & Prototypes

Activities

Needs & Pain Points, Solution Recommendations, Constraints for Your Solutions, KPIs for the Solution, Create Your Pitch Outline

Milestones

Skills Map Update, Final Prototype/Wireframe with Report

Optional Hub Activities

Solution Recommendations, Pain Points, Constraints & KPIs, Prototype/Wireframe Improvement, Creating Pitch Slide Deck, Tech Track Reflection, Bio & Coping with Imposter Syndrome

Tech Tools for the week

Google Slides, Canva, Microsoft Powerpoint, AI for Presentations

Week 8

Daily 3 Reflection & Commitment

Elevator Pitch

Exploring Tech Tracks

Resume Writing

LinkedIn Profiles

Cover Letters

Interview Skills

Personal Brand & Bio

Career Skills

Activities

Resume Writing, Cover Letter, LinkedIn Profile, Interview Preparation, Project Pitch (optional)

Milestones

Resume, Cover Letter, LinkedIn Profile

Optional Hub Activities

Resume, LinkedIn & Cover Letter Review, Mock Interviews, Project Showcase (optional)

Tech Tools for the week

Canva, Google Slides, Google Docs, LinkedIn

Some Tools Learners Get to Use





Learners dedicate an average of **40 hours** per week to the **Foundations Course.**

35%

IN LMS

~14 hours per week
going through
engaging online
content

45%

IN SELF WORK

~18 hours per week
working on activities
and reflections.

20%

IN PEER ENGAGEMENT

~8 hours per week
collaborating with
peers.

To successfully graduate from Foundations, learners must:



Pass all 8 milestones and 8 tests
with a score of 75% or higher



Complete assigned
peer reviews



Complete any additional assessments
assigned by the program team

The End

For Questions, please contact Kwasi Adi-Dako at kdako@sandtech.com
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