Below are the methods which are using in our company

1. **Digital Training Program**

Digital learning is any type of learning that is accompanied by technology or by instructional practice that makes effective use of technology. It encompasses the application of a wide spectrum of practices including: blended and virtual learning

A digital program that allows employees to move through material at their own pace from anywhere in the world

Eg: - e-textbooks, e-learning, video training, mobile learning, classroom technologies

* **Computer-based and e-learning training:** A digital classroom that allows employees to move through material at their own pace from anywhere in the world
* **Video training:** A highly engaging, accessible training method that can be modified to fit your company’s exact needs

**Internal Program**

We used to conduct the internal training programs such as e-learning, mobile learning etc. it will help our employees to use the technology and adopt to current digital world.

**External Program**

External programs are the programs will provide the trainings using external sources like YouTube channels, apps etc. Our employees can access outside of the organization and learn the programs.

1. **Physical Training Program**

Physical training program will be done in person. There will be sessions that will conduct in our organization by hiring people from outside to know where we are in current evolving technology world

* Internal Program
  + These programs can be done in person. We will hire the best people from outside organizations and conduct the training session for the current evolving technologies and it will help us to compete with the current top industries
* External Program

We will find the best people from our organization and conduct the training sessions outside people. It will provide more experience and also to understand how good we are in current competitive the environment. Based on the feedback we will work around and to improve more.

1. **Induction and Training Program**

These are generally done for graduates, freshers and newly joined employees. These programs are mainly designed for them to know more about our industry. This will provide by person who is most experienced in our organization.

For Gradates and freshers we will arrange sessions for various technologies as there are new to industry. It will help them to adopt with current work and make them to do the work faster and best way.

1. **Transformation Training Program**

* **Mindset Shift**

A mindset is a set of assumptions, methods, or notations held by groups of people that is so established that it creates a powerful incentive within these people to continue to adopt or accept prior behaviours, choices, or tools. Simply put, it is a way of thinking about things that those in a group share or have in common to the point that it becomes a way of life.

There are several characteristics I believe make up the mindset shift:

Positive attitude

Thirst for knowledge

Goal of team success

Pragmatism

Willingness to fail

* **Organization change**

Organizational change occurs when a company makes a transition from its current state to some desired future state. Managing organizational change is the process of planning and implementing change in organizations in such a way as to minimize employee resistance and cost to the organization while simultaneously maximizing the effectiveness of the change effort.

Today's business environment requires companies to undergo changes almost constantly if they are to remain competitive. Factors such as globalization of markets and rapidly evolving technology force businesses to respond to survive. Such changes may be relatively minor—as in the case of installing a new software program—or quite major—as in the case of refocusing an overall marketing strategy, fighting off a hostile takeover, or transforming a company in the face of persistent foreign competition.

Eg:- Technology change

People will move to other oraganizations or will leave job due to other problems

This program will help to organize the environment where every employee can able to adopt or face any challenges if any of the things happens in future.

For New generation:

More way of providing the usage of digital way of training. Refer this link shwetaa. Will tell you all details.

<https://knowledge.insead.edu/leadership-organisations/a-10-point-framework-for-the-digital-journey-6801>