**Skills We Need**

1.       Technique

2.       Research

3.       Leadership

4.       Innovation/Freedom

5.       More

**Information Management Internally or Externally**

1.       Industry News

2.       Cutting-Edge Technology

3.       Technique Trend

4.       Important and Helpful Tools/Methodology/Thoughts

5.       More

**Training Methodology / Technology**

         Data-Centric Training

         Personalized Training

**Learning/Training Channels**

*Hacker News*

         Daily by person / 0.5 hour

         Update Latest Industry Achievement

*Tech Salon*

         Weekly / 1 hour

         Free form sharing for everything

         Everyone is more than encouraged to share in the tech salon

*Knowledge Sharing*

         Weekly by group or team / 1 hour

         Knowledge/skills more related to daily work

*Lecture*

         Bi-Weekly or On-Demand by groups / 2 hours (more time based on self-learning)

         Organized training for specific topics based on internal/external resources

         Discussion about learning plan for every individual

*Hacker Camp*

         Monthly by team / 2 days

         Game: Solve technical solutions or troubles

         Team-Learning or Self-Learning: learning about some related skills

         Your Own Projects: Any projects that you'd like to create by yourself or in your part time

         Hackathon / Ideathon: Hackathon / Ideathon focused on some internal requirements or any other topics (held by the team or the company)

*Conference*

         Quarterly/Semi-Yearly Conference / 3 days on average

         QCon, ADC, WWDC, GTAC, STARWEST, OWASP, ISC, etc.

*New Hire Training*

         Project oriented Training provided by Mentors

*More Training/Lectures provided by MicroStrategy*

         Tech Day Lectures, etc.

         QE BootCamp

**Training Needs**

1.              Mobile

a.       Android development and testing related knowledge sharing, it will be better if it is not based on a high level but based on code level.   / Bin

b.      Mobile advanced development training(Firstly Android)   / Liang

c.       As I have mentioned, I still need the training about the ios application of development, include MCV model and some advanced programming tech, such as gesture recognizer, location awareness, or push notification programming training.  / Junna

2.              Testing: Training about test methodologies, such as unit testing, feature testing, integration testing and so on.   /  Bin

3.              Web: Web application development   /  Vicky

a.       Introduction to popular web application development frameworks, ides, languages and workflows, especially the ones adopted by MSTR Web

b.      Introduction to MSTR Web html5 VI development

i.                     Objective: to understand how a html5 vi works and how to customize a new html5 vi

c.       Training to Web services development and customize vi with web services

i.                     Objective: get to know how to create a web service application

ii.                   Objective: get to know how to combine a vi with new customized web services

4.              Network: I want to get the training about the network, include the basic knowledge about all kinds of protocol, like socket/http/ftp. And I also want to know how to implement these protocols with different language.    /  Junna

5.              Programming Language: JavaScript or some language that is prototype based / Other advanced script training(JavaScript/Python/Unix Shell)   /   Vicky, Liang

6.              Security: Security(Mobile Security/Web Security)   /   Liang

7.              Data Mining/Database related training   /   Liang

8.              Selenium’s overall architecture and normal workflow.    /   Jun

9.              Compilers / Yi

10.           LLVM or related xVM technology / Yi

11.           Advanced multiple thread programming, especially of how to use lock with best performance.  / Yi

**Training Tools**

1.              Knowledge Radar

2.              Technique Roadmap

3.              Training Canvas

**Set Your Goal**

1.       Set your monthly goal of learning / research / personal projects, etc.

2.       Keep the habit of learning every day / every week

**Training System**

1.       Profile

1.       Preference/Interest

2.       Position

3.       Current Skills/Knowledge

4.       Training Needs: Skills to Develop / Knowledge to Learn

1.       Skills/Knowledge helpful to daily work

2.       Skills/Knowledge helpful to career development

3.       Skills/Knowledge needed to achieve the extreme

5.       Curriculum: Training Plan

1.       Personalized Courses and Teaching Methods based on Data Analysis and other techniques

2.       Recommended Courses

6.       Course to Teach

2.       Training Pools

1.       Training Provider

1.       Internal Resources

2.       External Resources

2.       Training Tools

1.       Technique Development Roadmap

2.       Knowledge Radar

3.       Learning Canvas

3.       Courses that help to develop all potentials

**From:** Yan, Pengyi (Robert)   
**Sent:** Friday, December 20, 2013 6:16 PM  
**To:** QE (CTC Automation)  
**Subject:** RE: training needs

Hi all,

To provide everyone a healthier and stronger training plan and support, and strengthen all kinds of skills of everyone in the team, besides what we’re doing with existing training, self-learning, knowledge sharing and what we’ve discussed in previous meetings or even some plan we talked in performance review, I plan to build one system/process to help encourage the learning and training process.

While before we finalize the forms of the training, I hope everyone can provide me more requirements about your training needs. Based on that, we can work together to design a mechanism or a solution, and build the culture of self-improvement, in order to benefit not only your daily work but also your career life.

I also quite support the activities like Hackathon and Tech Salon from long time ago, or any other way you can enjoy your technical genius and extends your insight and potentials. If possible, some monthly camp/game/hackathon will be provided to activate your enthusiasm in learning, invention and innovation, etc.

Below are some training needs from your side earlier this year. Please check whether you still need such training. Are there’s any update and new requirements? You can also share with me some personal plan of learning, training, etc. So I can try the best to help everyone as much as I can.

From Jun

1.       Javascript or some language that is prototype based.

From Yi:

1.       Linux and C/C++ development.

2.       Memory management.

3.       How to work with customers.

From Junna:

In Alert, it called some third App API, for example Facebook and eBay. These third app transferred their data through Internet. So, there are few web views in Alert. When I dealt some related issues, I realized  I needed more knowledge about internet, JS program and how ios deal with internet data.

In fact, I think over my topic, it’s not precise enough.   So I did some modify.

I attended the ios training, which mainly leaned with Stanford classes as material.  But, it just taught us just the basic knowledge and programming tech. For some advanced programming tech, such as gesture recognizer, location awareness, or push notification, those classes were not related. During my work, I did meet some issues about gesture recognizer and location. And because of its high efficiency, the developer is using it more and more.

         iOS advance programming guide training

o   some advanced programming tech, such as gesture recognizer, location awareness, or push notification programming training.

         Internet  training

o   Internet service and js programming training.

Here are some training topic I want to attend. I’m so excited to see this will come true.

         iOS and object-c language training

o   iOS: I work with ios automation test. And I want to know more about ios structure. Especially it’s not open source, I can’t read its code. So I think we have to know more about its official API. ( this seams already mentioned by other team, but I think it’s the most needed training for me)

         Mobile Internet  training

o   For mobile test, it combines kinds of IT technology. Especially Mobile Internet technology. I want to lean about mobile technology and JS programming.

         Test knowledge

o   As a new man in test area, I want to know the basic test knowledge, include the test history, test patterns, especially some popular test patterns like mode based test.

**From:** Yan, Pengyi (Robert)   
**Sent:** Tuesday, January 29, 2013 4:25 PM  
**To:** Wang, Bin; Gu, Jun; Chuai, Junna; Zhai, Yi  
**Subject:** FW: training needs

Hi all,

For any internal/external training you think that will bring benefits to your daily work, please let me know.

Thanks,

Robert

**From:** Cheng, Jing (Sally)   
**Sent:** Tuesday, January 29, 2013 4:04 PM  
**To:** Xue, Meiyan (Flora); Wei, Songtao (Kelly); Yan, Pengyi (Robert)  
**Subject:** FW: training needs

All,

Can you think a bit the training needs for your sub-team and send to me the list with following format.

Regards,

Sally

F.Y.I. - Here is a list submitted by other teams

         SharePoint Server 2013  – Q2 2013

o   This has been discussed earlier and submitted for tech management to review

o   Requested by William/Portia team

         Apple WWDC attendance – Q2 2013 (date to be confirmed)

o   With more effort invested into API level automation, white box testing, it can be some good training for QEs in the future.

o   Requested by Portia and potential other teams working on iOS

         QCON (All QE teams) – Q2 and Q4 2013

o   Learn some new technology and industry practice of testing

o   Check how other company do the performance and stability test

         Security (Cloud, Mobile and Social teams and tech committee) – Q2 and Q3 2013

o   On Mobile: industry best practice for mobile security testing

o   On Web: this is for testing the security for Cloud Express. I put the expected time to be Q2 because we are currently doing researches on our own and try many different tools, but we need to learn more  from the expert.

         Database Tuning (Qingyun and potential more teams) – Q3 2013

o   Oracle and SQL Server

o   Troubleshooting customer issue/research on best practice for DB Server Tuning for MD/WH

         System tuning (Sank and Qingyun team) – Q3 2013

o   Specially on system level. How to make sure that the system is good. What kind of system tuning will effect performance and stability. And the memory effect as well.

o   How to trouble shooting system issues and troubleshooting customer issue

o   Some customer crashes are caused by the system tuning problem. TQMS 598881 is one example.

o   Linux and Unix systems (AIX, Solaris)

         Managerial training (Chase and all leads) – Q3 and Q4 2013

o   Instructor-led in person training for leads managing sized teams

**Training hopefully can be fulfilled on team own or internally within Tech (based on collective feedback / to be adjusted)**

         iOS/ Android (Portia and Scintilla team)

o   iOS training material from Stanford, can be downloaded from Internet

o   Some Andorid conferences but seems not quite related to our daily work. We will keep an eye to see whether there is good one next year.

o   Fundamental platform knowledge and basic programming skills: Social/Mobile QE team work with iOS/Android platforms very closely, knowing some platform knowledge can help QE better understand IOS/Android application implementations. This is more a request for new hires – either tech bootcamp, or group training for new hires that will work on mobile/social related.

         Programming and scripting (Elisa and potentially other teams)

o   Java: our products are using Java API. We have learned the basic Java from online resources, but if we can get Advanced Java training, it will help us a lot for testing our products and also automating the tests.

o   Advanced Phyton and UNIX shell scripts – Q3/Q4 2013: these trainings are nice to have because it will help us to do automation as well, especially for Configuration Wizard Automation using Sikuli.

         Web Server – Q1/Q2 2013 (Elisa team)

o   Health Center and Cloud OM- Web Availability are related to Web Server. We do not have enough knowledge about how to configure Web Server on many platforms, what the differences among Web Servers. For this training, I will try to look for someone in our company who are familiar with this first and will let you know if we need more training from others. [Yingyan and William have some relevant domain experience and may be able to help depending on what exactly are needed]

         Others (Qingyun team):

o   XDA (better understanding on XDA, knowledge for profiling and troubleshooting): SAP / MSAS / TM1

o   LDAP Service (better understanding on LDAP authentication, profiling and troubleshooting skills)

**From:** Su, Chunyuan (Chase)   
**Sent:** Thursday, January 24, 2013 2:28 PM  
**To:** QE (CTC Leads)  
**Subject:** FW: training needs

FYI leads. Please think a bit to see whether there are any training needs for this year and if yes which quarter of this year.

I had several on top of my head and also listed a few more examples:

         Sharepoint Server Q1 2013 – William/Portia: we have discussed and it is now submitted and reviewed by higher tech management

         QCON Q2 2013 and/or Q4 2013 – cross teams

         Others technical training e.g. iOS, system tuning, database, or managerial training on certain subjects etc.

At this stage we can go a bit more open and later we will review the priority and decide.

Please try to send it to me, if you have any such need, before you leave office today, with one or few sentences on the business justification.

Regards,

Chase

**From:** Feng, Xun   
**Sent:** Thursday, January 24, 2013 4:59 AM  
**To:** Technology Managers (China)  
**Subject:** training needs

As we talked, we should look at the training needs and submit a blanket PO to Peng. So when a specific need happens, we can react faster.

One additional piece of information I got is that we should start by looking at the training needs in one quarter.

Thanks,

Xun