



How to Implement Cloud Training and Team Reinvention within the Secure Enterprise

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GM Financial Company Overview

Operations cover
~**90%** of GM's
worldwide sales

>**6.5 million** retail
contracts
outstanding

Offering auto
finance products to
14,000 dealers
worldwide

Earning assets of
\$97.8B

Captive Value Proposition



Drive Vehicle
Sales



Enhance Customer
Experience and
Loyalty

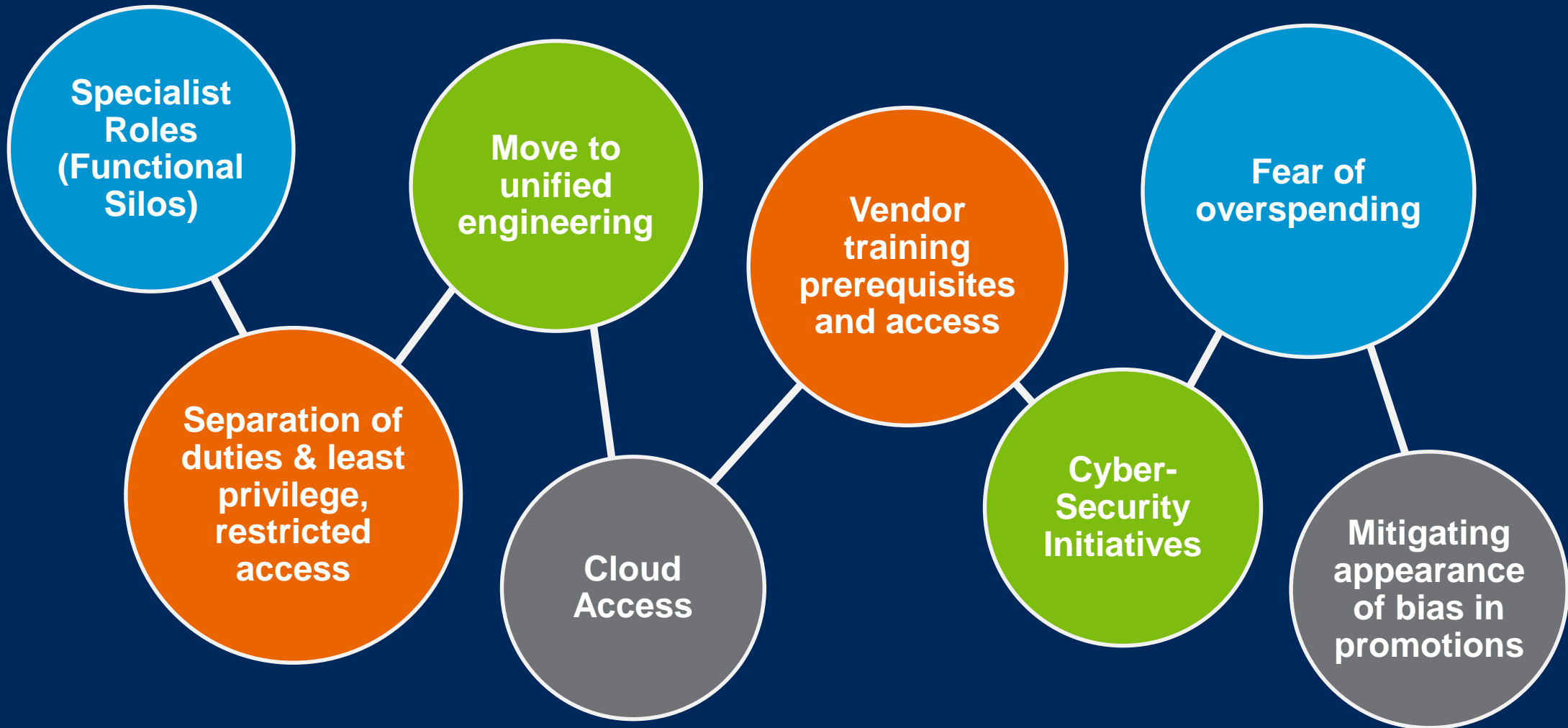


Provide Support
Across Economic
Cycles



Contribute to
Enterprise
Profitability

Challenges We Had Developing Cloud Skills



Awareness

and

Desire

Employer to make the employees are aware the changes coming

- ✓ Explain industry changes
- ✓ Outline changing roles
- ✓ Explain new expectations
- ✓ Creating the path

Team members must have the desire to re-invent

- ✓ Working with new technologies
- ✓ Learning skills that make one more valuable
- ✓ Ability to work cross-functionally
- ✓ Long-term industry security

Just-in-Time

vs

Training in Advance

- ✗ Overly optimistic
- ✗ Time frames don't sync
- ✗ Classes are more expensive
- ✗ Scheduling difficulties
- ✗ Most topics can't be learned and retain in three to five days

- ✓ Train ahead
- ✓ Pivot when business needs change
- ✓ Allows integrating skills into business
- ✓ Allows you to see who is hungry for learning

Classes

Great for Agile or Scrum

VS

Self-Paced Training

Great for Cloud & different skill levels



Challenges

- ✗ Don't want to create a bias of class only
- ✗ Lack of Attendance
- ✗ Wrong Team Members
- ✗ Expensive
- ✗ Unforeseen problems



Benefits

- ✓ "Helps to creates a culture of learning"
- ✓ "Gamifies learning to create inter-team
- ✓ competition"
- ✓ Cost-effective
- ✓ Helps identify potential change agents in your organization

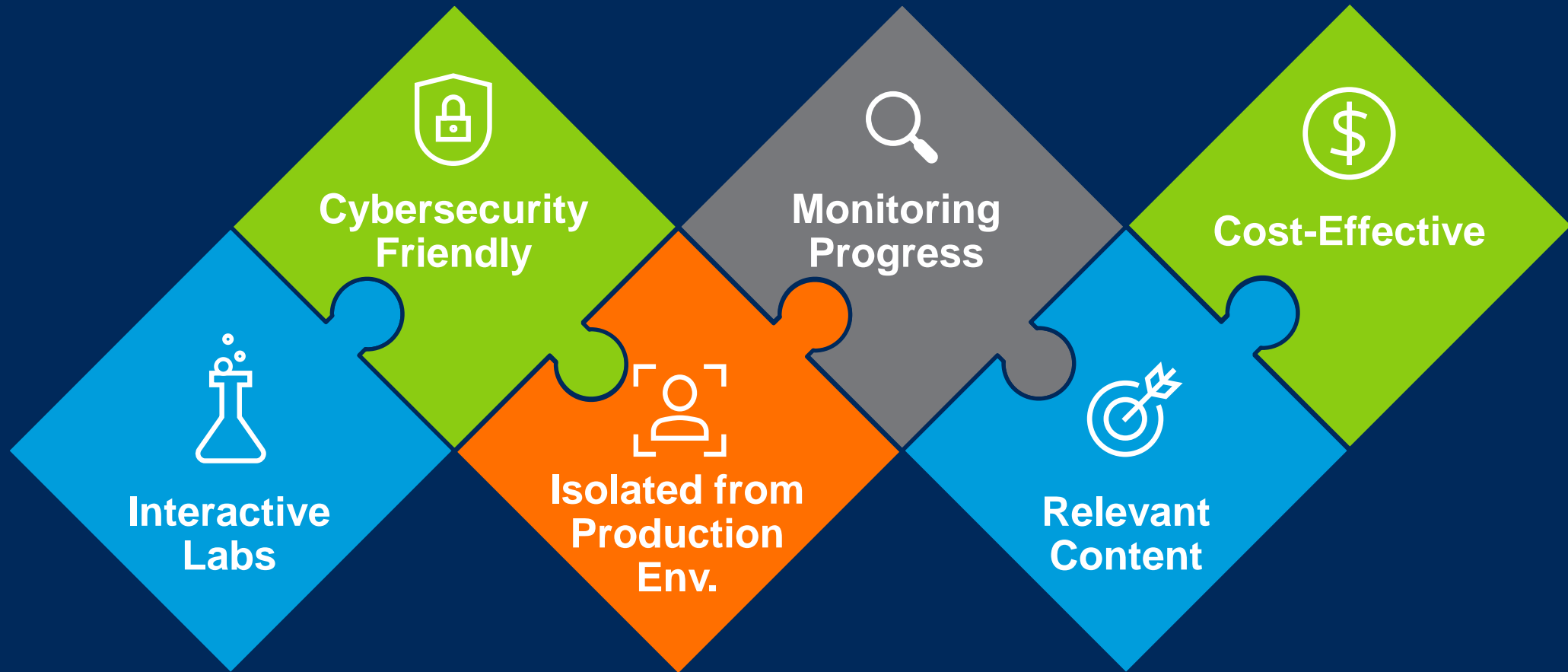
Leadership Desires to Provide Opportunities to Learn within the Office and Workday

Legal ownership of inventions

Should provide a way to learn in the office

We provide one hour/day for learning and re-invention

How an Online Cloud Training Solution Helps



On the Job Opportunities



Reward those who are learning



Allow them to add real value with objective-driven cloud assignments



Integrate into cloud teams



How We Are Executing Azure Cloud Training



Create time for learning



Leaders set the example



Regular reporting



Set Goals (certifications)



Reimburse for certs



Have contests

Courses	App-Dev / Solution Delivery	Cloud / Infrastructure	IT Management
AZ-900 - Fundamentals	Required	Required	Required
AZ-400 DevOps	Required	Required	Required
AZ-203 Software Dev	Required	Optional	Optional
AZ-300, 301 Architecture	Recommended	Recommended	Required
AZ-500 Security	Required	Recommended	Required
AZ-103 Administration	Optional	Required	Optional
Docker & Kubernetes	Optional	Required	Optional
12-Factor Methodology	Required	Optional	Optional

Illustrative - Simplified for presentation



Culture Starts Turning



Learning becomes contagious



Team members want to be in the “cloud crowd”



Culture of continuous learning gains momentum



Perseverance

Outcomes

Cloud training from within the office

Excitement!

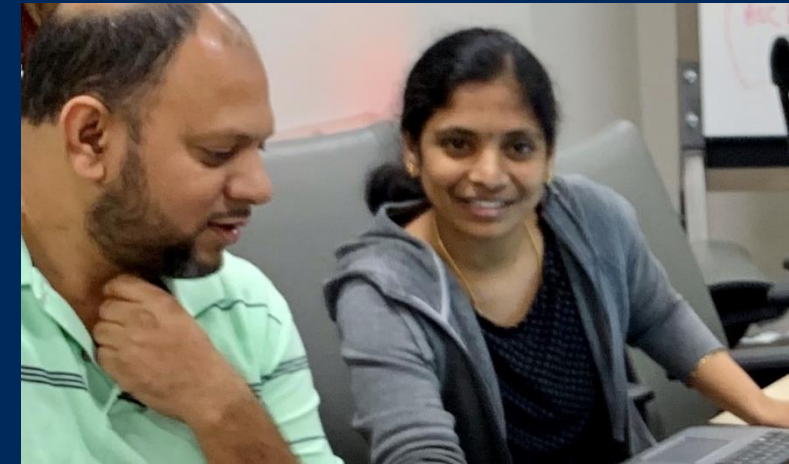
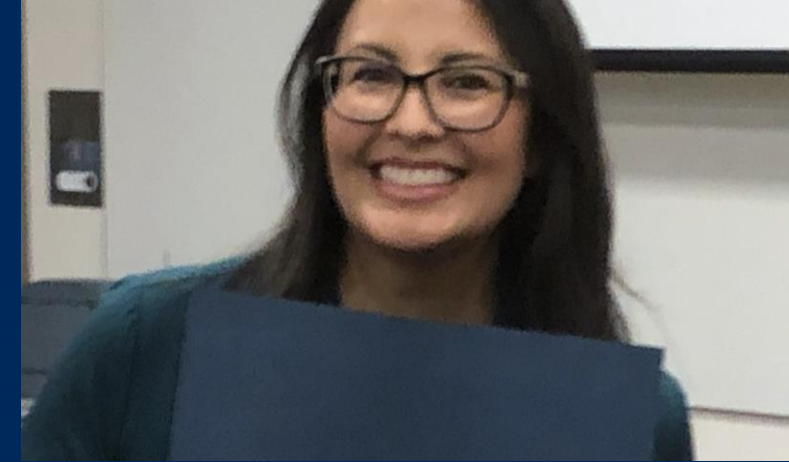
12+ “earned” promotions

Assignments to Cloud Center of Excellence

200+ cloud certifications so far

CIO visibility / learning milestones & metrics

Decision on high profile project





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Thank You

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