Architect Competency Programs

Industry wide problem statement

The practitioners should be able to:

Come up with a solution which is not just fixing the current problem but address the impact that the solution will have on Upstream / Downstream.

Develop the thought process of being outcome oriented (rather than just output oriented)

Co-create, collaborate, use and leverage existing frameworks to solve customer problems, faster

Implement consultative approach - Look beyond technology implementations and align with business goals

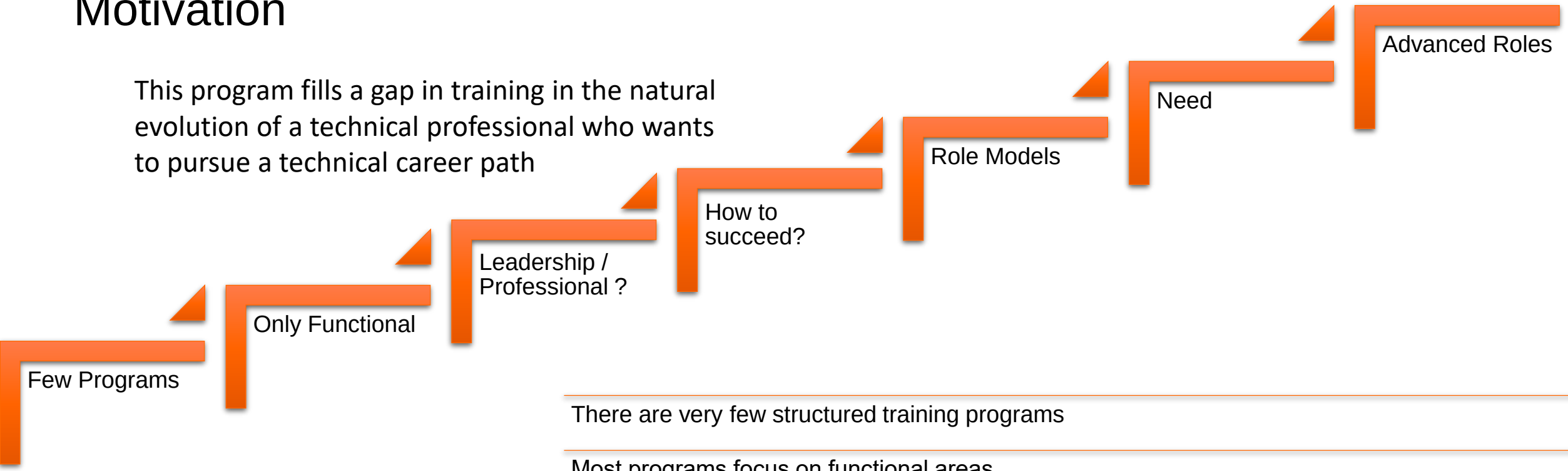
Add value to smallest of task by tying to the big picture

Creating best fit solution as against first available solution and influencing the stakeholders by articulating the story

Translating customer requirements to appropriate tech and domain

Motivation

This program fills a gap in training in the natural evolution of a technical professional who wants to pursue a technical career path



There are very few structured training programs

Most programs focus on functional areas

Leadership and professional skills are left to the individual to develop

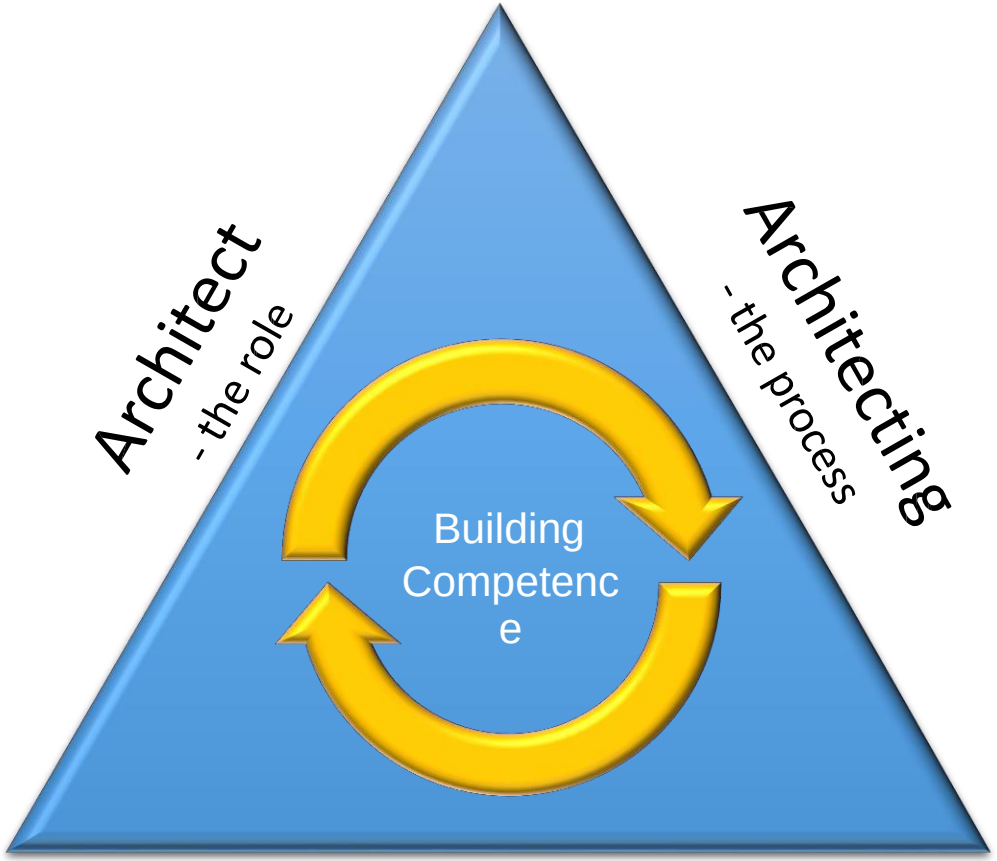
Normally, technical professional needs help to understand what it takes to succeed

Very few role models on the technical axis from whom aspiring architects can learn

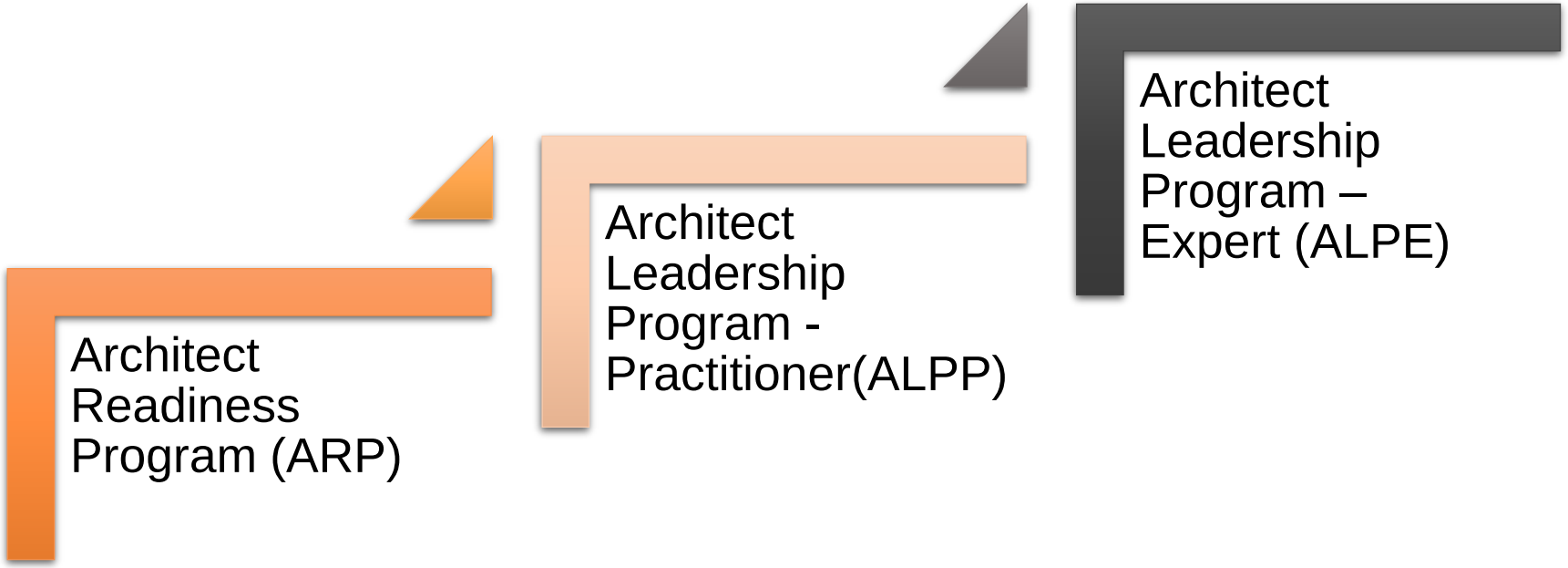
There is a need therefore, for a program that helps professionals manage the above challenges

Advanced roles that senior technical professionals do not have structured development opportunities e.g., pre-sales, solutioning architect, product architect etc.

Architect Competence Development Program



Architect Competence Development Program Levels



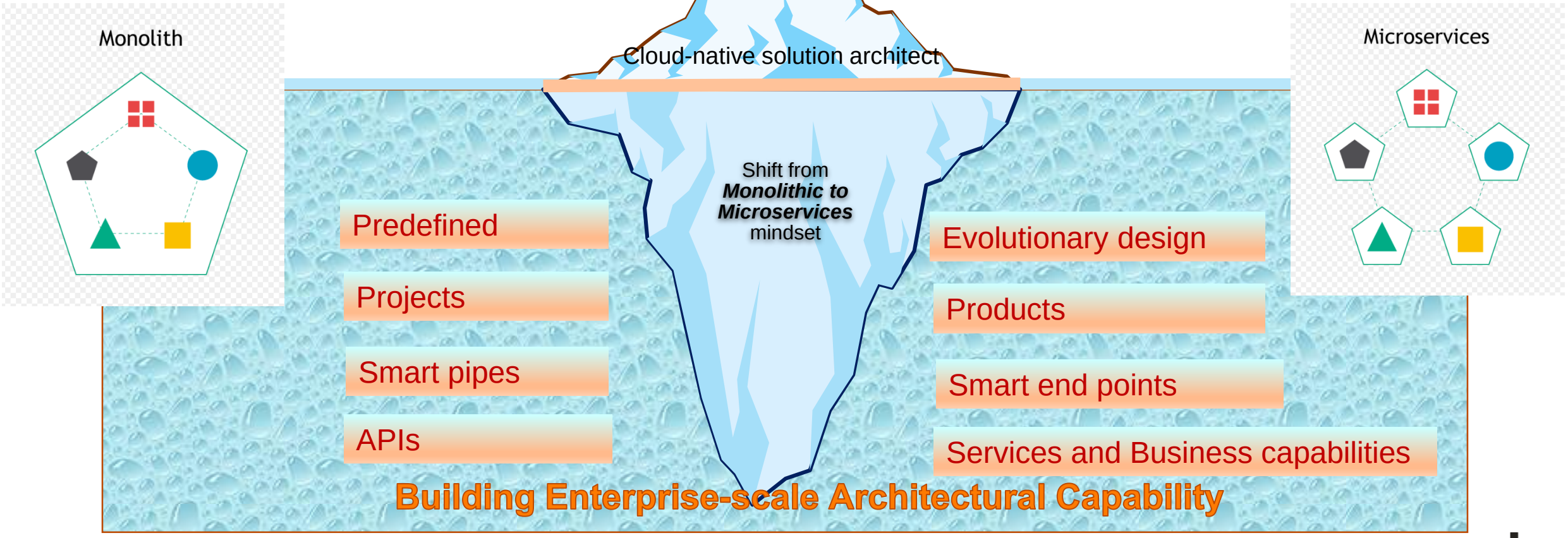
Program Outcome

Customer Centricity

Strategic Thinking

Articulate the Architectural Vision

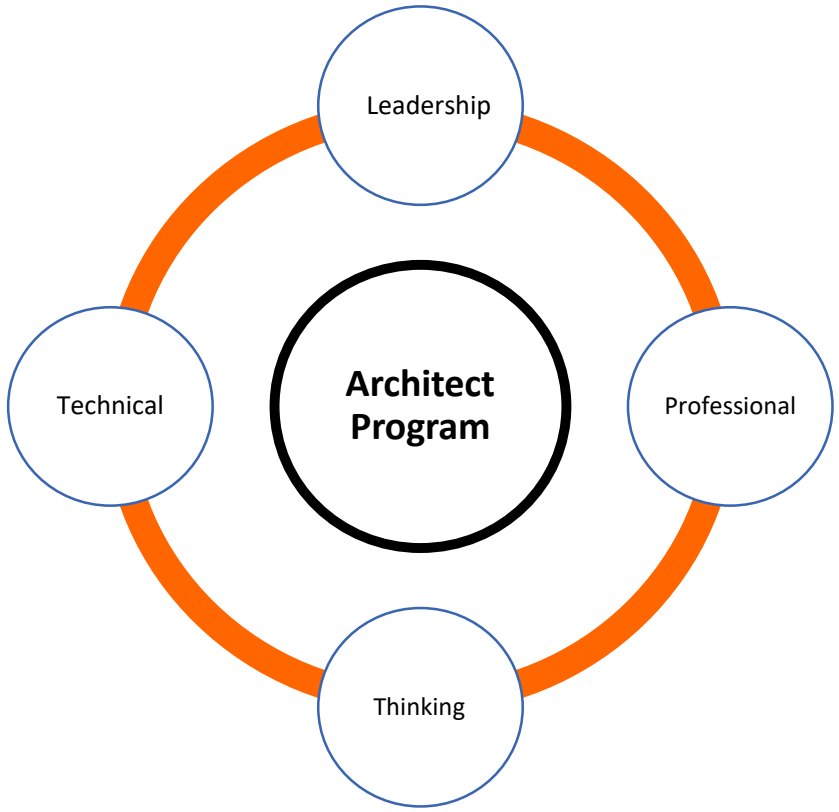
Thought Leader



Our Existing Architect Program : Key Highlights

1000+
Architects Trained

40+
Cohorts



10+
Customers

9
Tracks

Architect Competency Framework

Coach
Influencer
Gatekeeper
Role model

Leadership

Competence of an Architect

Professional

Decision Taker
Systems Thinker
Creativity
Customer Focus
Consulting mind-set

Technical

Translates Customer Requirements
Designs Sustainable Architectures
Understands Business Priorities

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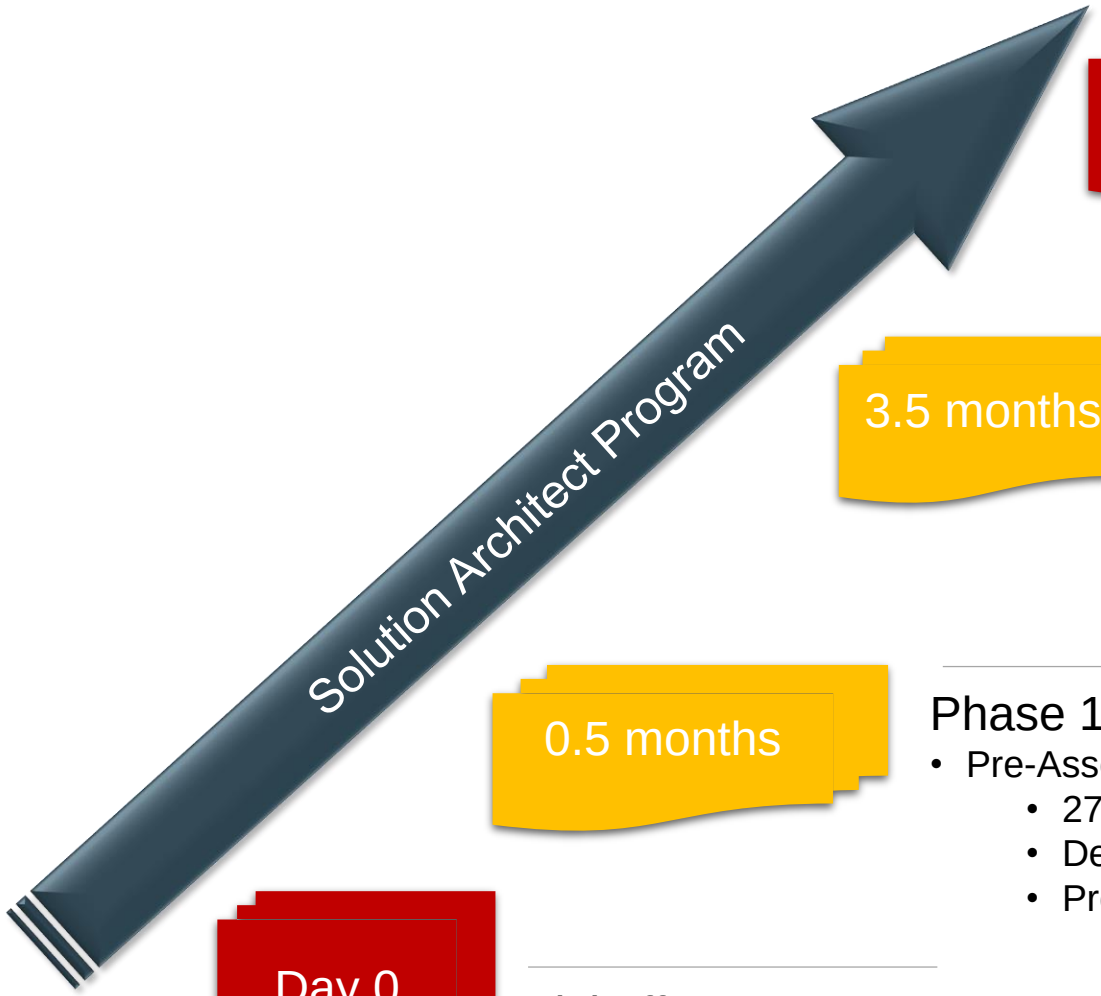
Program Plan



+ 1 month

Phase 3
Post-Program Assessment

3.5 months

Phase 2A – Enabling Architecture
Phase 2B – Releasing Architecture

- ILT sessions with session wise online quizzes
- 1:1 Coaching
- Mid-Program Review
- Project mentoring

0.5 months

Phase 1

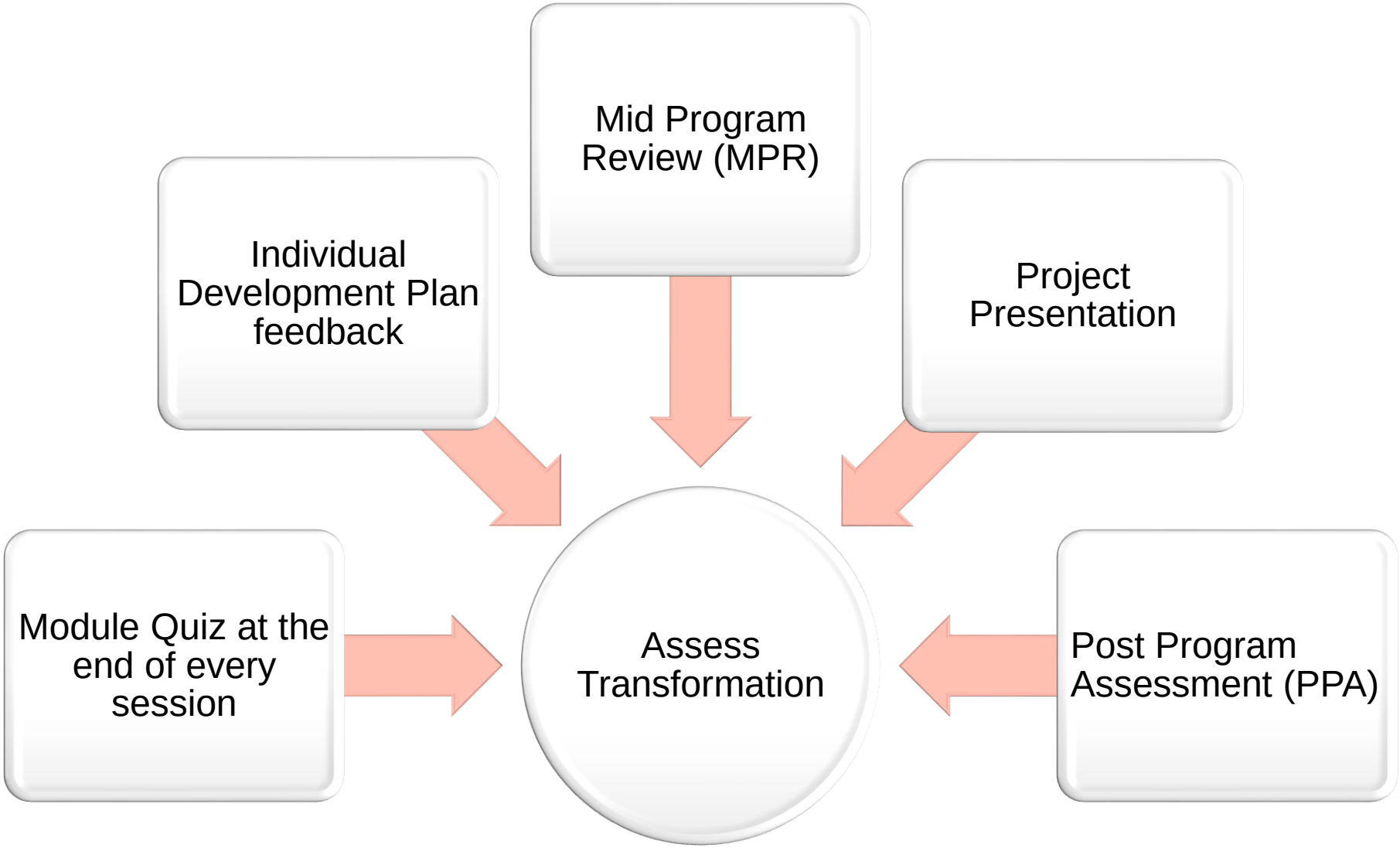
- Pre-Assessment
  - 270-degree survey (Measure behaviour on tech architecture axis)
  - De-Briefing and create an IDP
  - Project identification

Day 0

Kickoff

- Inauguration and 270 Kick off
- Session on “Architecting the Architect”

Enabling and measuring learning outcome



Individual Development Plan - 1:1 Coaching plan

Pre-program 270-degree Survey

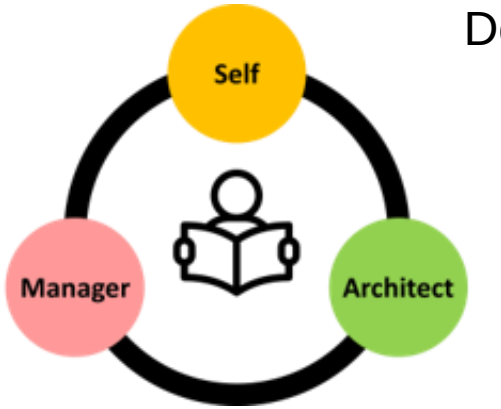
Individual Development Plan

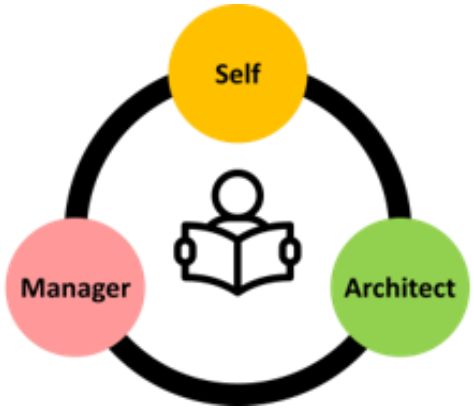
Coach Allocation

1:1 Coaching Session

Post-program 270-degree Survey

Performance against IDP





PHASE 2A: **Enabling** Architecting

For Solution Architects

Week	Day	Modules
0	0	Architecting the Architect
1	1	Nurturing Technical and Professional Excellence
	2	Business Planning
2	3	Architecting Software Systems
	4	Architectural Thinking: Critical and Analytical Thinking
3	5,6,7,8	Architecture Foundation

Online Pre-reading

Case-Study Selection

Practitioner Faculty and Sharing of Best Practices

F2F workshops and Authentic Discussion

Assignments

PHASE 2B: **Realizing** Architecture

For Solution Architects

Week	Day	Modules
4	9,10	Remote stakeholder management – Engaging and Influencing Stakeholders
	11	Creativity and Innovation
5	12,13	Web Application Security on Cloud
	14	Emerging Tech Trends in the respective domain
6	15	Managing NFRs and Architecture Trade -offs
	16,17	Architectural Thinking Core – Systems Thinking
7	18	Architectural Thinking : Managing Architecture Ambiguity
	19	The Art of Story Telling
8	20,21	Architectural Thinking - Advanced Strategic Thinking
9	22,23	Site Reliability Engineering

- Online Pre-reading
- Case-Study Selection
- Practitioner Faculty and Sharing of Best Practices
- F2F workshops and Authentic Discussion
- Assignments

Mid Program Review and Post Program Assessment

Participants present on :

- Key learnings from the various modules of the program
- Application of key learnings on the job

Score and Qualitative feedback shared by

- UNext SME
- Practitioner’s Manager

Pre-requisite for Post Program Assessment

- Attendance – 80%
- IDP Completion / Mentoring session Completed
- Evaluation of Mid-point Review
- Cumulative 60% scores in Quizzes
- Project Completion

Sample project evaluation rubrics

- Identifying the architecture goals and constraints
- Functional & Non- functional Requirements
- Setting Milestones & Optimal Prioritization. Clarity in Goal and Vision
- Design Choices & Choice of deployment methods and tools
- Effective Resource Utilization
- Security & Interoperability Considerations

Enabling and measuring learning outcome