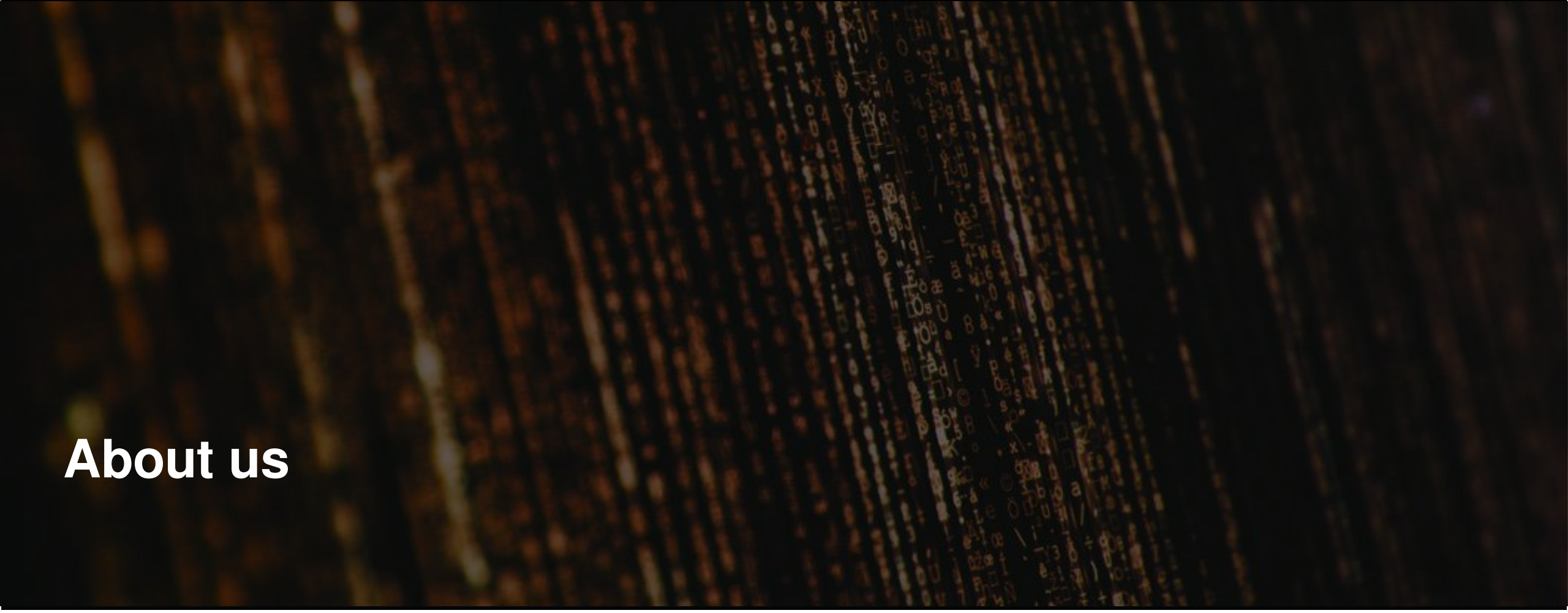
Unext’s Capability

For : Client

Date : 02nd February 2024



About us

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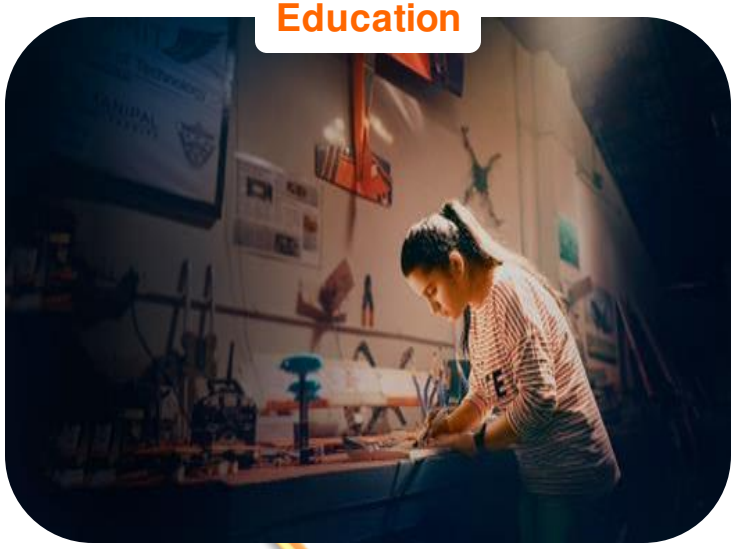
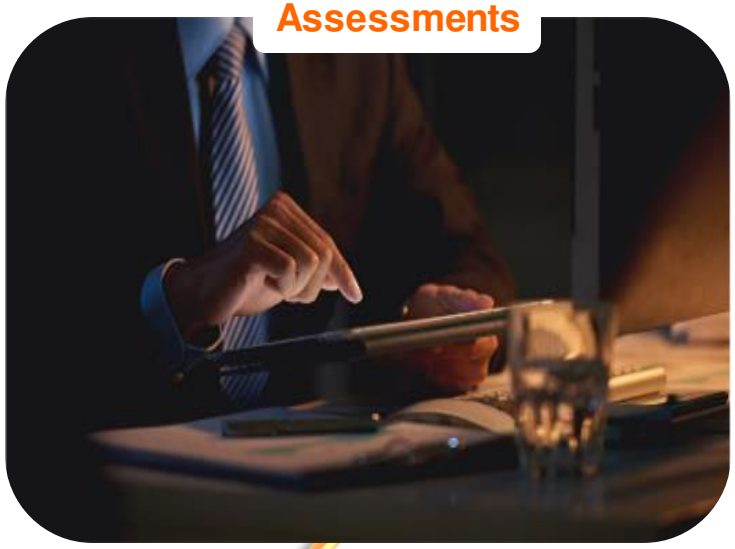
The Manipal Group

Education



Assessments



Health Care

Charting New Frontiers In The Knowledge & Health Industry

Health Insurance

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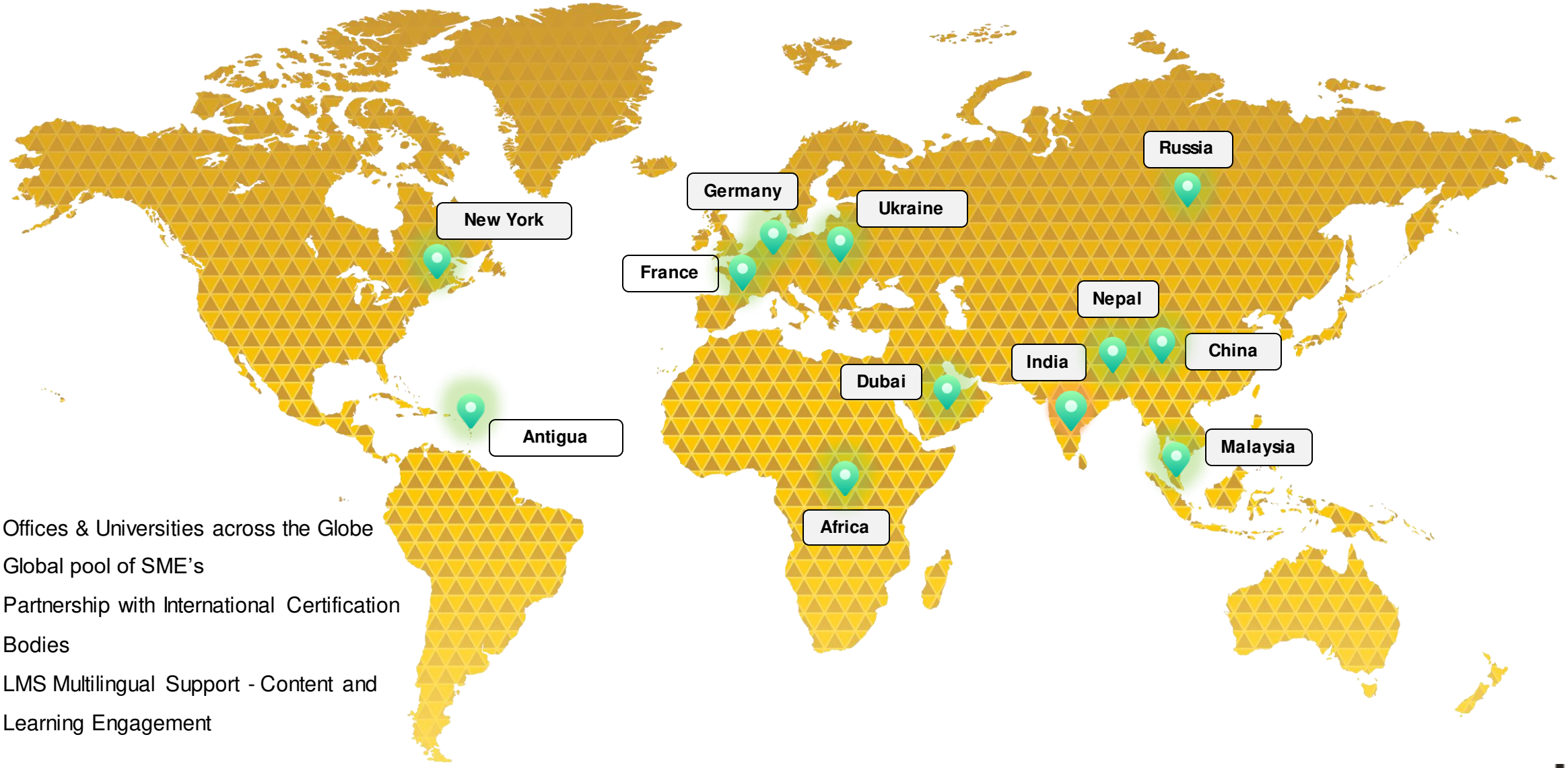
Our Global Presence



- ✓ Offices & Universities across the Globe
- ✓ Global pool of SME's
- ✓ Partnership with International Certification Bodies
- ✓ LMS Multilingual Support - Content and Learning Engagement

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Our Alumni Network

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LMS Multilingual Support

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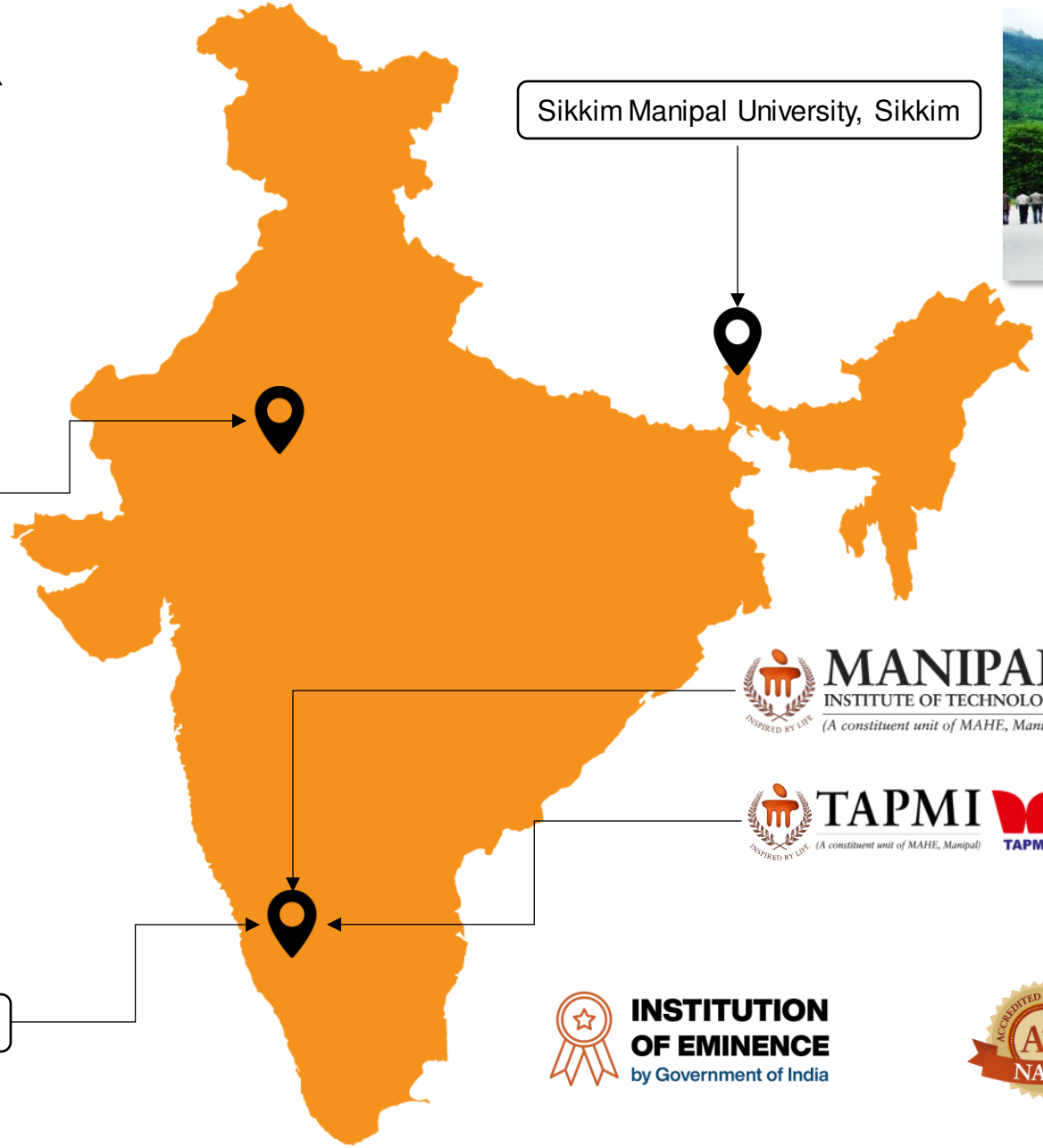
Universities in India

Manipal University, Jaipur

Manipal Academy of Higher Education, Manipal



Sikkim Manipal University, Sikkim

MANIPAL INSTITUTE OF TECHNOLOGY
(A constituent unit of MAHE, Manipal)

Manipal Institute of Technology (MIT)

TAPMI
(A constituent unit of MAHE, Manipal)

T. A. Pai Management Institute

INSTITUTION OF EMINENCE
by Government of India

NAAC A++

EducationWorld
www.educationworld.in
2
2022-23 – (Private University in India)

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UNext Capability

LEARNERS TRAINED

40,000+

PRE-START PROGRAM

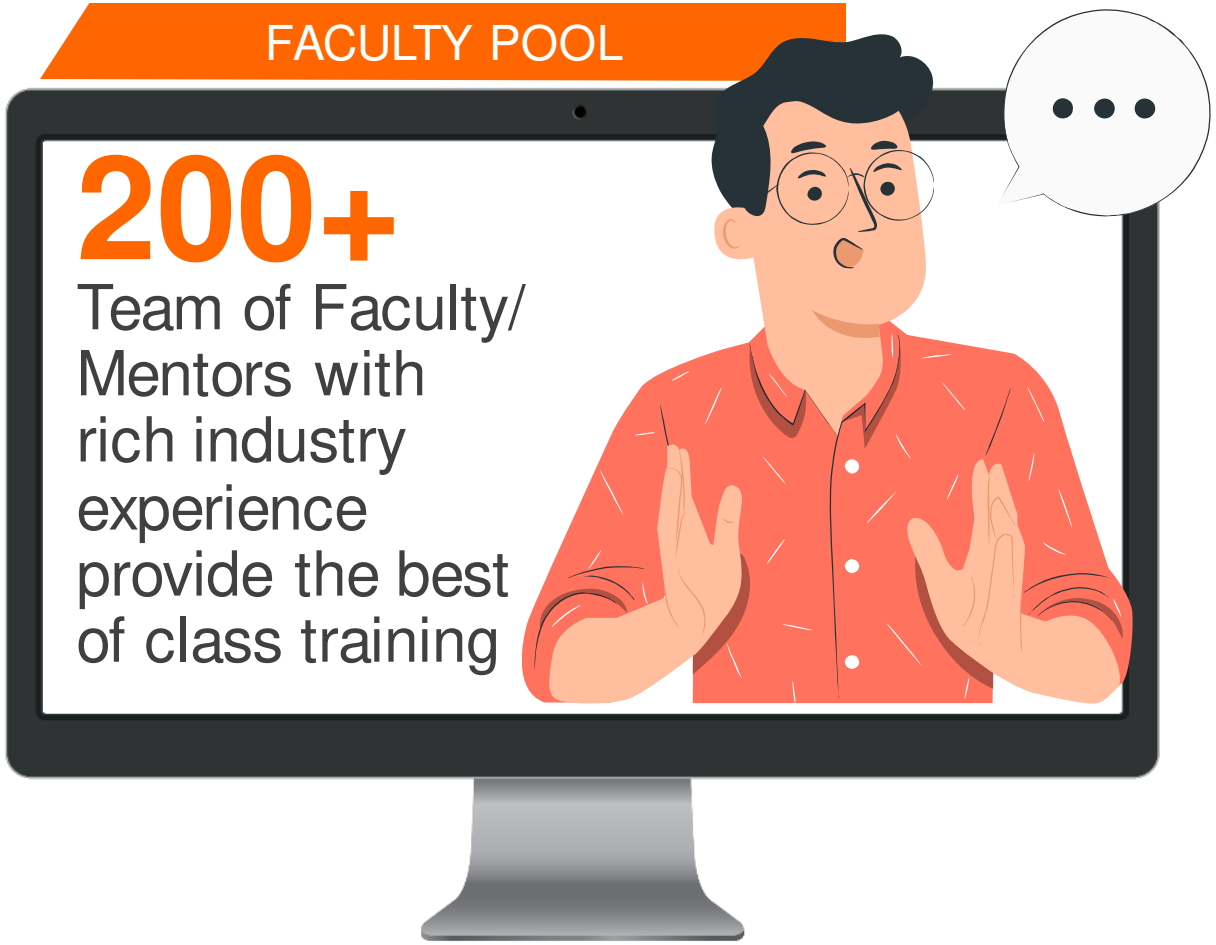
15000+ **(5000+ Residential)**

CORPORATE BOOTCAMP

5000+

ROLE-BASED PROGRAMS

FACULTY POOL



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Addressing Industry Needs In Skilling

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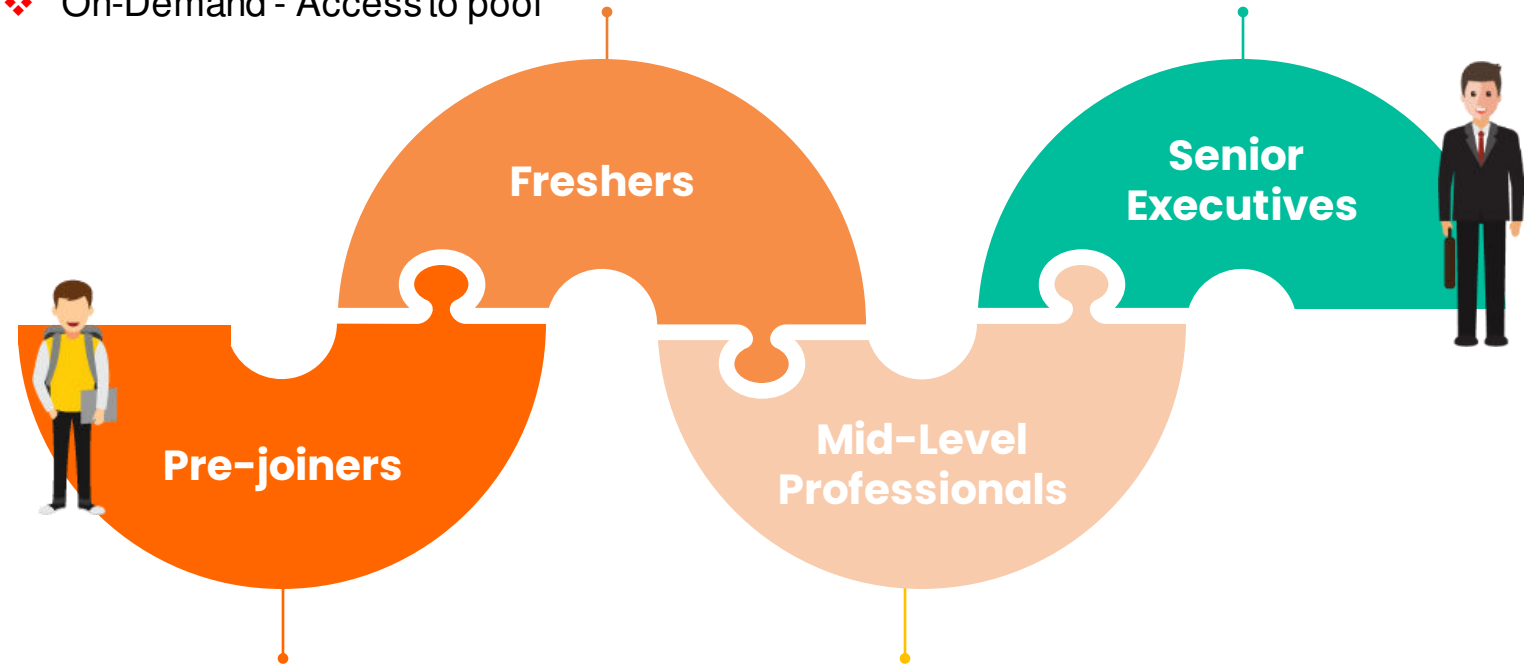
Employee Life Cycle – Need & Solution

- Deployment readiness **(Bootcamp, Content, QB)**
- Access to trained/certified freshers
- On-Demand - Access to pool

- Managing Economic Uncertainty, Geo diverse teams, Creating psychological wellness, Strategic thinking (**Leadership Development**,**360, Coaching, Project Mentoring)**
- Diversity in Leadership **(WLP, DEI)**



- Early engagement **(PJP)**
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- Role based Competency Development **(RBT)**
- Tech Career Path **(RBT)**
- Domain competency
- Talent Retention **(WILP)**

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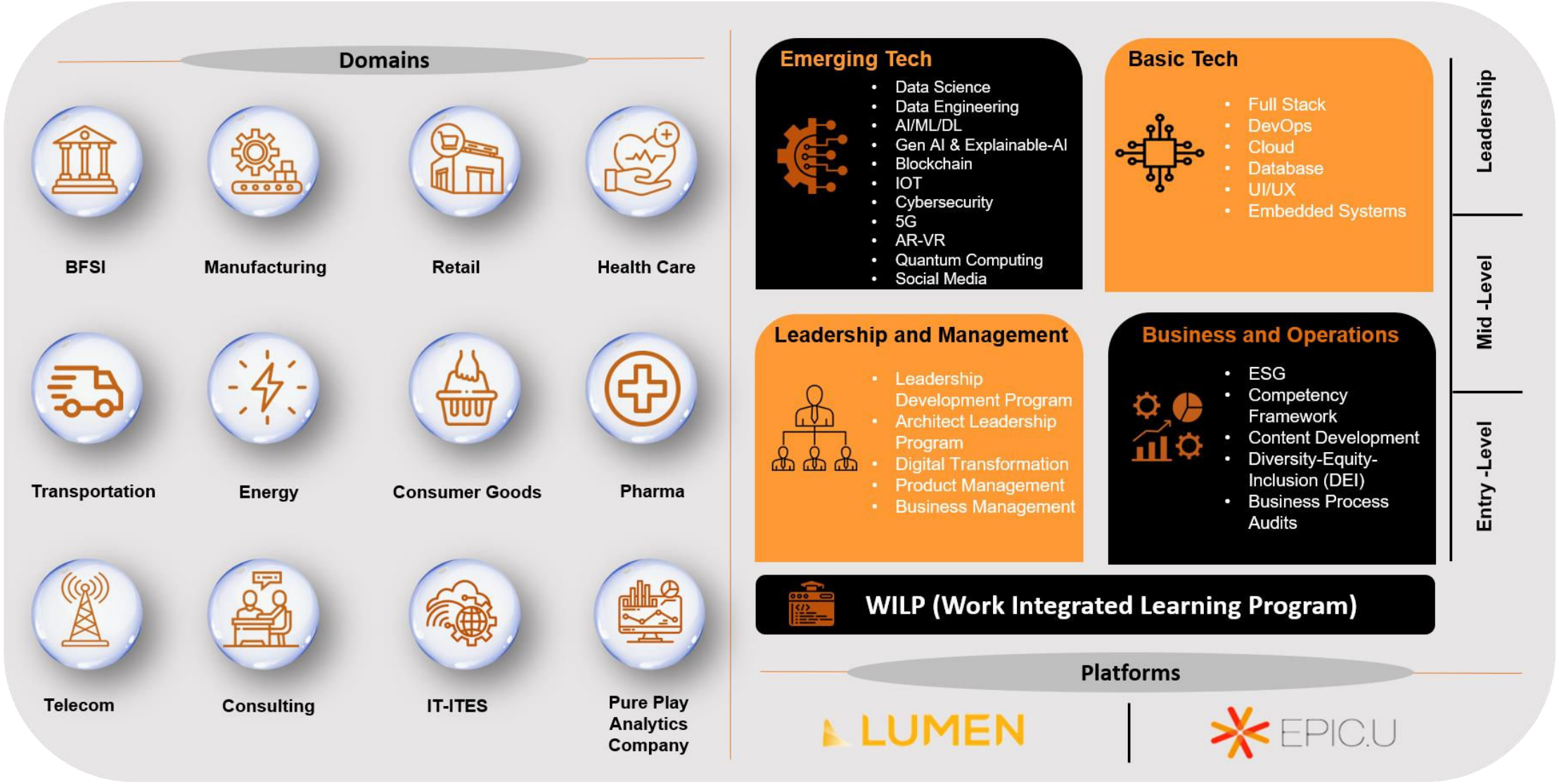
We Offer Transformation Solution Across Diverse Verticals



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Program Catalogue

Basic Tech	Emerging Tech	Leadership & Soft Skills	Business & Operations	Role Based	OEM	WILP	Freshers Training	Assessments
Full Stack	Data Science	Digital Transformation	ESG	Product Management	Salesforce	PG Certificate Programs	Pre Joining Program	Leadership
DevOps	Data Engineering	Leadership Development	DEI	Project Management	Oracle	PG Diploma Program	Bootcamp	Functional
Cloud	AI/ML	Architect Leadership Program	Business Process Audits	Product Engineering	Google	Masters Program	Project Mentoring	Technical
Database	Generative AI	Architect Readiness Program	Content Development	Business Analyst	Microsoft	Integrated Masters	Sandbox	Digital Quotient
UI/UX	Blockchain	Business Management	IR 4.0	Architect Competency Program	ISQAB	PhD Program		Question Bank
Embedded Systems	IOT	Soft Skills	Market Analytics		SAP	TAPMI–MBA - BFSI		
Data Smart	Cybersecurity		HR Analytics		Adobe	MAHE (MSc.DS, MSc.BA)		
Testing	5G				VMware	MAHE (PGCP LSCM)		
SDLC	AR/VR				Guidewire	MUJ – BBA, BCA, BCOM		
	Quantum Computing				Informatica	MUJ (MBA,MCA,MCOM,MA JMC)		
	Metaverse				ServiceNow	MIT (PGCP DS & ML)		
	Social Media				Others			

Platforms

LUMEN

EPIC.U

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Learning Ecosystem

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Employee Need –Solution Life Cycle

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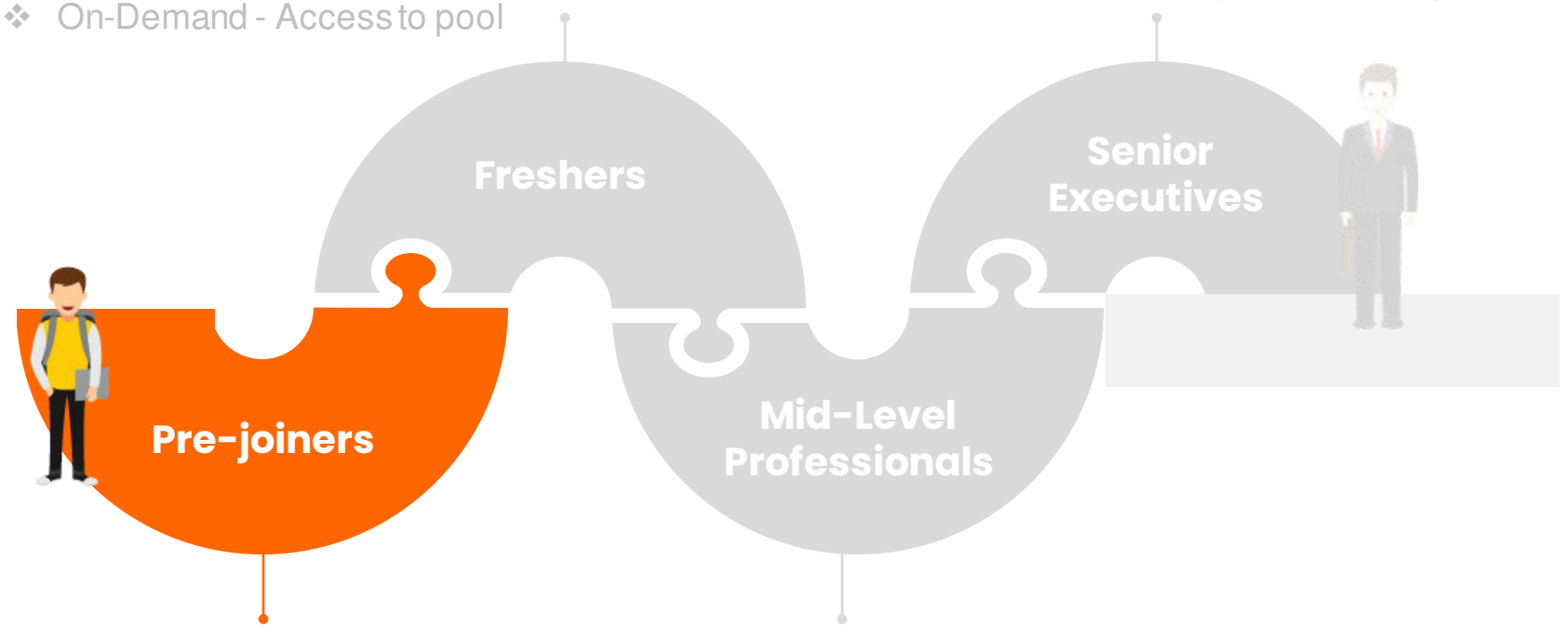

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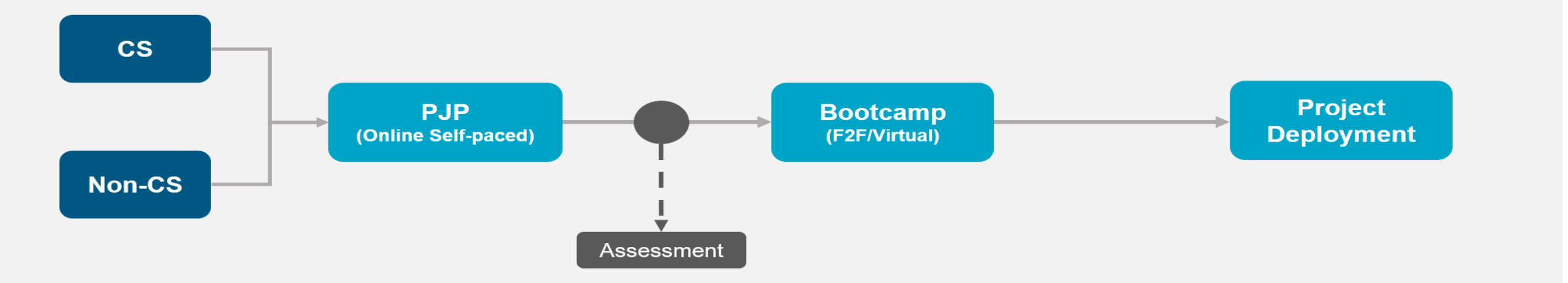
Pre-Joining Program

Remote Pre-Joining Program (PJP) delivered online through self paced e-learning and webinars



Advantages for organization

- Reduction in training days
- Motivated for self-learning
- Resource Planning
- Talent Retention
- Direct Cost Saving

Advantages for Individuals

- Learn to troubleshoot issues and imbibe the culture of self-learning
- Testing the code – automated test cases
- Discipline – meet deadlines
- Get used to the culture of remote proctored assessments
- Teamwork through ASK forum

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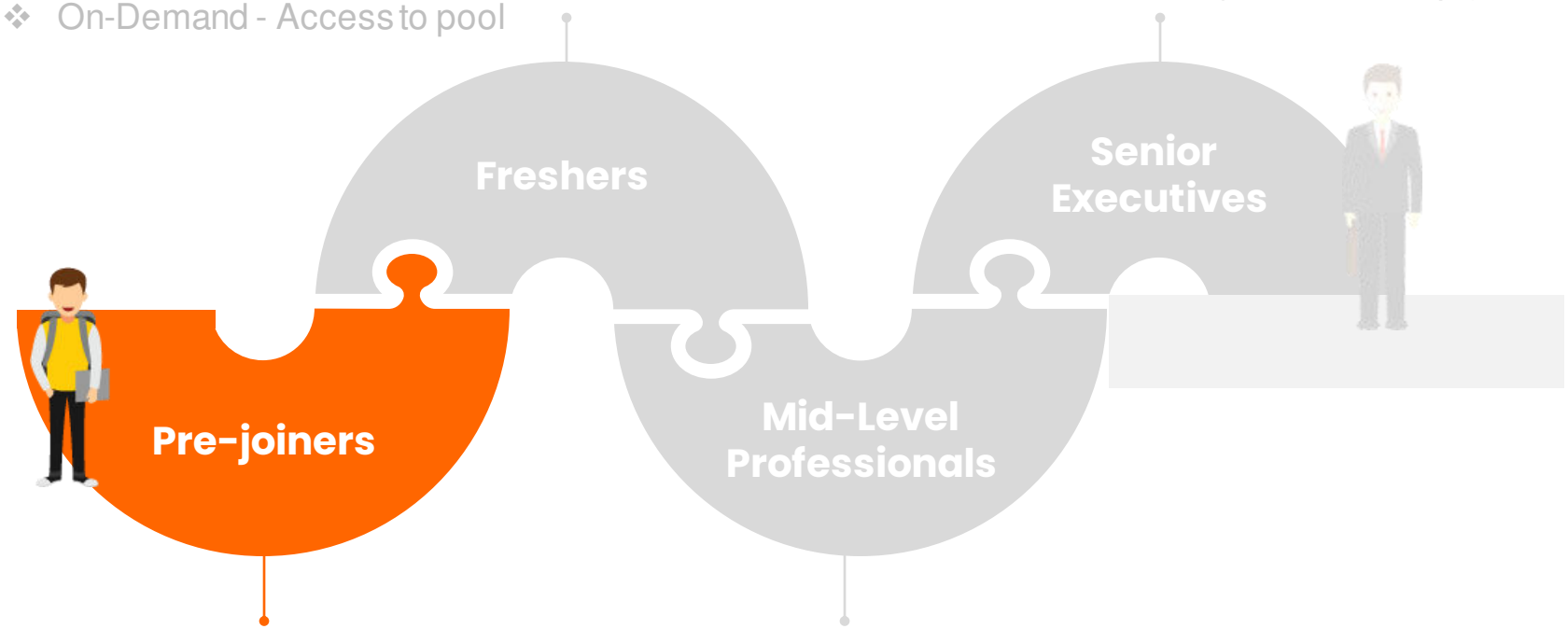

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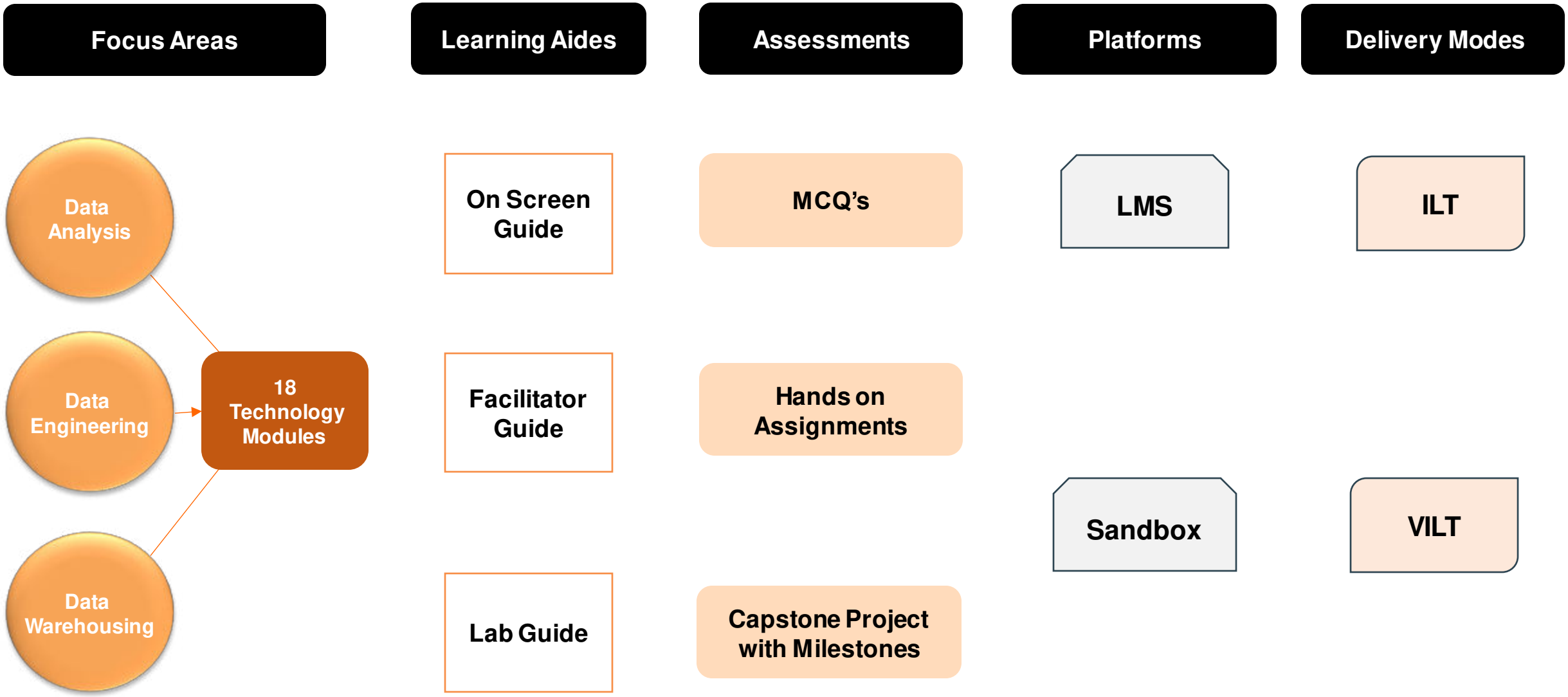
Incubation Centre – Sample Data Science Program Structure



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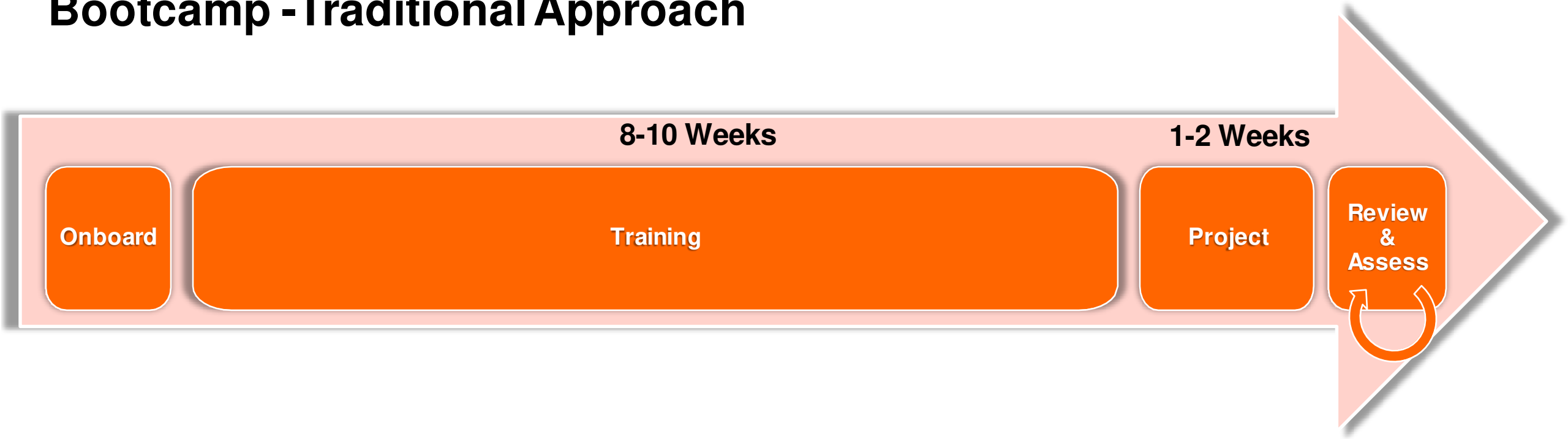
Bootcamp -Traditional Approach



What works

- ✓ Simple to execute

Challenge

- ✗ One size doesn't fit all
- ✗ Not agile
- ✗ Delayed feedback
- ✗ Low engagement
- ✗ Output focused

Business feedback on learners

- ✗ Low on programming skills
- ✗ Don't demonstrate problem solving skills
- ✗ Limited standards/processes knowledge
- ✗ Unsatisfactory at articulation/presentation
- ✗ Low on deployment capability
- ✗ Lack of confidence

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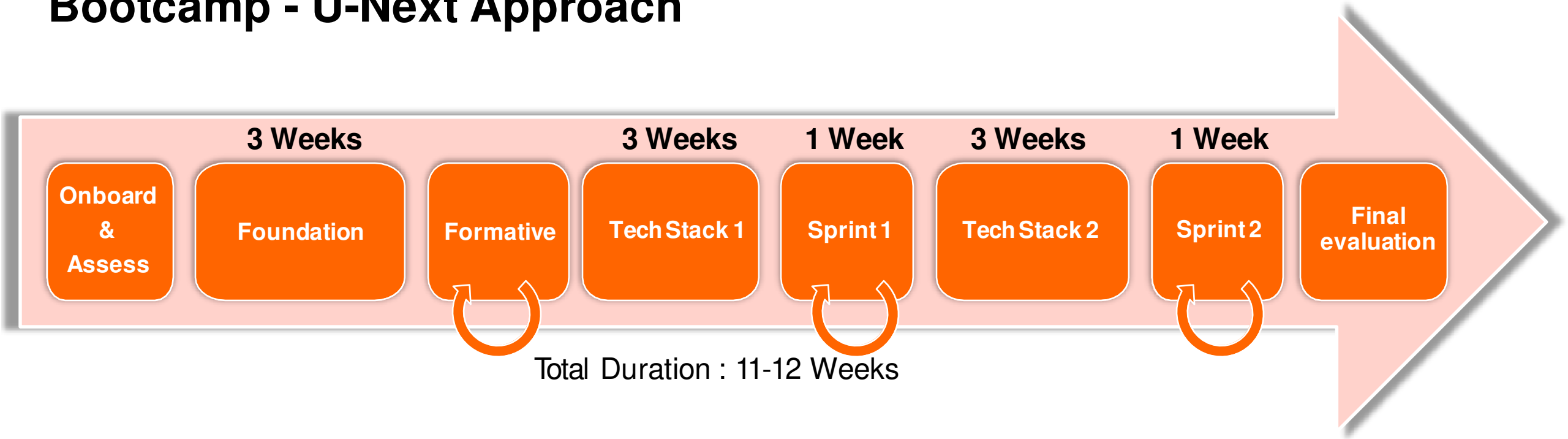
Bootcamp - U-Next Approach



Total Duration : 11-12 Weeks

What works

- ✓ Iterative review/feedback
- ✓ Fail fast, Learn from failure culture
- ✓ Engagement, Effectiveness
- ✓ Retention and reinforcement of learning

Support provided

- ✓ Proactive Monitoring
- ✓ Predictive Performance

Business feedback on learners

- ✓ Good with programming skills
- ✓ Appreciation of processes, standards
- ✓ Good at articulation/presentation
- ✓ Good deployment capability
- ✓ Confident in execution

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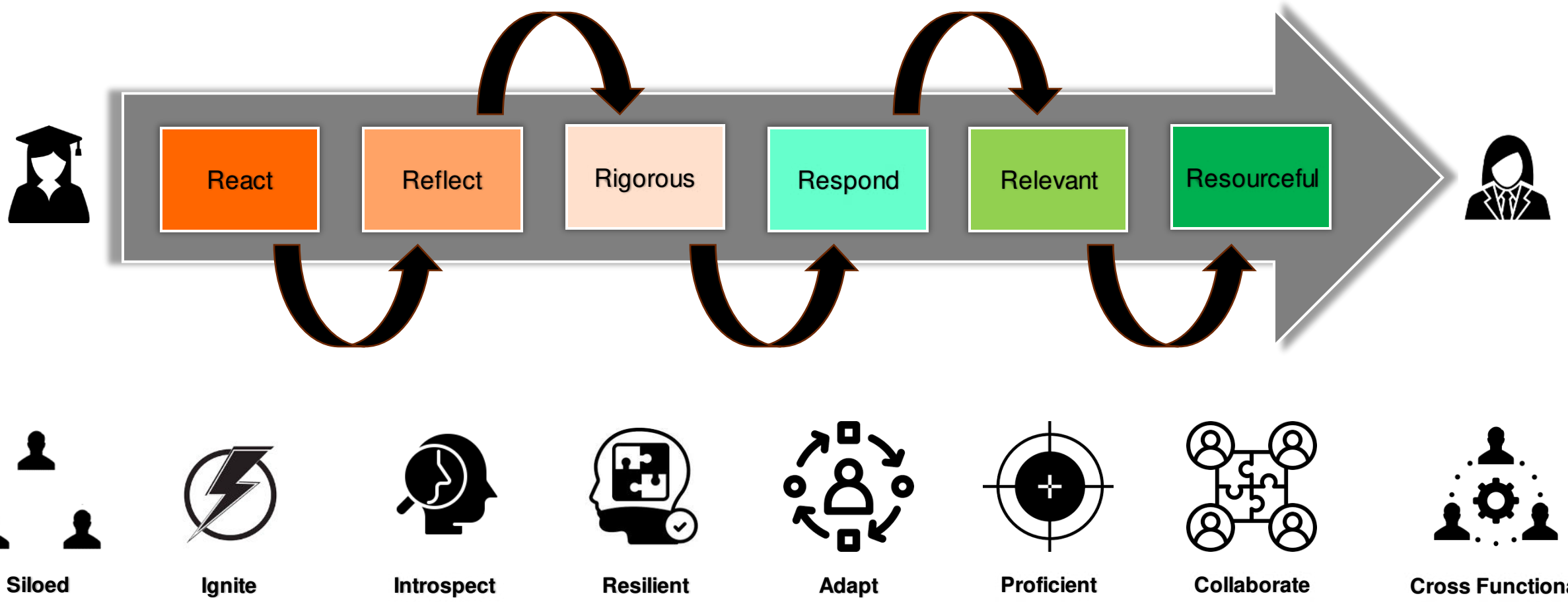
Business Aligned Behaviors



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Wholistic Empowerment via Simulation

Capability	Programming Foundation	Deployment Foundation	Site Reliability Engineering	IT Infrastructure Management & Services	Real Time case study
Knowledge	Java, .NET, DB, QE/QC, SDLC, DevOps, JIRA, GIT	Linux, Web server, Microservices, Docker, Jenkins, Kubernetes, Ansible	Observability, Automation, SLA, SLE, SLO	ITSM, ITIL, ServiceNow	Final Project
Activities					
	Polls	**Competition**	**Time-based**	**Crossword**	**Decision** **Client Orientation** **Deployment** **Collaboration**

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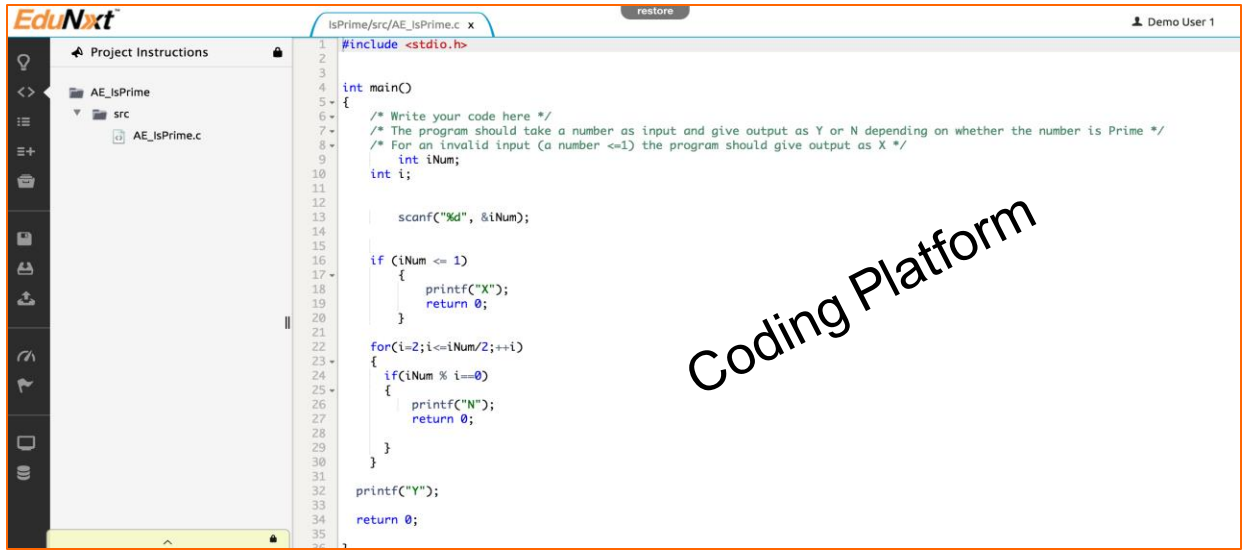
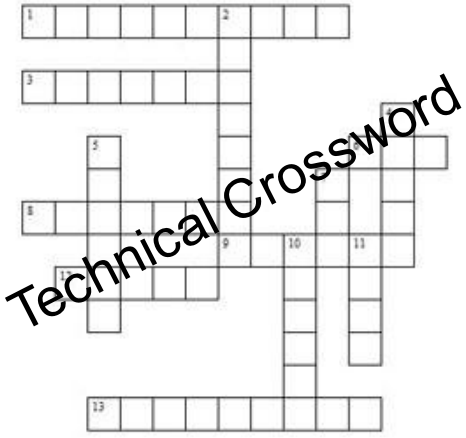
Activity Based Learning – Strengthening concepts with fun





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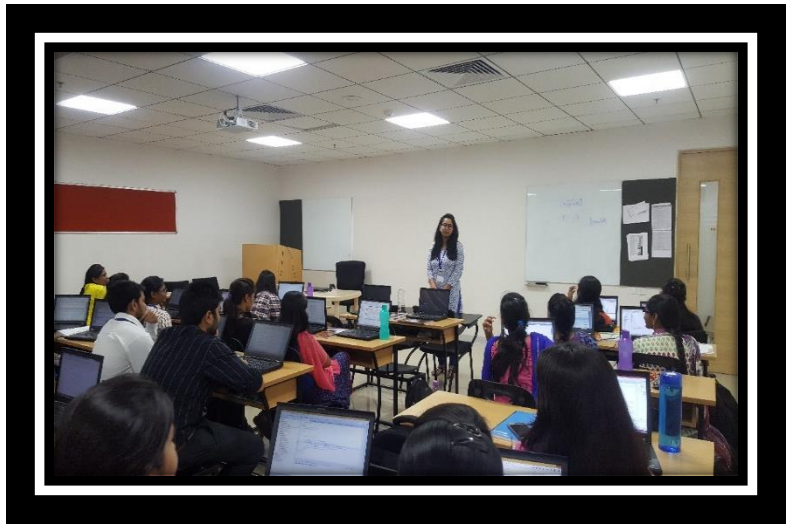
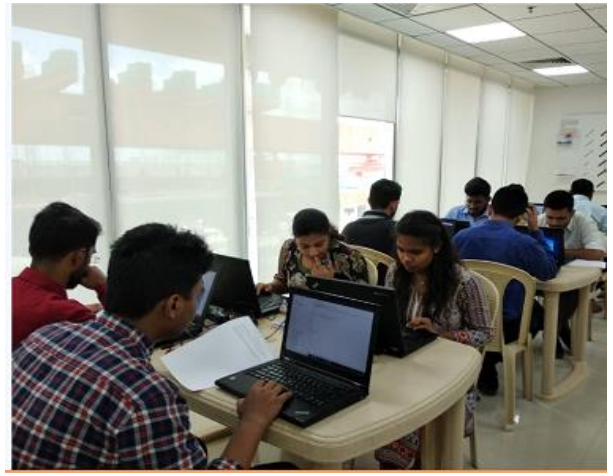
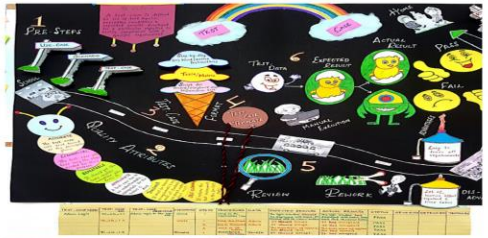
Activity Based Learning – Promoting Confidence and Excellence

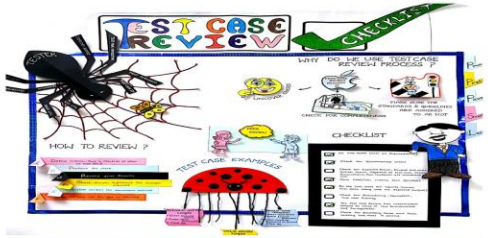


Just A Minute



Round Robin Coding





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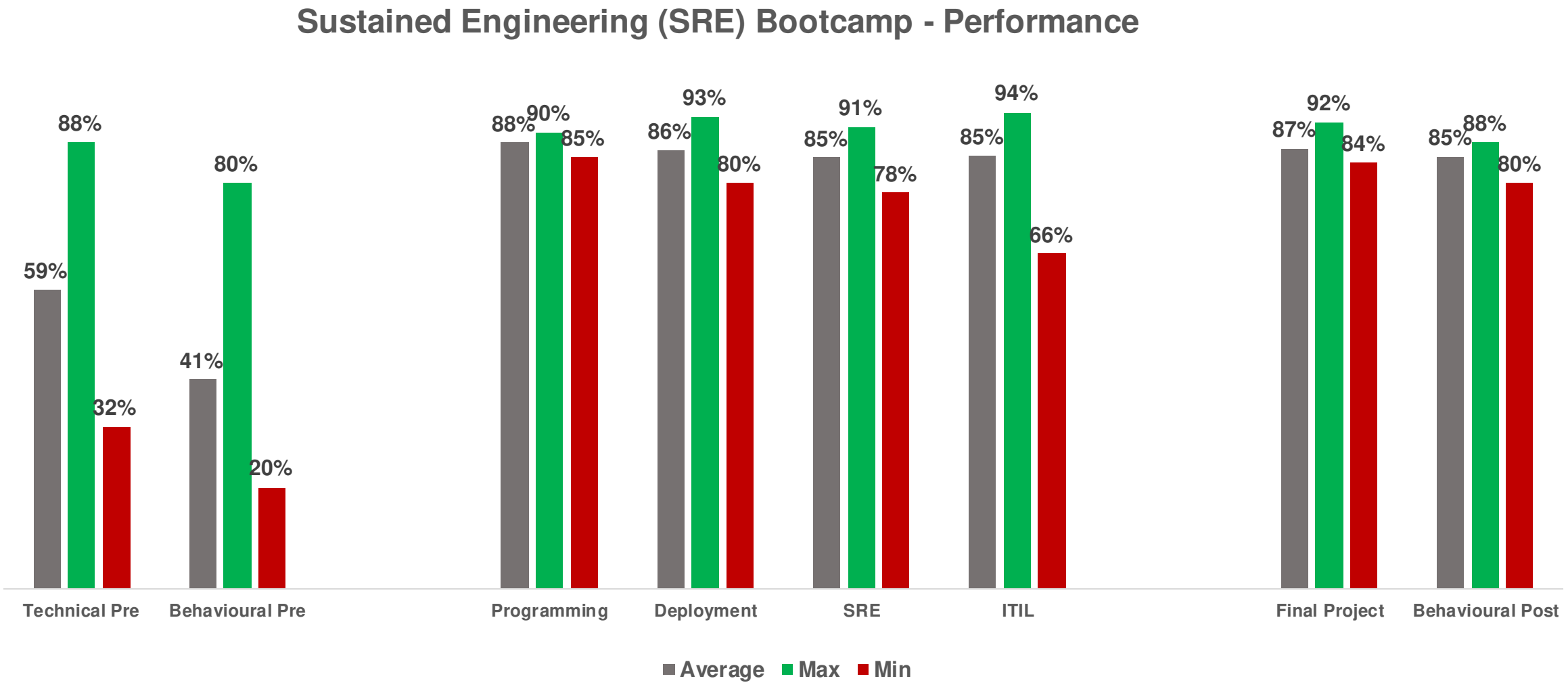
End-to-End Performance View



Pre **In Class** **Post Class**

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On Demand – Access to Talent Pool

1 **Alumni Pool**

Leverage the Alumni Pool through our University Certification programs,

- **Familiarity and Quality Control**
- **Seamless Integration**
- **Higher Retention due to engagement**

2 **Existing Pool**

Leverage the Existing Pool through our University Certification programs,

- **Proximity to Graduation**
- **Client-Specific Training**
- **Cost-Saving**

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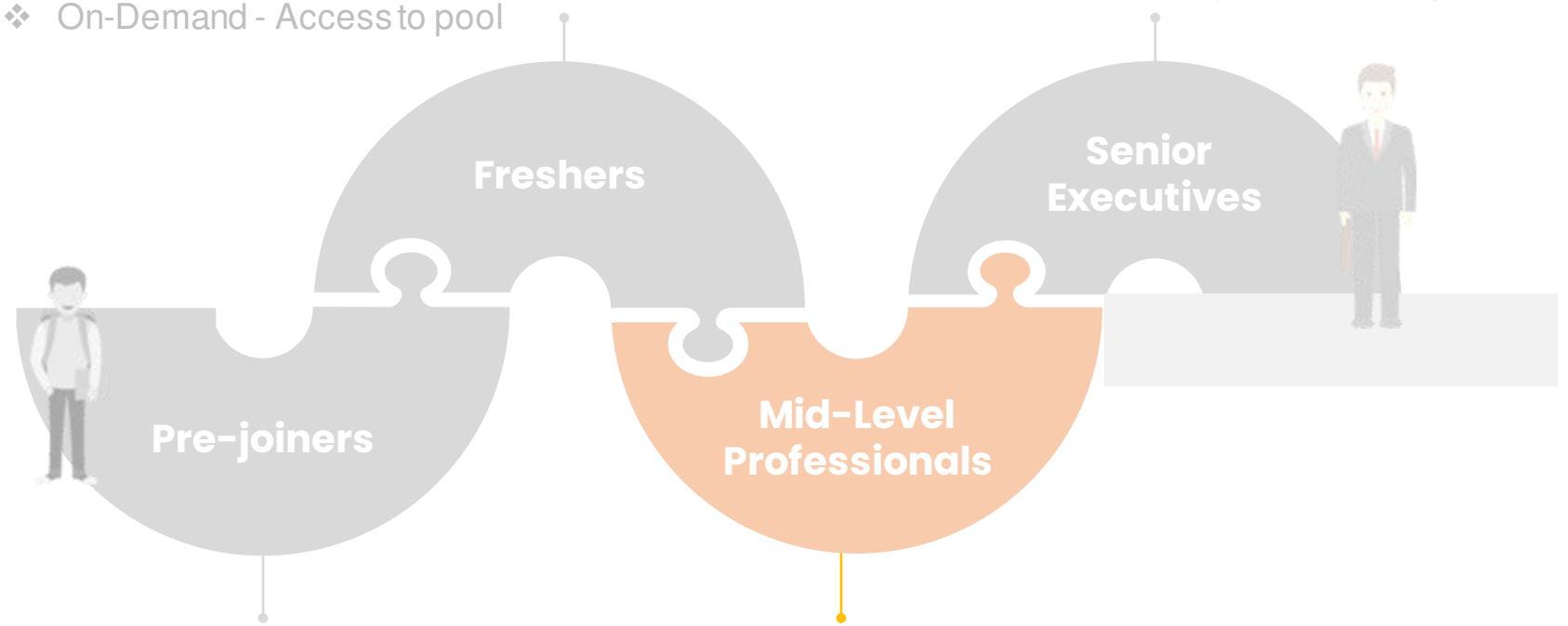

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Our Competency Development Framework

Proficiency	Blended Learning	Assessment Types	Assessment Category	Learning Outcomes
Level 1 Beginner	80% Self-Paced 20% ILT	✓ MCQ	Knowledge	• Knows all terms associated with the technology • Understands importance of the technology across various industries • Can solve simple problems – based on predefined rules
Level 2 Intermediate	50% Self-Paced 50% ILT	✓ MCQ ✓ Simple Case Studies	Knowledge + Skill	• Can understand more complex situations that are not first of its kind • Can apply the technology to these more complex situations successfully • Is able to understand the contextual influence on the usage of the technology and vice versa
Level 3 Advanced	20% Self-Paced 80% ILT	✓ MCQ ✓ Medium Case Studies ✓ Internal Journal Submission	Knowledge + Skill + Demonstration	• Is able to review implementations of others • Is able to apply the technology to situations of any complexity • Proactively manages risks associated with usage of a technology based on experience and knowledge
Level 4 Expert	20% Self-Paced 80% ILT	✓ MCQ ✓ Complex Case Studies ✓ SME Interview ✓ External Journal Submission	Knowledge + Skill + Demonstration	• Knows how to compare and contrast related technologies • Can create solutions from scratch • Is able to review implementations effectively • Is able to perceive new use cases of technologies

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Rapid Skill Development (RSD) – Tech Upskilling

Pre Assessment

Mid Assessment

Final Assessment

Instructor led Online Training

Project

Resources on bench

3 weeks (full day web ILT)

4 weeks (2 hrs of daily mentoring)

Resources on project

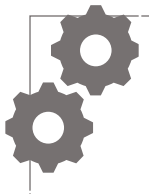
8-10 weeks (8 hrs / week of web ILT)

Project Mentoring

1 mentor for 20 learners

Milestones set for every week during the project

Web call twice a day between mentor and mentees to review progress



Exposure to real-time projects

Progress review between Client and UNext team once every 2 days

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Sandbox Environment

Key Features

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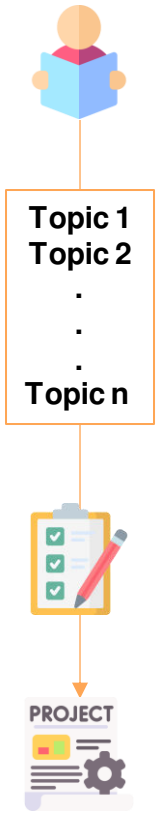
Learning Approach – Traditional Vs PBL

Traditional Approach



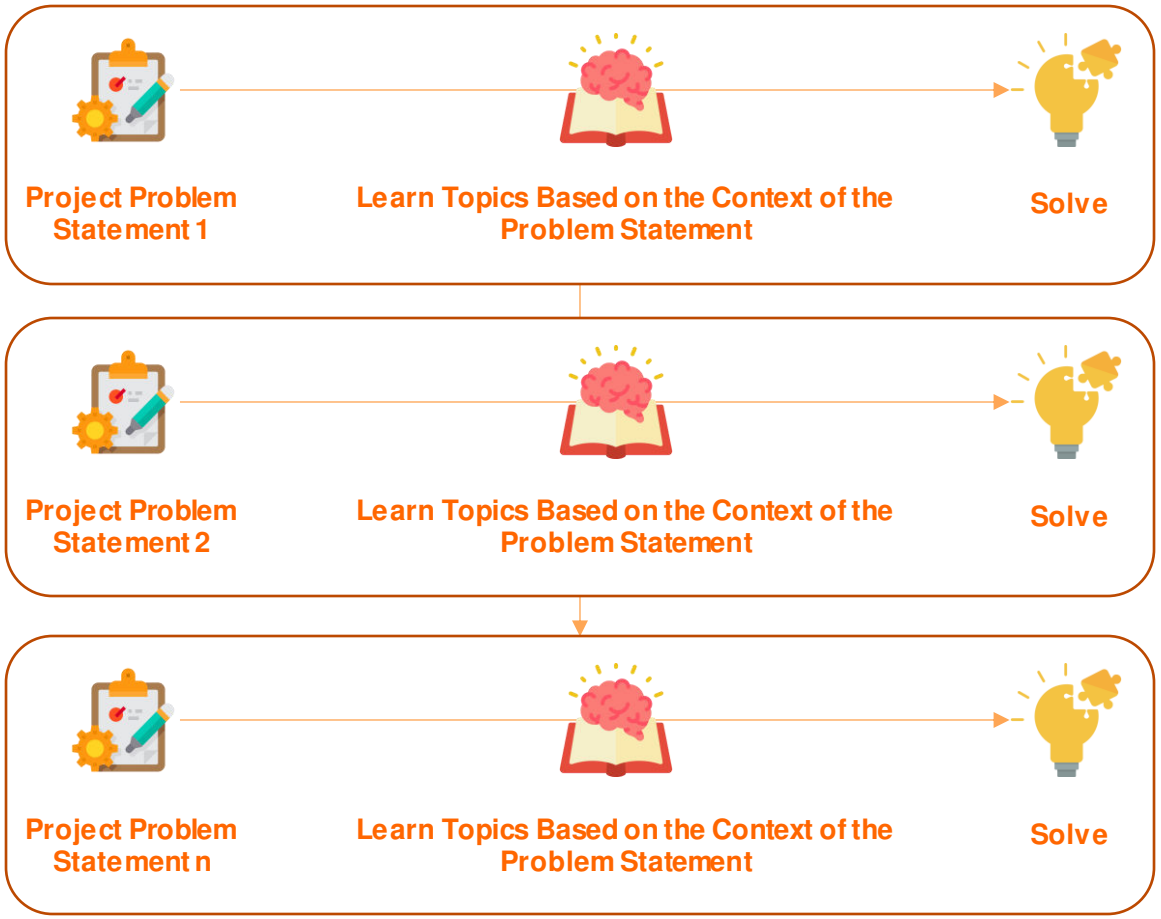
Learn List of Topics

Assessments

Projects

Linear Way of Learning

Project Based Approach



Iterative Way of learning

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Sample Case Study Repository

Sl.No	Case study	Domain	Description
1	Forecasting Airline Passengers	**Aerospace**	Forecast the monthly airline passengers for the next three calendar years. A detailed recommendation aiming to boost revenue must accompany the results.
2	Unmasking Credit Card Fraud: Leveraging Machine Learning for Proactive Detection	**BFSI**	In this research case study, we delve into the pervasive issue of credit card fraud and propose a proactive machine-learning approach for fraud detection.
3	Mask identification at Bank		A popular bank is facing challenges with its facial recognition system due to an increasing number of customers wearing face masks during the COVID-19 pandemic. To overcome this issue an ML/DI model needs to be developed.
4	Modernizing the Oakville Bank System		By leveraging the power of Python and database technology, this system revolutionizes traditional banking practices and sets the foundation for an efficient and modern banking experience.
5	Currency Exchange Odyssey		Currency Converters aim to maintain real-time information on current market or bank exchange rates so that the calculated result changes whenever the value of either of the component currencies does.
6	Credit Assessment in Financial Services		Determining whether customers are likely to repay the loan amount, thereby reducing NPAs and increasing profitability.
7	Stock Management		Automate and improve the stock management process by creating a database driven.
8	Indian Stock Market Analysis		Forecast the stock prices of selected constituents of the Sensex while understanding the impact of critical events along with the influence of interest rates on market performance.
9	Quality Control in Concrete	**Construction**	Using ML/DL model to solve the problem of measuring concrete compressive strength without additional equipment.
10	E-Commerce Review sentiment analysis	**E-commerce**	An E-commerce company is tackling the challenge of varying sales for different products and aims to enhance customer satisfaction by providing insights on product quality and user feedback.
11	Data Modeling for E-commerce with MongoDB		Efficiently tracking inventory, handling order processing, managing payments, and building strong customer relationships demand a well-
12	Patient Record Monitoring System	**Healthcare**	The Patient Data Management Application ensures streamlined storage, retrieval, and maintenance of patient records.
13	Predicting Medical Expenses		Insurance companies determine their premiums based on various factors and considerations. The goal is to set a price that is sufficient to cover potential claims and operating costs while remaining competitive in the market
14	Ohio Clinic—Meeting Supply and Demand		Addresses the issue of overcoming losses in the healthcare domain.
15	News Article Analysis	**Media**	The web development team at the media corporation, needed a solution to categorize millions of news articles on their website efficiently.
16	Data-Driven Insights for Sales Forecasting	**Retail**	Explores how Tesco Supermarkets leveraged data-driven approaches to gain valuable insights and make informed decisions.
17	Retail data set		A retail company “ABC Private Limited” wants to understand the customer purchase behavior (specifically, purchase amount) against various products of different categories.
18	Toy Rental		Offer premium toys on rent based on a survey revealing kids' short attention spans and parents' affordability challenges.
19	Customer Purchase Behavior Analysis in Retail		Understand the customer purchase behavior (specifically, purchase amount) against various products of different categories.
20	Adidas Retail Stores Segmentation		Segment the adidas retail stores to gain valuable insights into the performance of its retail stores.
21	Customer Churn Prediction for Telecommunication Company	**Telecom**	Developing a machine learning-based system for Customer Churn Prediction at Telecommunication Company enabling the timely identification of customers at risk of churning and facilitating personalized retention strategies.
22	Customer Segmentation and Targeted Marketing for Telecommunication Companies		The objective is to enable personalized marketing campaigns that effectively engage different customer segments, leading to improved customer satisfaction, retention, and revenue growth

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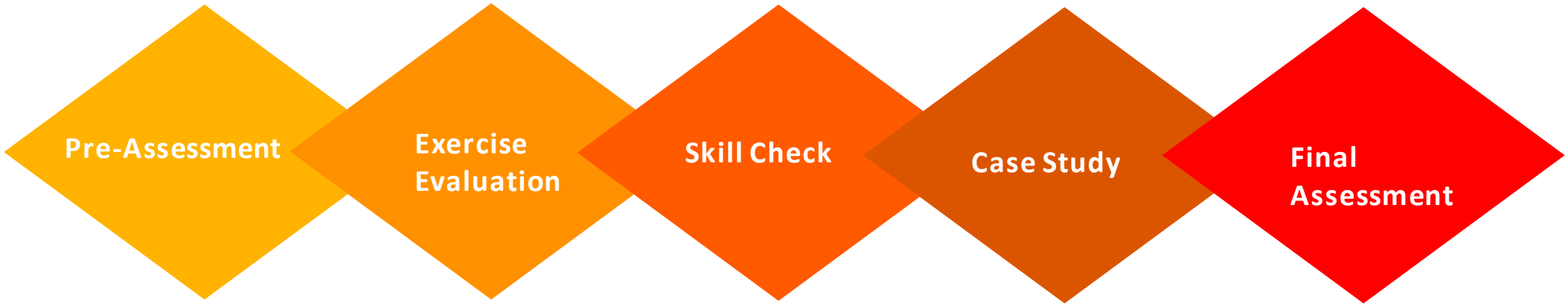
Assessments: Continuous Measuring of Learning Outcomes



Pre-Assessment	Exercise Evaluation	Skill Check	Case Study	Final Assessment
Baselining of Skills	Un-guided exercise evaluation to measure learning outcomes	End of module skill check	Evaluation at every phase(Design, Develop and Deploy)	Evaluation will include knowledge & skill assessment and case study evaluation

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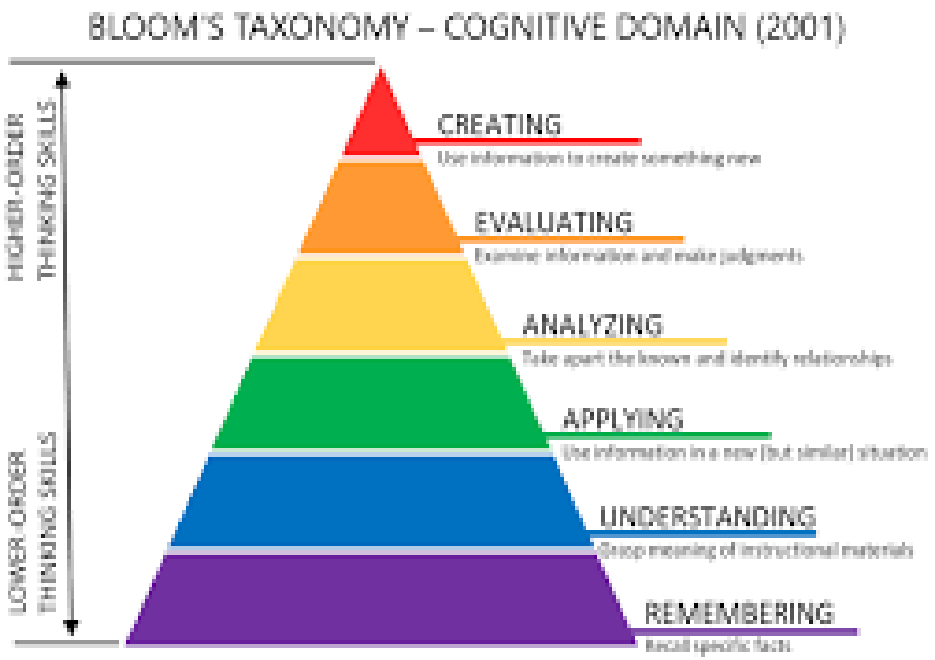
Question Bank



Question Bank Framework			
Sl.no	**Blooms Taxonomy**	**Pre Training Assessment**	**Post Training Assessment**
1	Create	-	10
2	Evaluate	-	20
3	Analyse	10	30
4	Apply	20	20
5	Understand	20	10
6	Remember	50	10
	Total Count	0	10

Large Question pool of 10000+ across 100+ topics
Questions tagged to topics, subtopics, taxonomy

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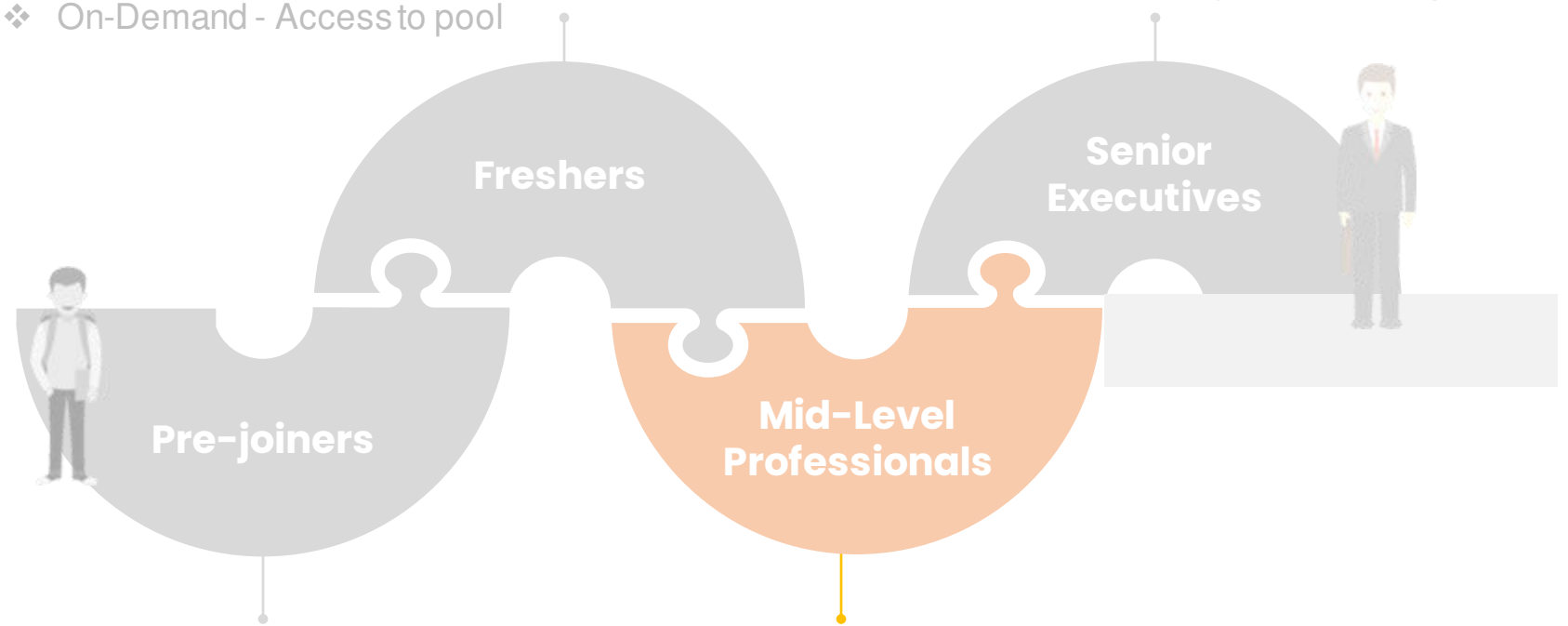
Employee Need –Solution Life Cycle

- Managing Economic Uncertainty, Geo diverse teams, Creating psychological wellness, Strategic thinking (Leadership Development,360, Coaching, Project Mentoring)
- Diversity in Leadership (WLP, DEI)

- Deployment readiness **(Bootcamp, Content, QB)**
- Access to trained/certified freshers
- On-Demand - Access to pool



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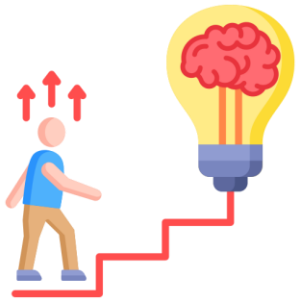
JIT – Professional Upskilling



Improving Self

- Building a Consulting Mindset
- Business Communication
- Business Planning
- Communicating Architecture to Business Stakeholders
- Delighting Customers
- Facilitation Skills
- Managing Project Plans
- Nurturing Technical and Professional Excellence
- Operational Excellence
- Professional Contribution
- Systems Thinking
- Technical Thought Leadership: developing perspectives and Professional Contribution
- The Yin-Yang of Software Development: Creativity and Innovation

Improving Business

- Achieving Customer Satisfaction through Requirements Understanding
- Customer Delight: Building the Minimum Awesome Product
- Customer Personas and Requirements Understanding
- Engineering Solutions: the technical and business factors in realizing solutions
- Executing Agile Projects
- Facilitating customer journey through Design Thinking
- Intrapreneurship and Value Creation
- KSF Based Project Management
- Quality Improvement using CMMI

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JIT – Professional Upskilling

Beginner Level

Growth Mindset	Professionalism
Business Communication	The Zen of Listening
Email Etiquette	Teamwork
Time Management & Productivity	Building Network
Working in Virtual World	Building Trust and Credibility

Intermediate Level

Executive Mindset	Communicating for Impact
Probing Right	The Zen of Listening
Presentation Skills	Collaborative Working
Creativity and Innovation	Building Trust and Credibility
Holding Difficult Conversations	Smart Time Managers

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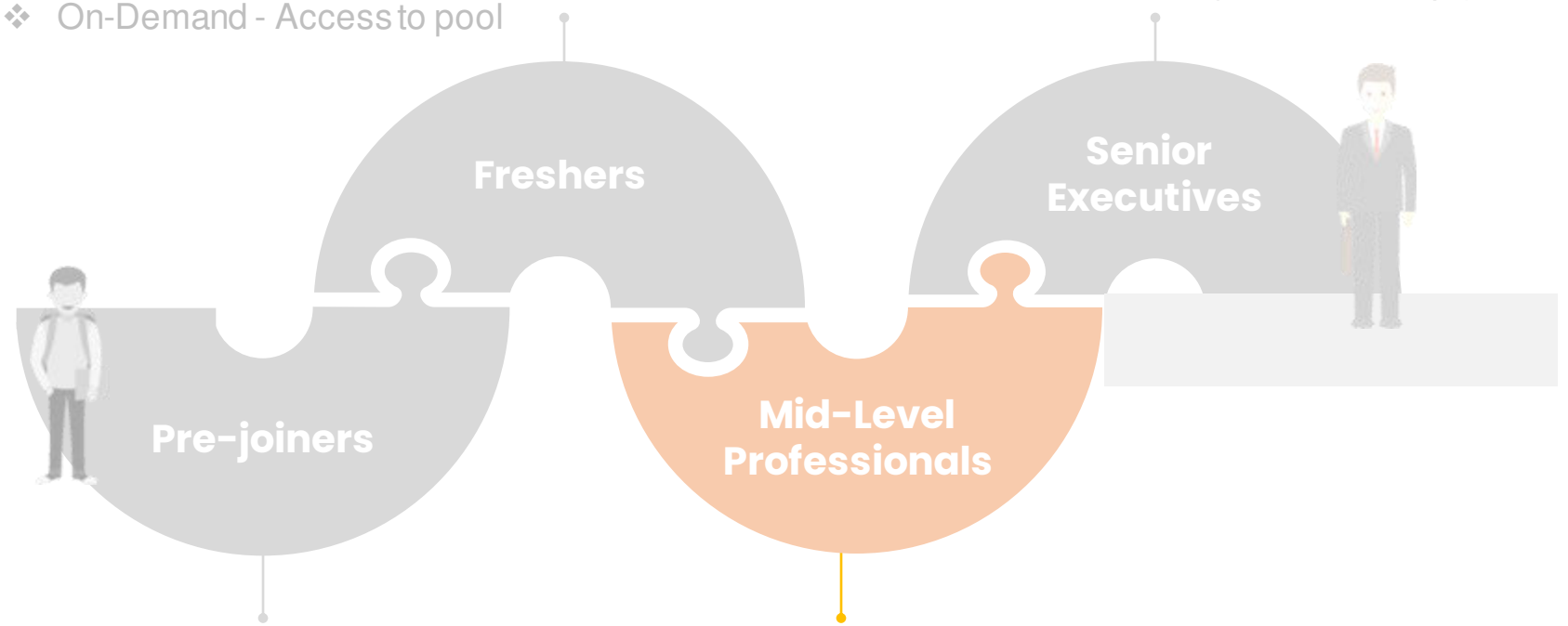

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Skilling across Job Roles – Digital Literacy

- Digital strategy and culture
- Advance analytics and data driven decision making process
- Data analytics using Excel and Power BI and brining in analytics culture.

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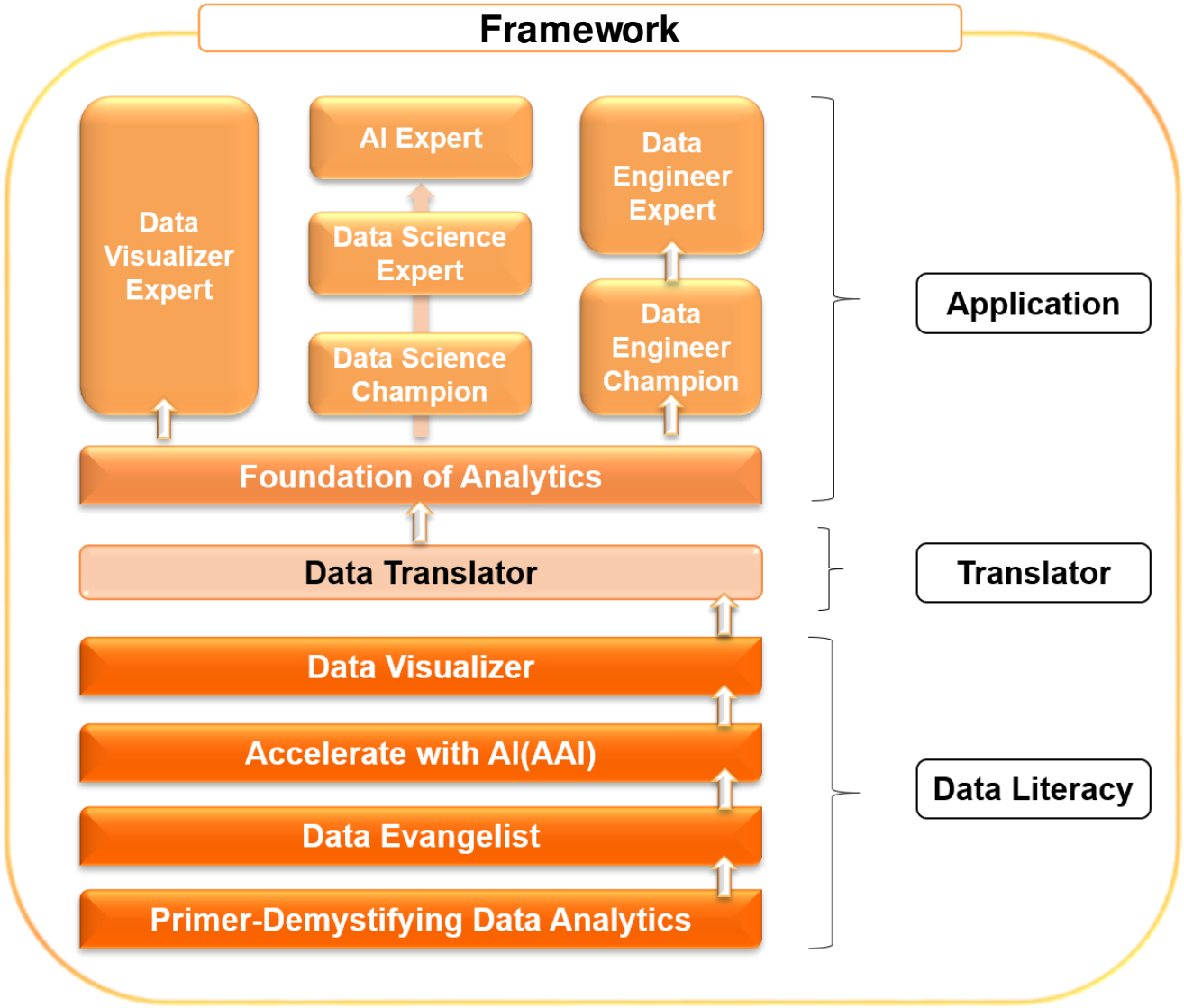
Upskilling Program – Academy of Analytics



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Upskilling Program – Gen AI

User

- Introduction to Generative AI - Webinar
- Generative AI for All
- Generative AI for Finance Team
- Generative AI for Marketing Team
- Generative AI for HR
- Generative AI for Sales Team
- Generative AI program for L&D
- Generative AI for Spreadsheets
- Integrated Training Approach

Implementor

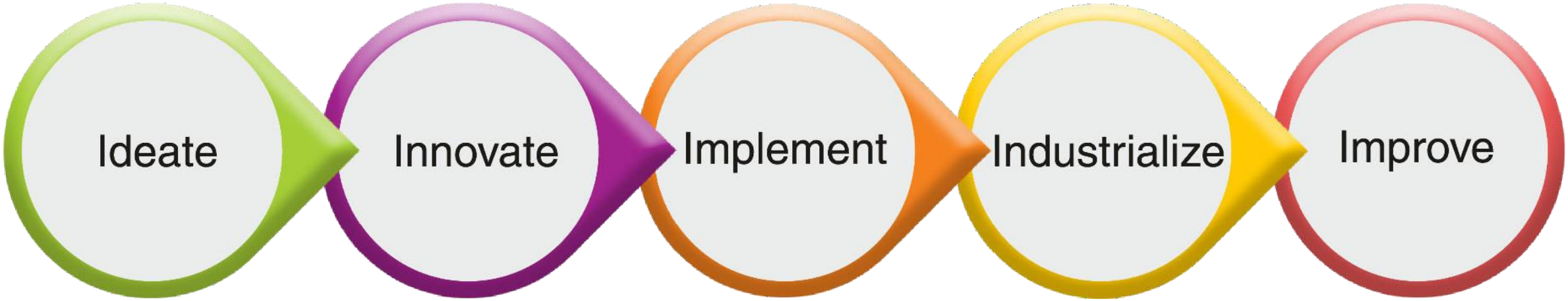
- Generative AI for Data Engineer

Developer

- AI Assisted Programming for Developers
- Generative AI for Data Science
- Customised Program for Developers

Product Management

Our Approach - 5i Framework



- Idea Generation and Validation,
- Market Validation,
- Target Pricing Decisions

- The First Product Prototype
- Draft Market Strategy

- Strategies for Marketing, Branding, Sales and Service
- Final Product version

- Manufacturing, Marketing, Sales, Distribution, and Support

- Continuous Improvement based on End-user Feedback
- Cost Optimization,
- Technology Obsolescence

Coaching by faculty helps improve the learner's attitude, and level of professionalism

- We work with our clients to understand the complexity of the problems the learners are expected to handle when they join projects
- We use client specific case studies, situations, and problem statements.

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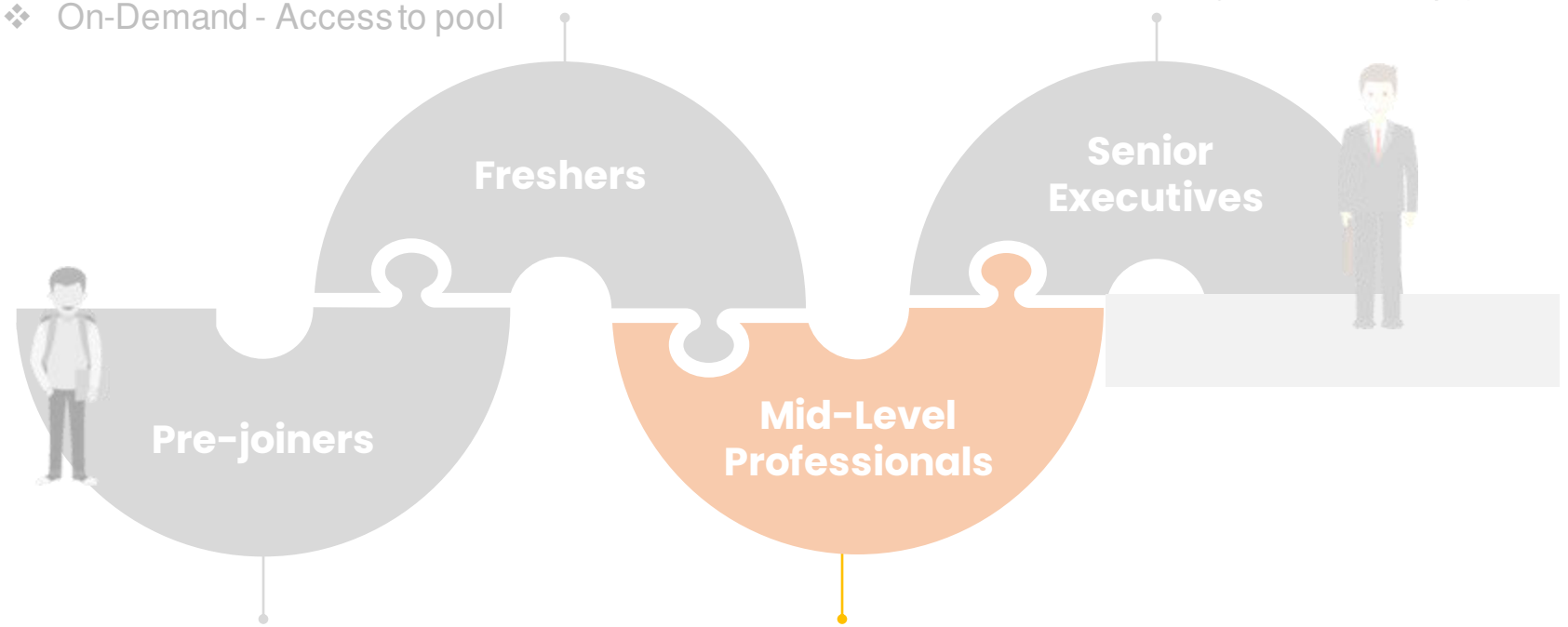

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- Talent Retention **(WILP)**

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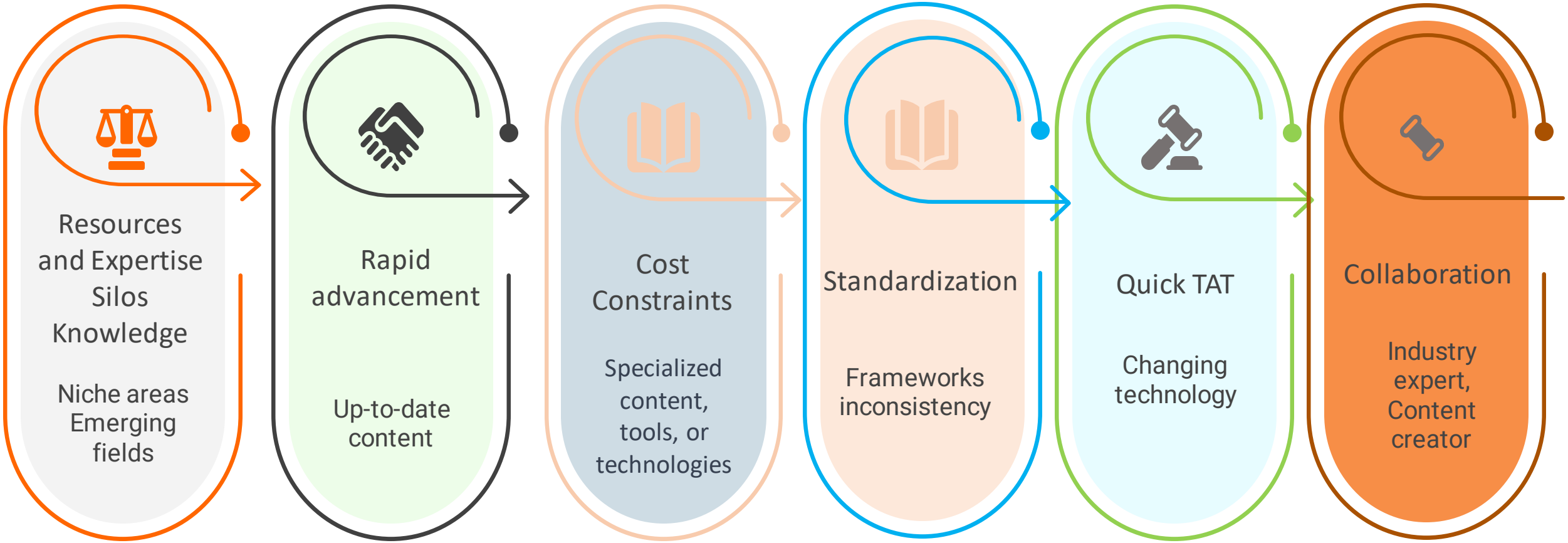
Domain Training - Considerations



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ROM IDEATIO

State-of-the-Art Studio

- ✓ Sony FX6 4K cinema grade camera for top level video quality.
- ✓ Panoramic green screen with state-of-the-art LED studio lighting.
- ✓ Behringer 32 channel audio mixer with professional microphones to record the best audio quality.
- ✓ TriCaster video mixer system to live edit the videos and has the capability to live stream them to online platforms.
- ✓ 86" Smartboard with industry leading touch screen for superior learning engagement & outcome

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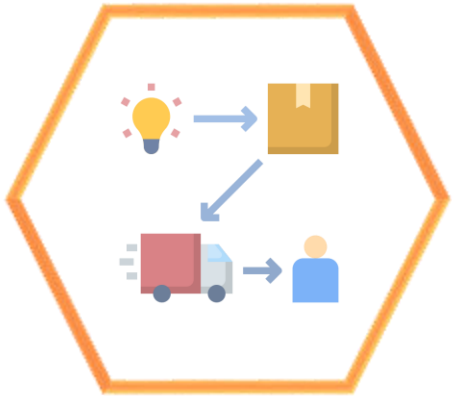
Domain Training

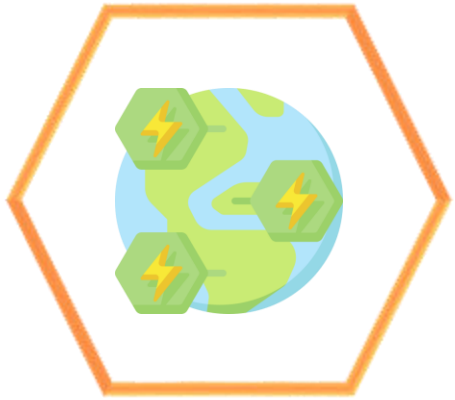
Key Domain Trainings We Have Delivered

ESG

BFSI



Manufacturing



Energy & Utilities

Pharma

Healthcare

Communication Media

Retail

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Employee Need –Solution Life Cycle

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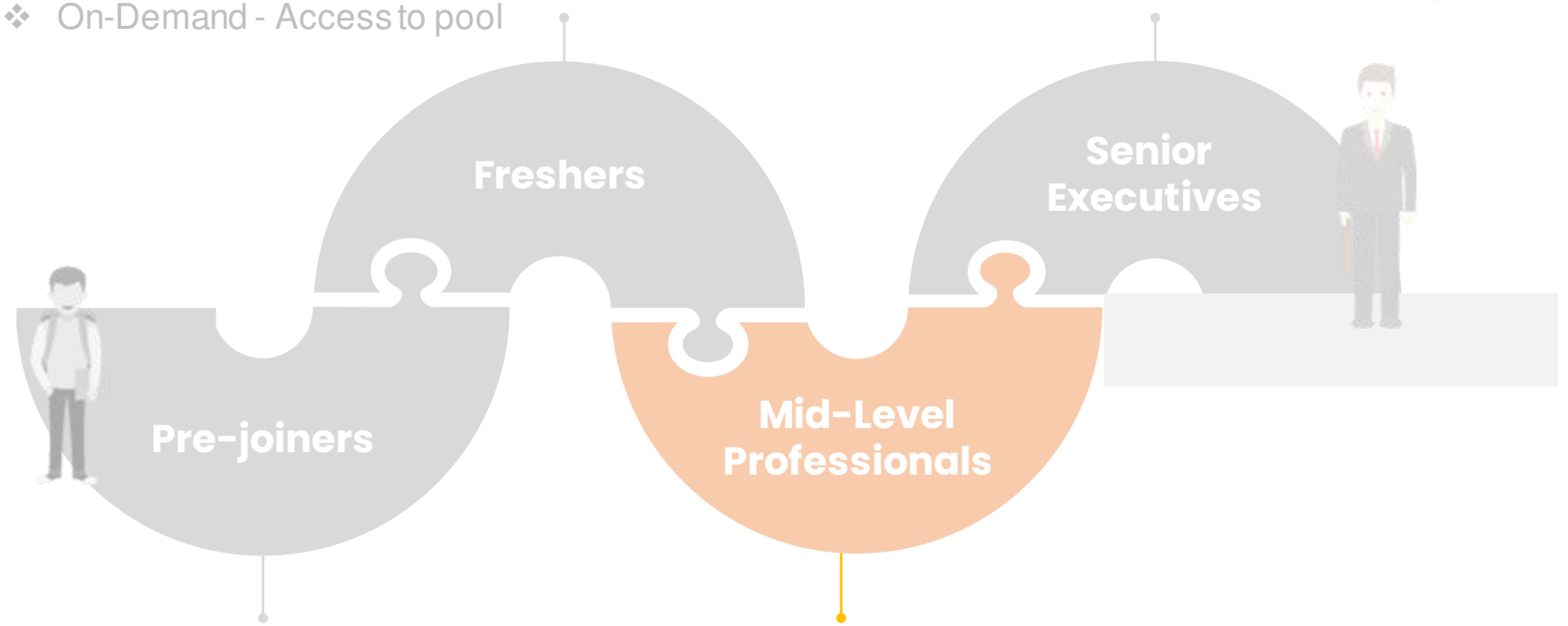

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Work Integrated Learning Programs(WILP)

- ❑ Customized to meet business/industry needs
- ❑ WIN-WIN
- ❑ Institute of Repute
- ❑ Aspirational qualification
- ❑ Access to experts from academia & industry

- ❑ Back to School
- ❑ Connected Community & Culture of learning
- ❑ Self-esteem
- ❑ Retain & Nurture internal talent
- ❑ Basically ……. “**Brings the Zing back**”!

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University Tie -Ups

Indian University

Manipal Academy of Higher Education

T. A. Pai Management Institute

Manipal Institute of Technology (MIT)

IIM, Indore

International University

University of Chicago

University of Maryland

University of Illinois

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WILP Programs Offered

TAPMI

MBA – Banking & Financial Services

MAHE

MBA – 10 new age specializations

MSc in Data Science

MSc Business Analytics

PGCP in Business Analytics

PGCP in Logistics and Supply Chain Management

MUJ

MBA with 13 unique electives

BBA

MCA

BCA

MCOM

BCOM

MA JMC

MIT

PGCP in Data Science & Machine Learning

70+ years
Educational excellence

3000+
Expert faculty

60+
Learner nationalities

1500+
towns & cities of India

Free
Access to Coursera

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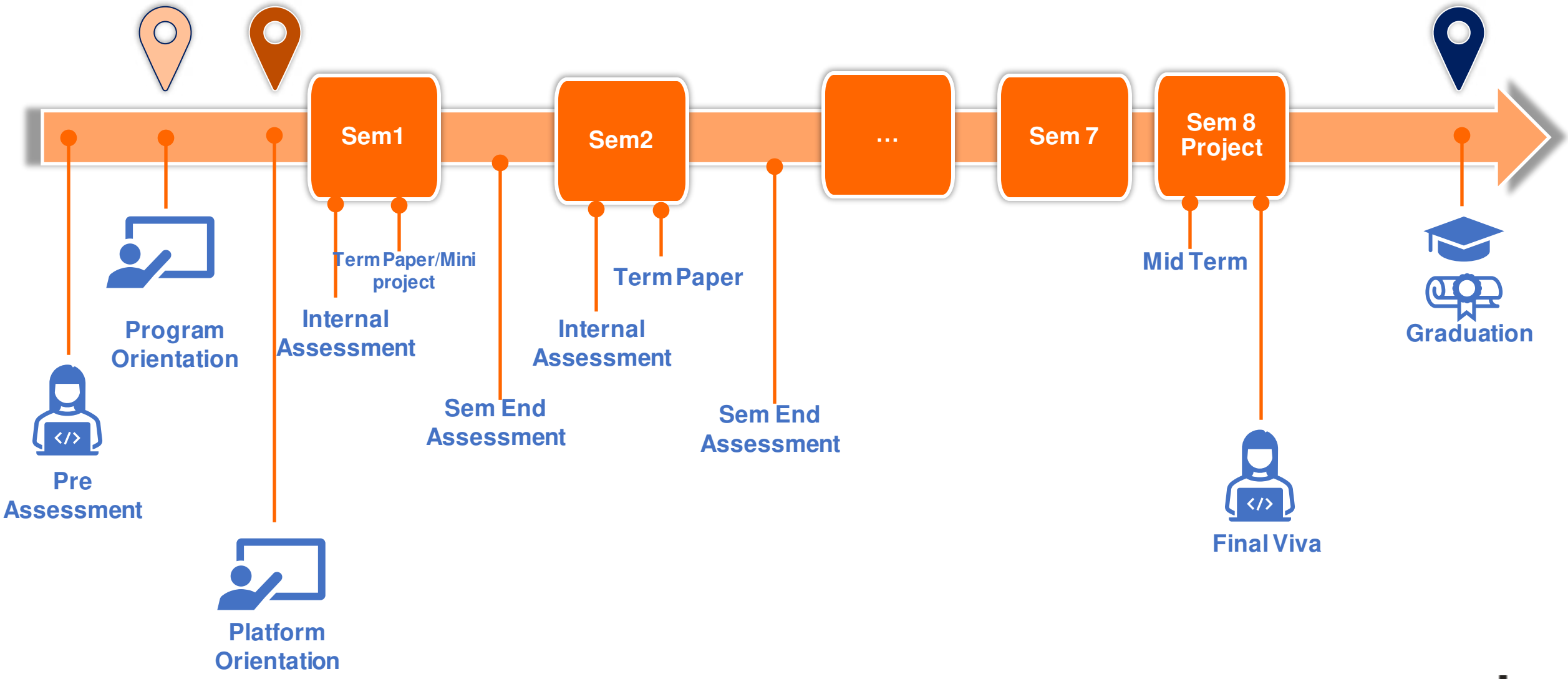
Sample Program Design Flow



Program Design – Tech support to Product Engineer

Pre-Assessment

TSE Full Stack Upskilling

Level 1

TSE - Advanced
Introduction to Retail Concepts
Project / Immersive Session

4 months

CodeAthon & MCQ Assessments
Comprehensive Assessments at end of modules

Level 2

Product Engineering
Modern Software Engineering
DevOps +Frontend + Project
or
DevOps + Backend + Project

5.5 months

Weekly Sprint Review
(Domain related Use Cases)

Ready for Deployment on core Product Dev Projects

Learner Awarded PG Program in Product Engineering from Manipal Institute of Technology (MIT)

38 Weeks (9.5 months)

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Convocation Ceremony

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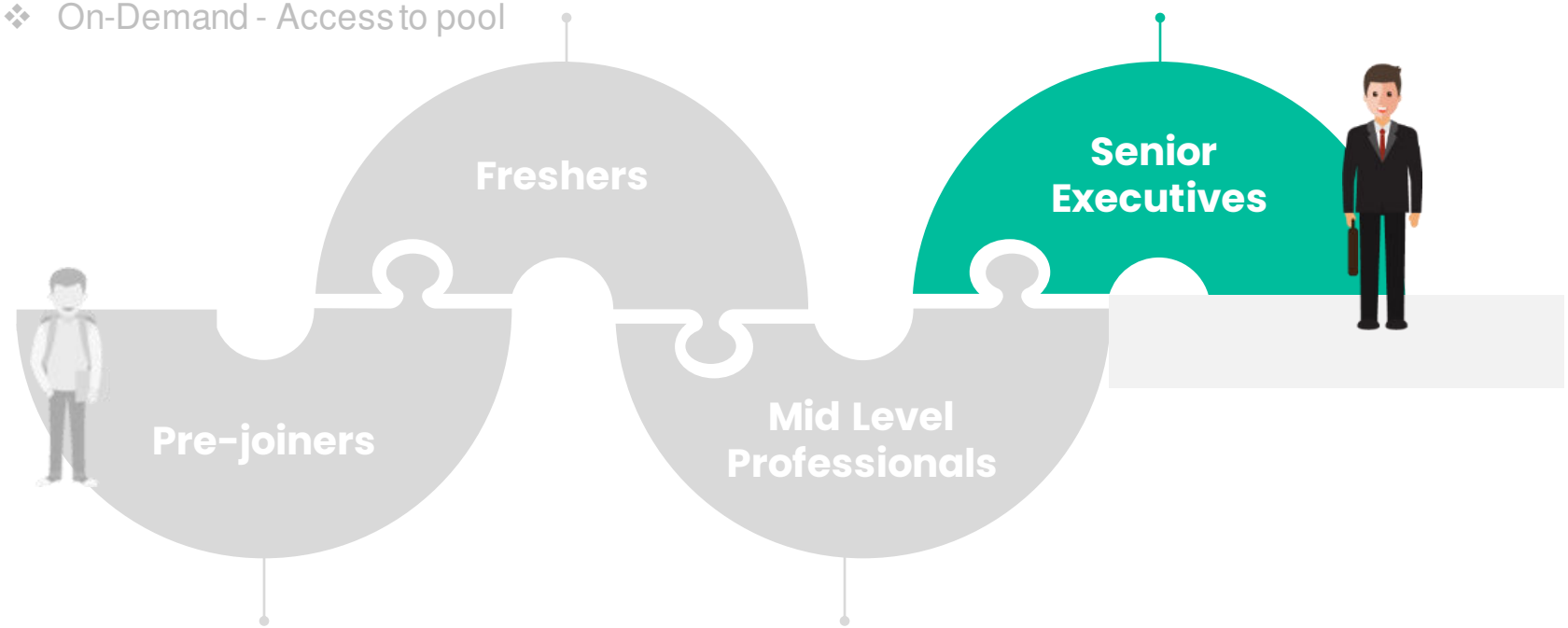

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Senior Executives

- **Catalogue of Professional and Leadership Modules**
- Architecture Competency Development
- Coaching
- Tech for Business
- Leadership Assessment Framework

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Leadership Upskilling – Professional

Managing Self

- Who Am I?
- Critical Thinking & Problem Solving
- Dealing with Ambiguity
- Emotional Intelligence
- Influencing for Impact
- Influencing without Authority
- Intrapreneurial Thinking
- Negotiation Skills: Selling your Ideas
- Strategic Thinking
- Successful Negotiation: Essential Strategy and Skills
- The 360-degree Leadership
- The Zen of Listening

Managing People

- Coaching and Mentoring Skills
- Conflict Management
- Delegating Skills
- Leadership Styles
- Leading Teams
- Motivating Employees for Performance
- Transactional Analysis and Collaboration
- Working Across Cultures

Managing Business

- Creating Buy-in
- Embracing Change in the VUCA world
- Organizational Competence
- Organizational Savvy: The Power of Positive Politics
- Data-driven Decision Making
- The Art of Data Storytelling
- Strategic Business Planning
- Managing Change
- Strategic Communication

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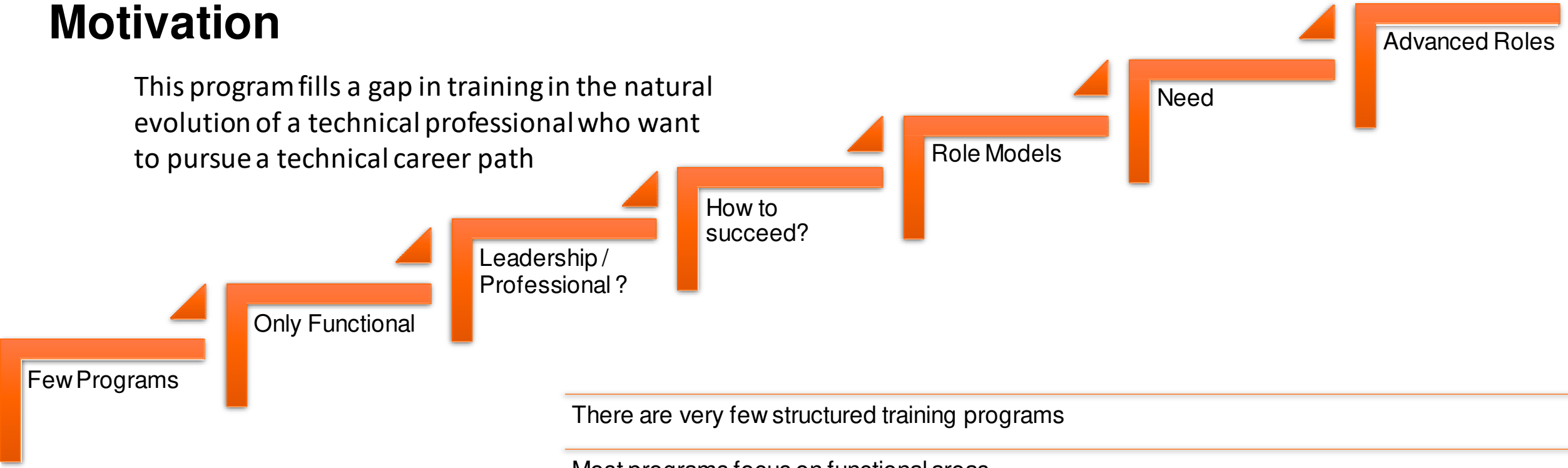
Motivation

This program fills a gap in training in the natural evolution of a technical professional who want 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.

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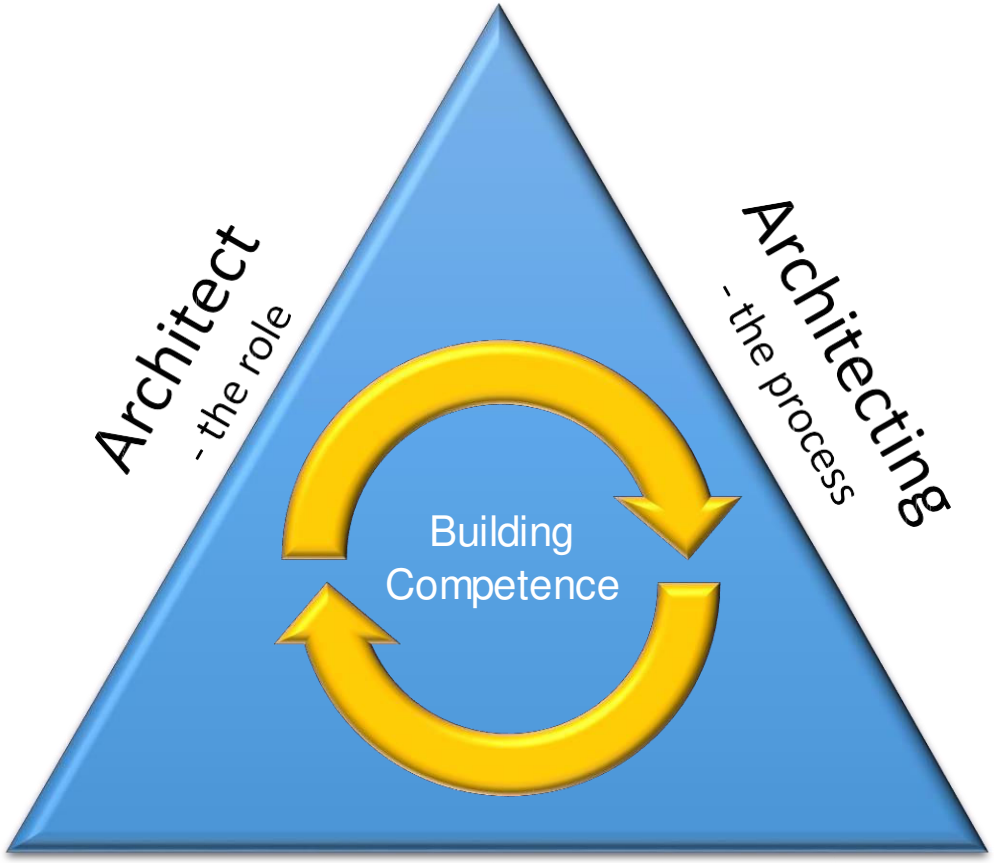
Architect Competence Development Program



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Architect Competence Development Program Levels

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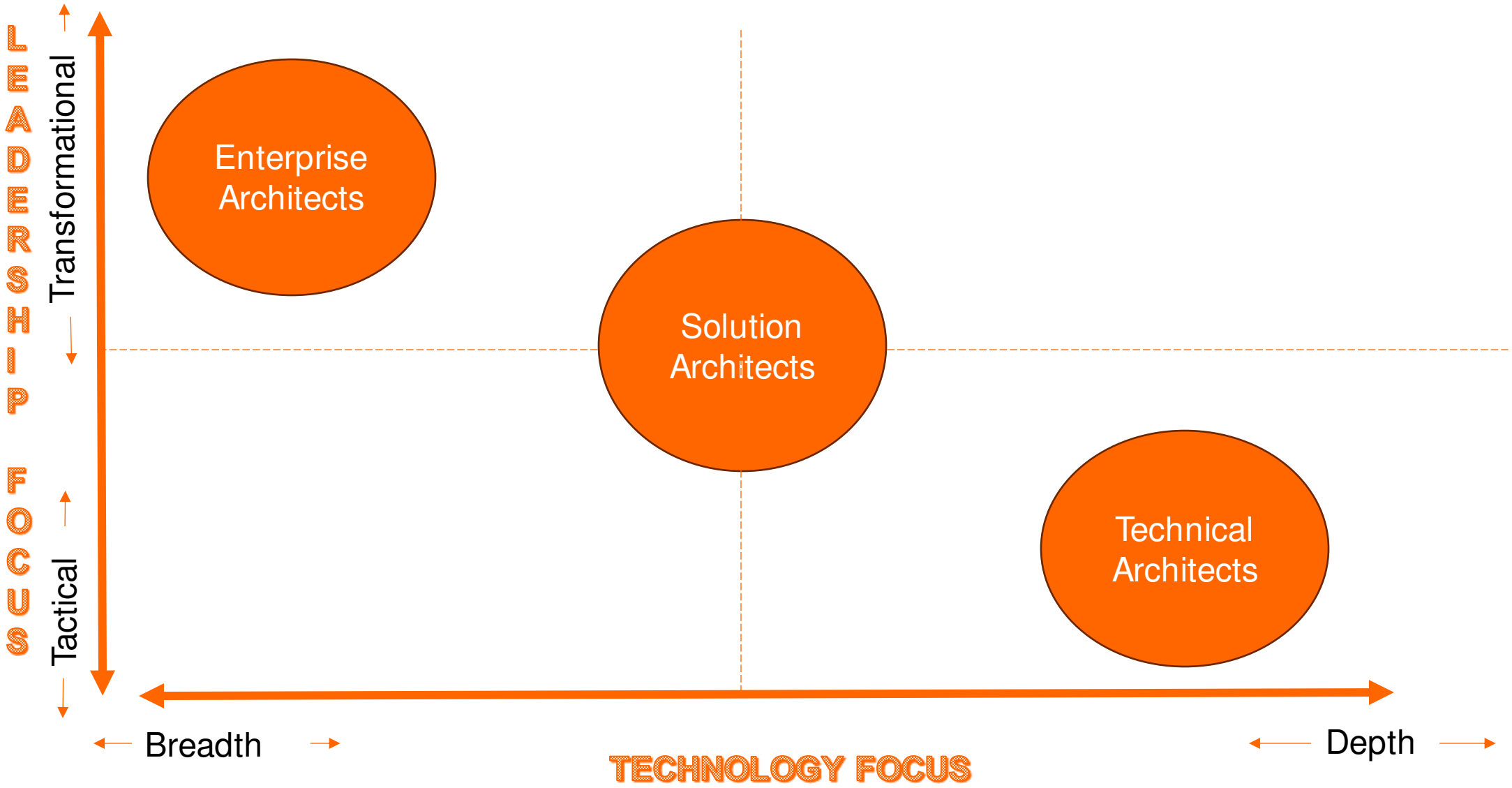
Leadership – Technology Focus Graph



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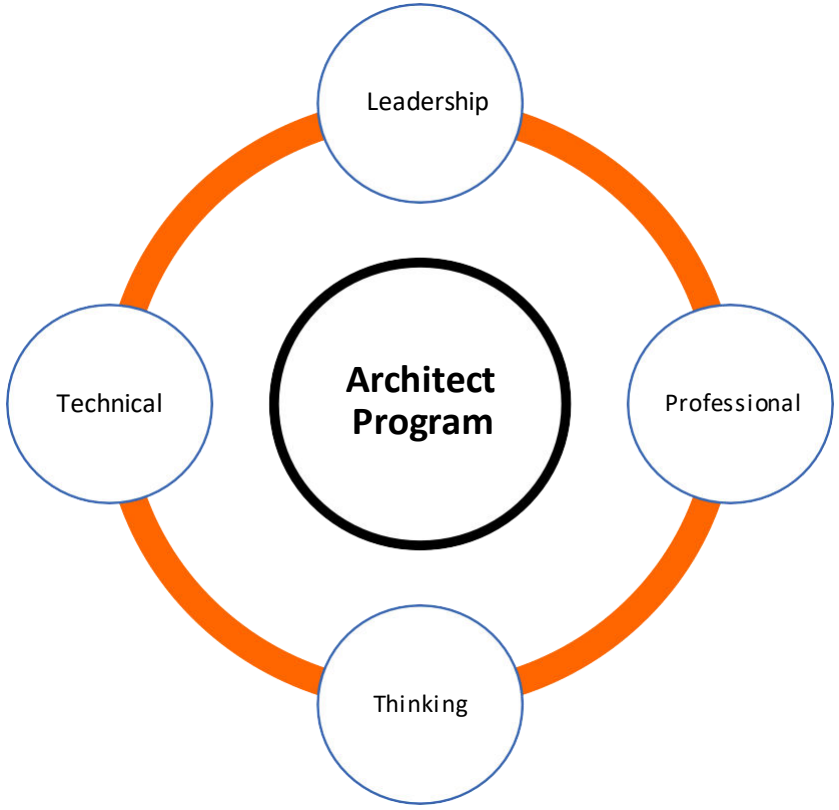
Our Existing Architect Program : Key Highlights

1500+
Architects Trained

50+
Cohorts



12+
Customers

9
Tracks

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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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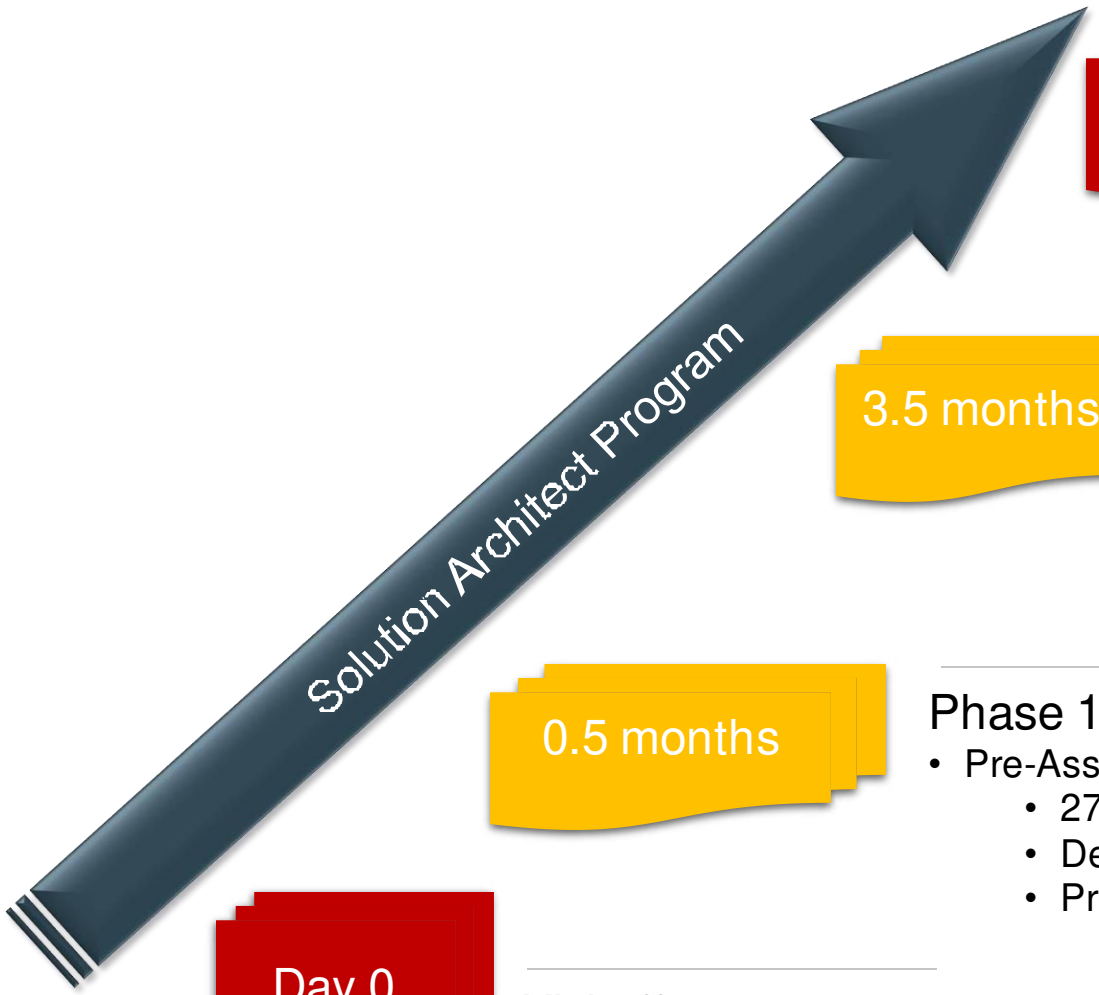
Program Plan



+ 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”

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Individual Development Plan - 1:1 Coaching Plan

Pre-program 270-degree Survey

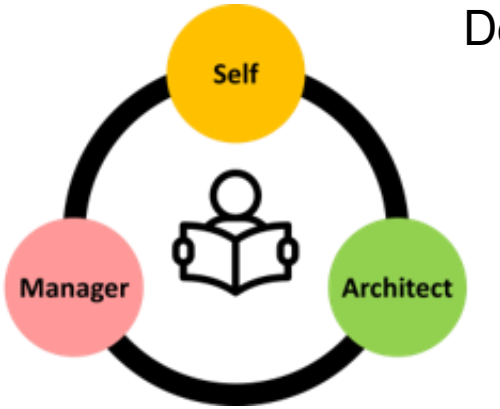
Individual Development Plan

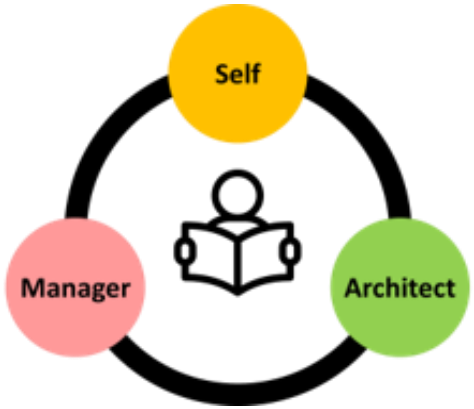
Coach Allocation

1:1 Coaching Session

Post-program 270-degree Survey

Performance against IDP





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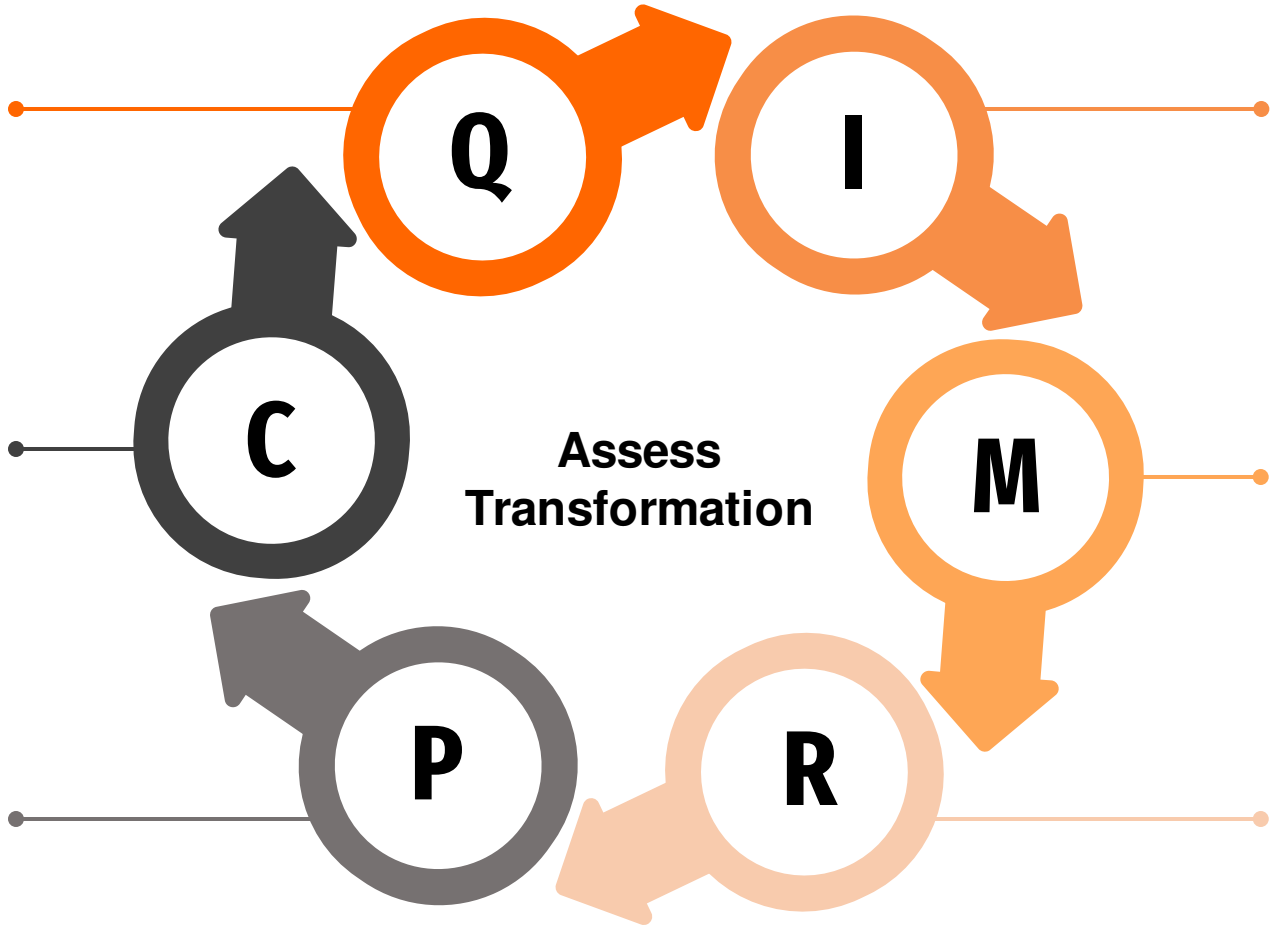
Enabling And Measuring Learning Outcome

Quiz
Module Quiz at the end of every module

Coaching
Saturn is composed mostly of hydrogen and also helium

PPA
Post Program presentation for panelists



IDP
Feedback

MPR
Mid Program Review – presentation on application of learnings

Road Show
Project Presentation

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- Tech for Business
- Leadership Assessment Framework

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Context: Coaching as a Leadership Development Initiative

- Coaching is a helping relationship set within an organization and business context

- Coaching formats include:
  - Life skill coaching
  - Business or functional coaching
  - Executive coaching
  - Manager as a coach
  - Situational Coaching

- Whilst there is a common general process adopted for all 4 formats of coaching, the qualifications, skills, and experience of the coach will be different in each format.

- 8 to 12 Individual Coaching sessions of 2 hours each, over a period of 8 -12 months.

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Senior Executives

- Catalogue of Professional and Leadership Modules
- Architecture Competency Development
- Coaching
- **Tech for Business**
- Leadership Assessment Framework

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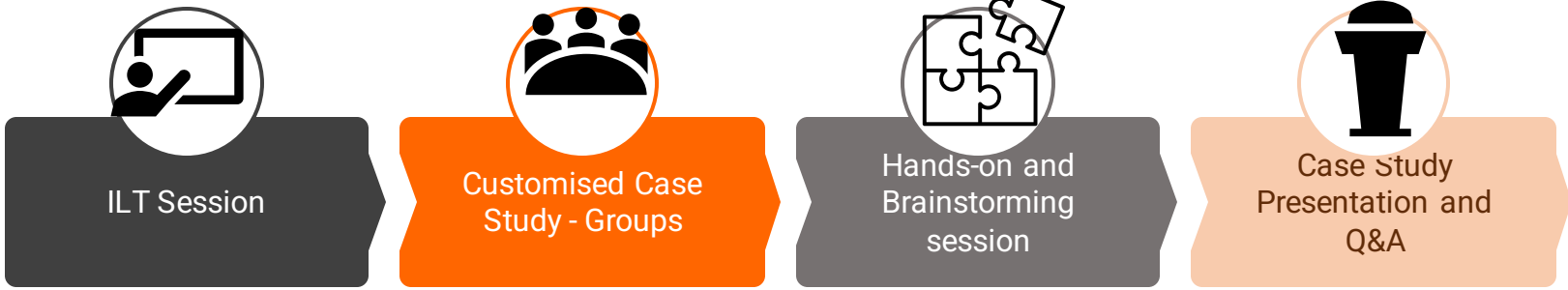
Tech for Business



Day1	Day2	Day3	Day4	Day5	Day6	Day7	Day8	Day9	Day10
Program Orientation (30 mins)	Blockchain – Part 2	IOT – Part 2	Social media – Part 2	Mobility – Part 2	Analytics – Part 2	Cloud Migration – Part 2	Web 3.0 – Part 2	Generative AI - Part 2	Full Stack – Part 2
Blockchain- Part 1	IOT – Part 1	Social media – Part 1	Mobility – Part 1	Analytics – Part 1	Cloud Migration – Part 1	Web 3.0 – Part 1	Generative AI - Part 1	Full Stack - Part 1	

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Senior Executives

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Criteria Used to Design Assessments

Employee Perspective

- Fair and perceived to be fair
- Decision is not based on a single event
- Takes overall performance into consideration
- Leads to possible developmental interventions

Organization Perspective

- Must truly differentiate performers
- Defensible
- Leads to possible developmental interventions

Process Perspective

- Easy to implement
- Repeatable
- Reliable
- Robust

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Competences to be Measured

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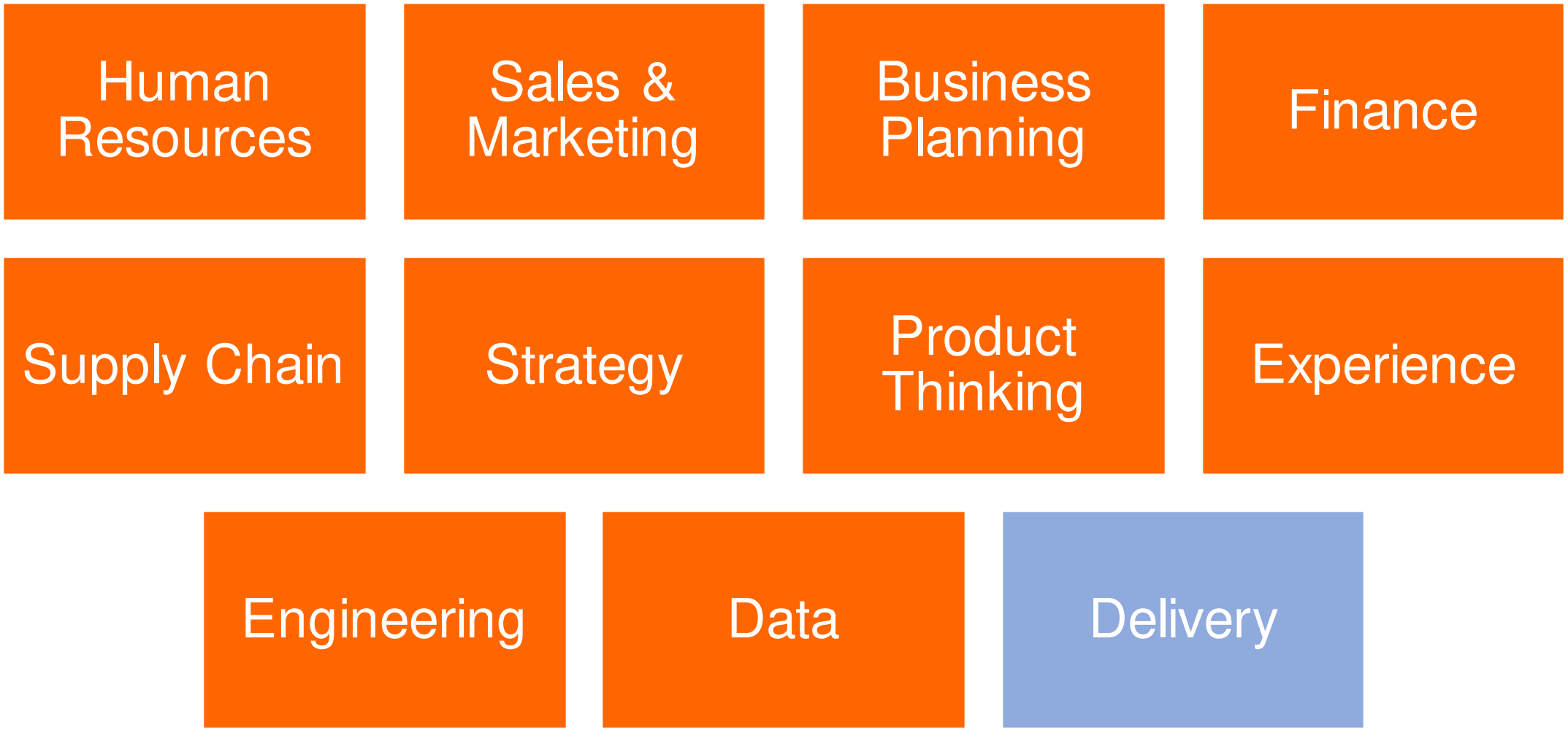
Functional Competences



*Further slides will cover a sample implementation for a delivery organization

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List of Competences for Delivery Organization - Sample

Leadership Competencies	Professional Competencies	Functional Competencies
• Building a Collaborative Culture and Mindset • Coaching for performance • Delivers on commitment • Intrapreneurial Mindset • Story-telling • Displays confidence • Being trustworthy • Networking	• Problem Solving • Conflict resolution • Negotiation • Decision Making • Drives urgency • Emotional Intelligence • Communication skills • Tenacity • Curiosity	• Commercial savviness • Project/Program Management • Innovation Management • 6-sigma toolset • Market insights & Analysis • Business Strategy • Technology Strategy • Delivering against commitment • Clients' s Service Offerings

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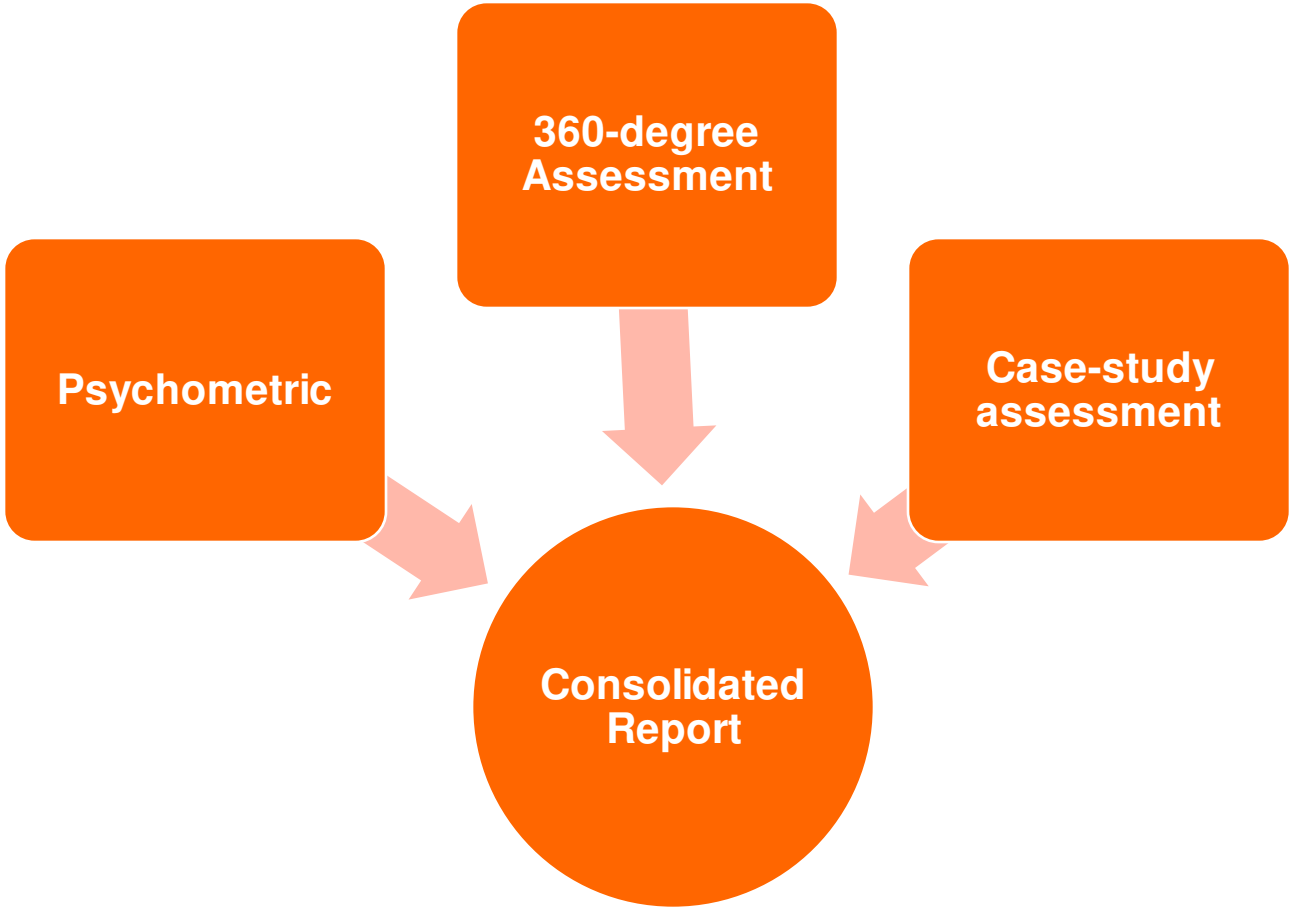
Levelling is based on …

- Competence is a combination of Knowledge, Attitude, Skills, Habits
- Knowledge and Skill can be measured through self-assessments
- Attitude and Habits are through behavioural assessments
- Three sources of inputs that will be used for levelling:
  - Psychometric – MBTI, DISC, Hogan etc
  - 360-degree assessment (Self, Manager, Peers, Team members)
  - Case-study based self-assessment



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Grading Per Competence Per Individual

Strength/Weakness
Individual Development Plan
How well He/She is playing the current role

				Role 1	Role 2	Role 3
	Outcomes expected from the Role	**Novice**	**Basic**	**Practitioner**	**Expert**	**Guru**
C1	Building trusted relationship across the Client organization			Y		
C2	Understand the client's business & IT strategy/roadmap			Y		
C3	Understand the competitive landscape of the client			Y		
C4	Bring Market trends/Analyst POVs/client's offerings on Client/Account relevant areas			Y		
C5	Understand the Contract/SOW – KPI+, POR, Deliverable etc.			Y		
C6	Drive delivery by standard metrics – Cost, effort, schedule, quality		Y			
C7	Drive innovation & Continuous improvement agenda				Y	
C8	Drive the QBRs and other client meetings as applicable				Y	

1) A person at Novice level may have knowledge but no experience on the competences being measured
2) Minimum expectation for a Role 1 is he/she should be at the practitioner level
3) Minimum expectation for a Role 2 is he/she should be at the expert level
4) Expectation for a Role 3 is he/she should be at the guru level

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Employee Need –Solution Life Cycle

- Deployment readiness **(Bootcamp, Content, QB)**
- Access to trained/certified freshers
- On-Demand - Access to pool

- Managing Economic Uncertainty, Geo diverse teams, Creating psychological wellness, Strategic thinking (**Leadership Development**,**360, Coaching, Project Mentoring)**
- **Diversity in Leadership (WLP, DEI)**

- Early engagement **(PJP)**
- Baseline IT & Non-IT Skills **(PJP)**
- Incubation center at college **(Content + Delivery)**

- JIT (Rapid skill development , Sandbox, Case Study repo)
- Role based Competency Development (RBT)
- Tech Career Path (RBT)
- Domain competency
- Talent Retention (WILP)

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Diversity In Leadership (WLP and DEI)

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Women Leadership

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Program Framework

- Believe “Equality is a Reality”
- Understand yourself & Assess your strengths
- Know others
- Learn to “learn”

- Build Confidence
- Conquer your self-limiting beliefs
- Manage social bias
- Gain clarity on your identity

- Learn to be “known”
- Influence for Impact
- Master “listening”
- Implement your leadership strategy

- Stand your ground
- Deal with Conflict
- Define priorities
- Create your personal brand

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Module Details

Discover

- The Power of Emotional Intelligence
- Negotiation Strategies for Women
- Personal Growth Plan

Define

- A Driving Mindset
- Career Management through Effective Work Life Balance
- People Leadership

Direct

- Finance Essentials for decision making
- Personal Branding
- Entrepreneurial thinking

Distinguish

- Networking and Partnership
- Business Acumen
- Consultative Selling

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Diversity, Equity & Inclusion

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DE&I Program Sample Modules

- Introduction to Diversity, Equity, and Inclusion
- Gender Intelligence
- Unconscious Bias
- Work Microaggressions: Identification and Mitigation
- Diversity vs. Inclusion: Striking the Balance
- Bystander Intervention: Taking Action for Positive Change
- Sustaining DEI Initiatives for Long-Term Impact

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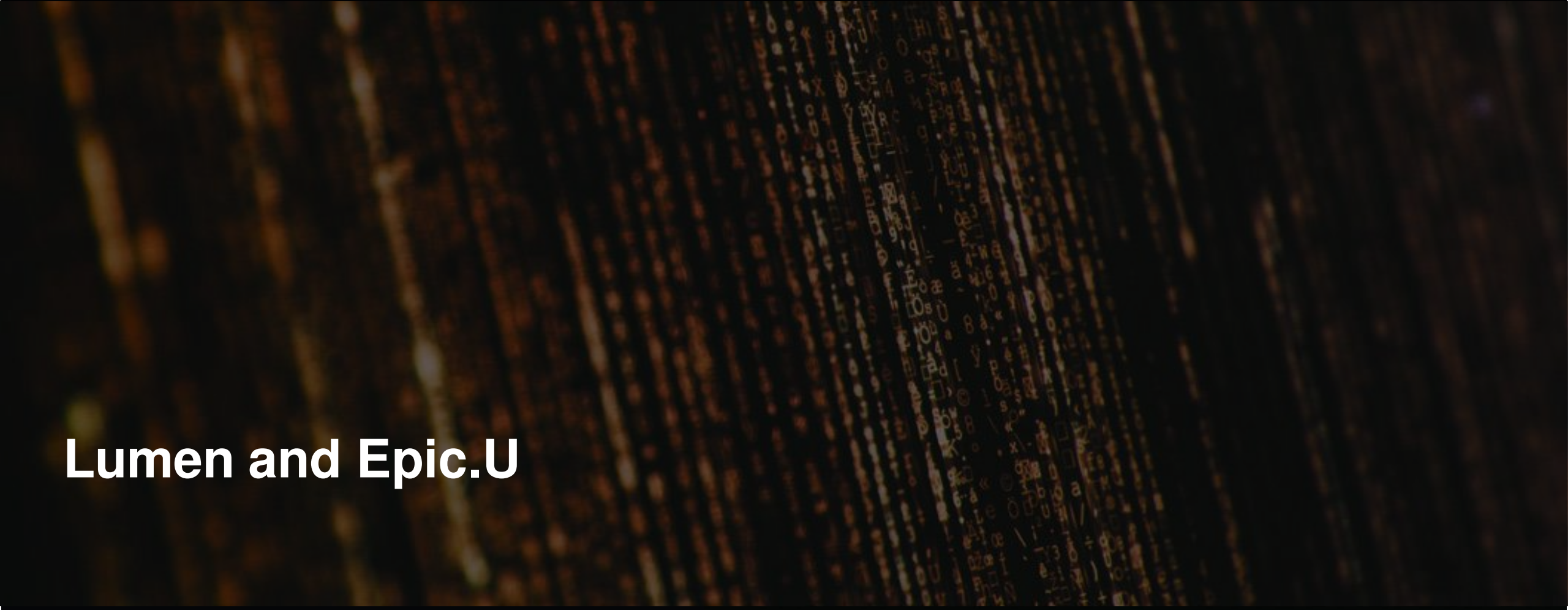

Lumen and Epic.U

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Virtual Training – Driven through LMS Platform

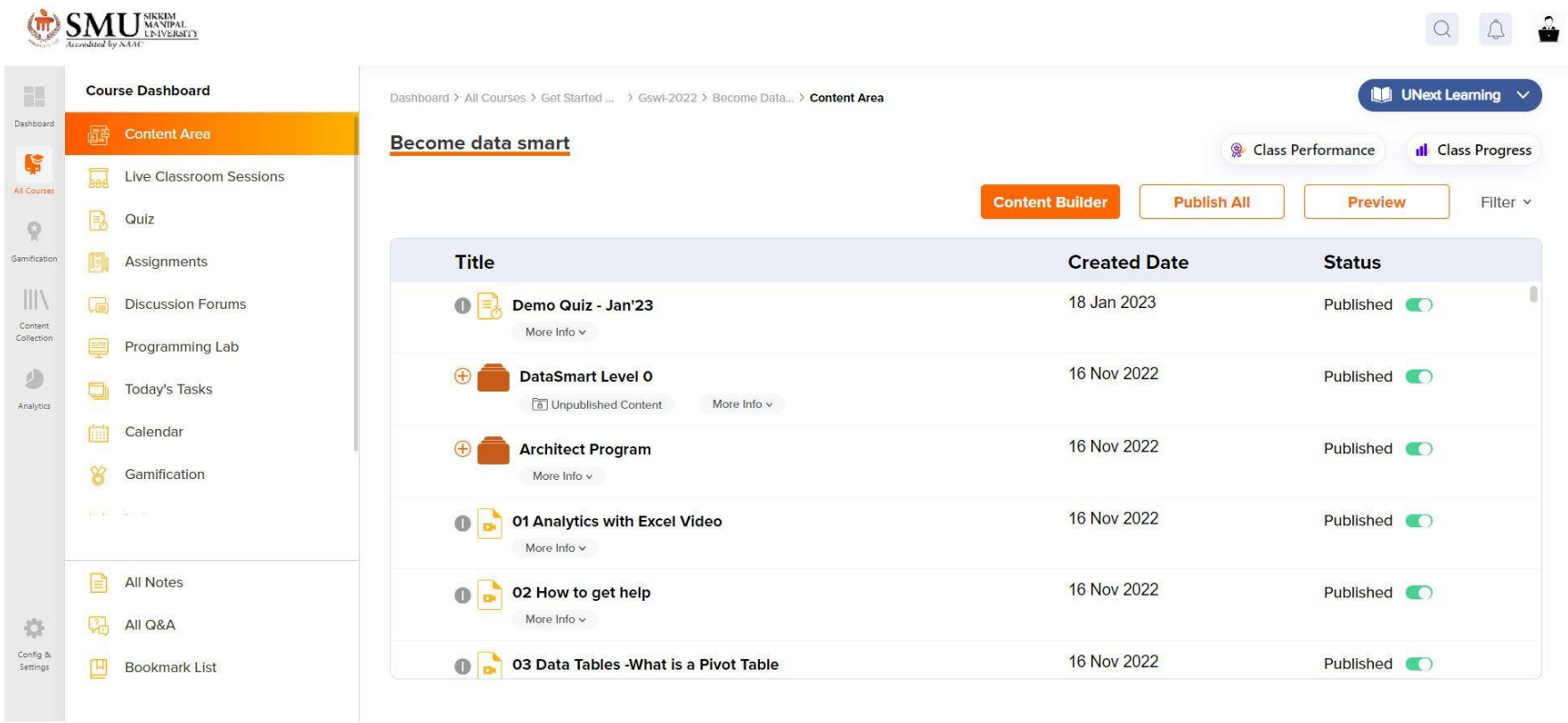
LMS platform has:

Content
- Presentation deck
- Self paced (Videos)
- Reading material
- Recorded sessions

Assignment
- Quizzes
- Coding – Integrated coding platform

Assessment
- MCQ
- Coding– Integrated coding platform
- ***Camera based Remote Proctored***

Performance
- Grade book
- Leader board



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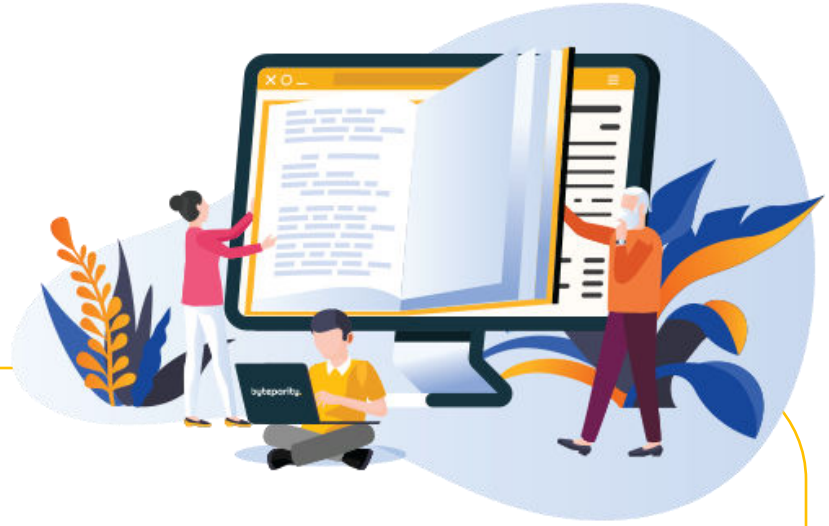
LumenAI



LUMEN AI

- Reinforcing learning with Lumen-AI Generated Quiz
- Simple & Expert explanation with LumenAI
- Summarizing a content with LumenAI
- AI based compilation to simplify error during programming practice

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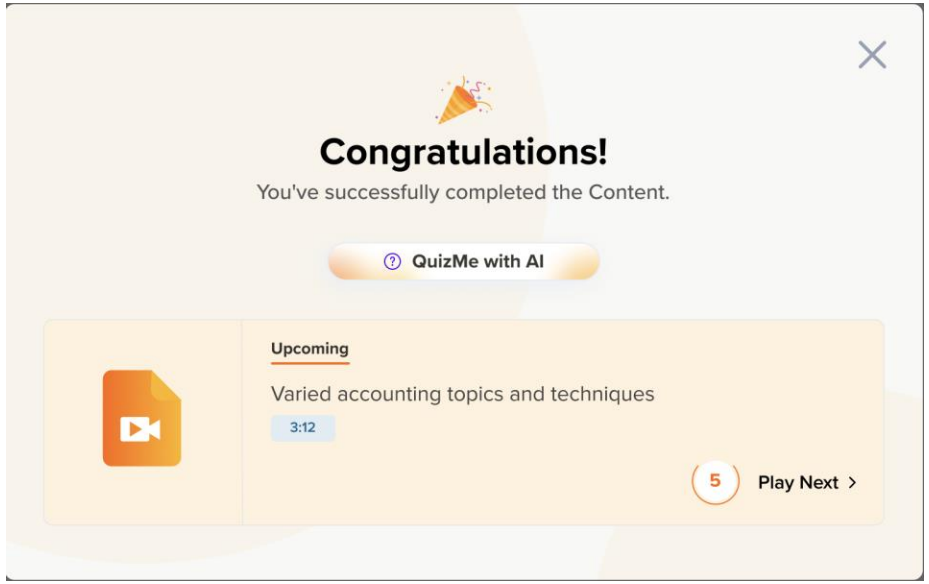
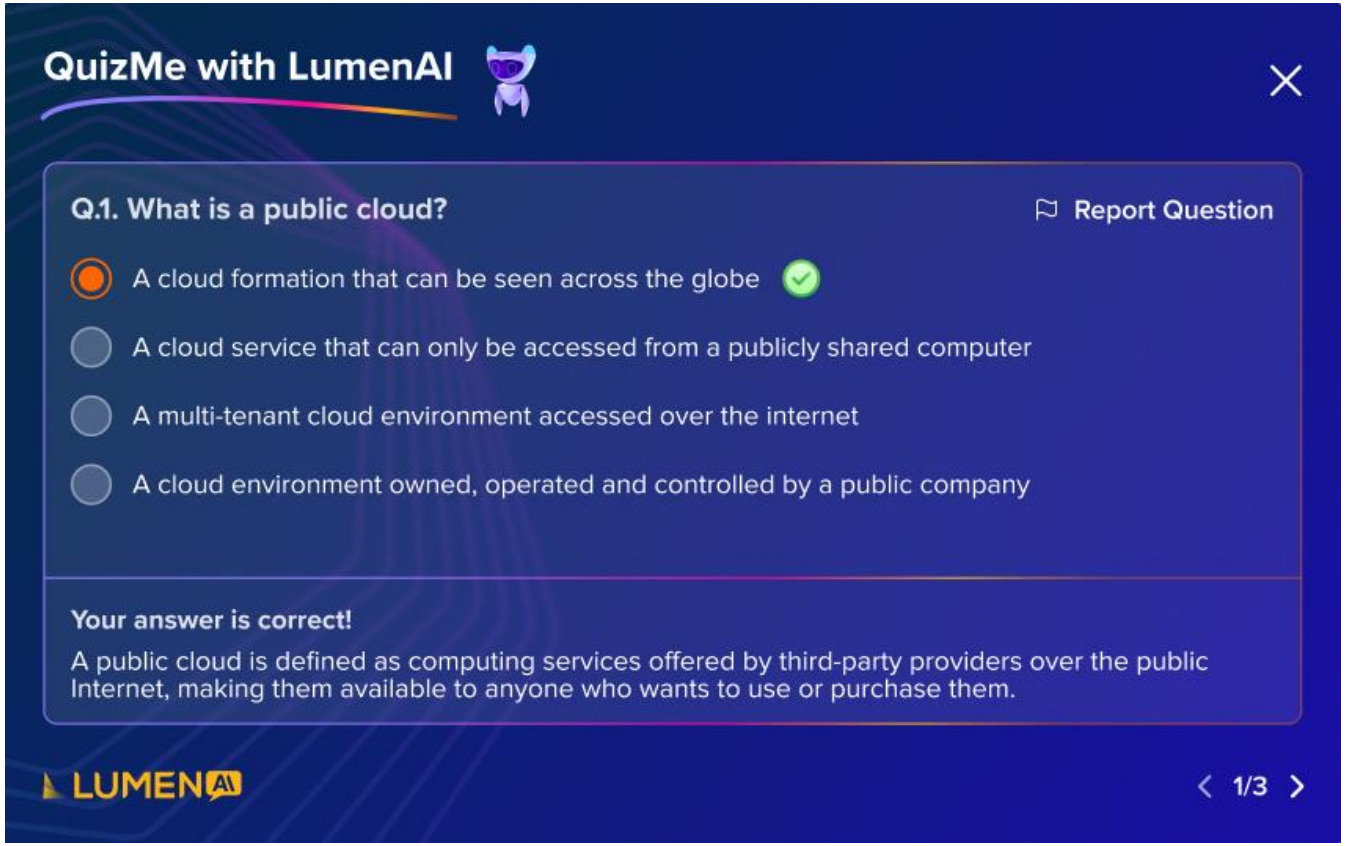
LumenAI – Enhancing Learning Outcomes

Reinforcing learning with LumenAI Generated Quiz





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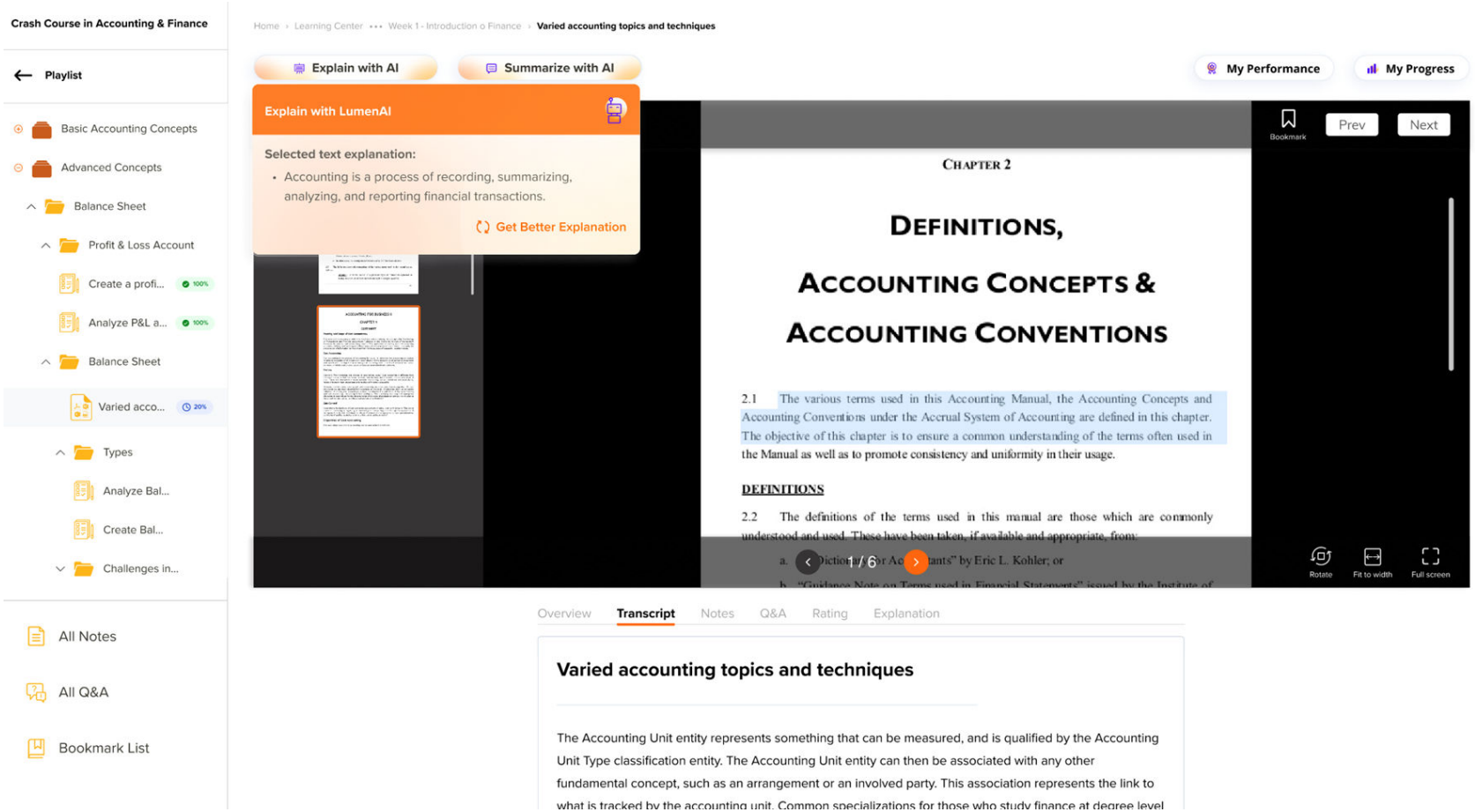
LumenAI – Enhancing Learning Outcomes

Simple & Expert Explanation with LumenAI



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LumenAI – Enhancing Learning Outcomes

Summarizing Content with Lumen-AI

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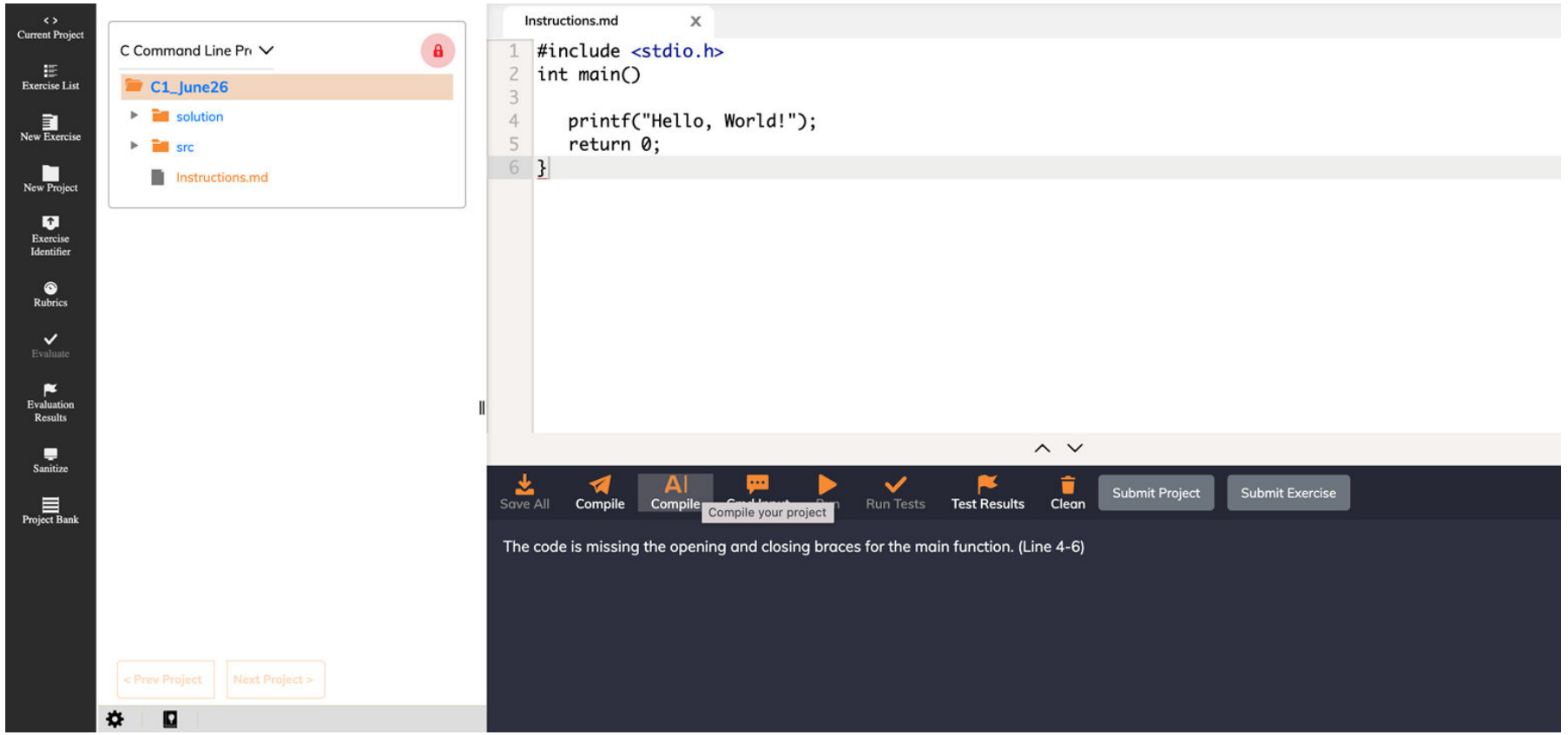
LumenAI – Enhancing Learning Outcomes

AI based compilation to simplify error during programming practice



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Presenting Epic.U

The Social Learning & Collaboration SuperApp from UNext

What Is Epic.U?

It's the ultimate social learning & collaboration app where members can engage, feel empowered, and ultimately excel at workplace.

How Epic.U Elevates Workforce Transformation?

- ✓ Cultivate the DNA for peer learning & collaboration
- ✓ Create, curate, and share topic-specific articles and posts
- ✓ Go live and have real-time sessions, seminars and meetups
- ✓ Knowledge sharing through debates, surveys, and polls
- ✓ Powerful networking opportunities with management
- ✓ Options to customize, white label, or manage the solution depending on enterprise-specific requirements

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Program Management & Governance

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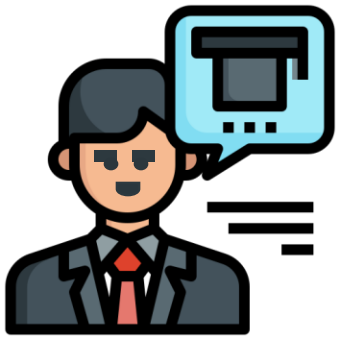
Program Management



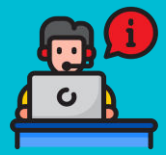
Program Owner
- Academics

Batch Co-Ordinator

LMS Authoring Team

Faculty Member

Reporting Team



Infra and Support

Program Owner
- Operations

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Reporting Insights

Online report/leader board access to learners

My-Performance in modules

My-Performance w.r.t to class

Weekly Gradebook

Attendance

Assignment / Case study completion

Performance

Soft skills grades

Qualitative Feedback (Engagement, Technical , Discipline and Infra availability)

Learner feedback - Weekly

Content

Faculty

Program

Governance

Program Snapshot

Detailed analysis of performance and engagement

Interventions and course corrections

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Operations Review and Governance – Structure

	Program Management Office (PMO)	Governance Council (GC)
unext	• Head of Program • Head of Operations • Student Engagement Officer	• COO UNext Learning • Account Management representative • Members of PMO
Client Stakeholders	• Representatives from L&D	• Head L&D • Other representatives from business teams

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Operations Review and Governance – Delivery

Operations Review Meeting

- Frequency: Once a week
- Attendees: PMO members, special invitees if any

Governance Council Meeting

- Frequency: Once a month
- Attendees: GC members, special invitees if any

PMO members to have regular communication to resolve immediate issues

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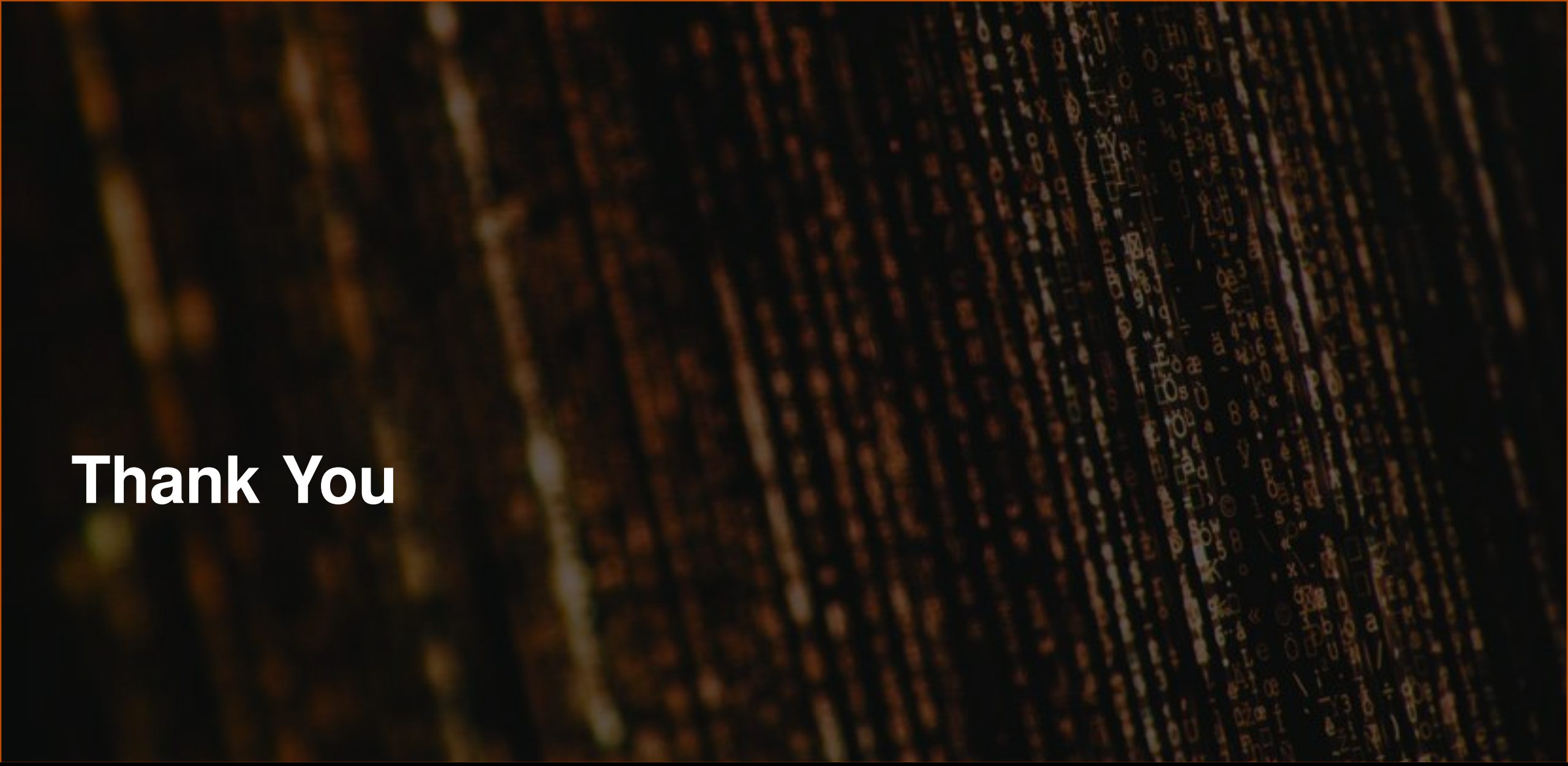
Thank You