



Unext's Capability

For : Client

Date : 02nd February 2024

About us

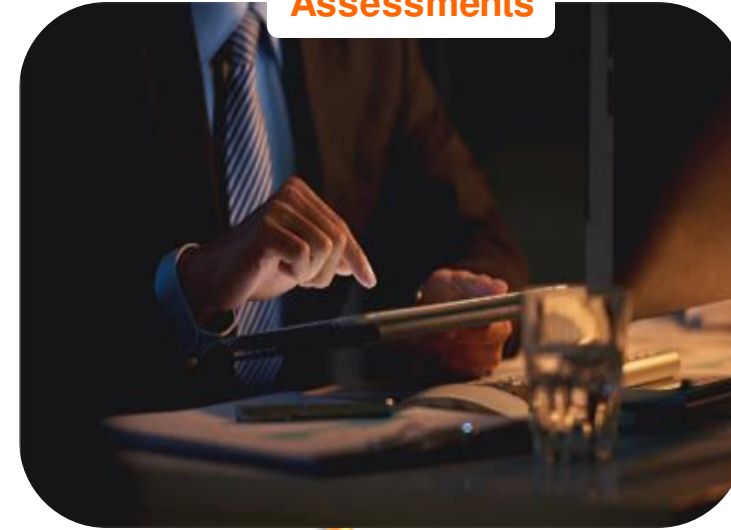
The content and the program approach is strictly confidential. It is strictly forbidden to share any part of this program design approach with any third party

The Manipal Group

Education



Assessments



Health Care



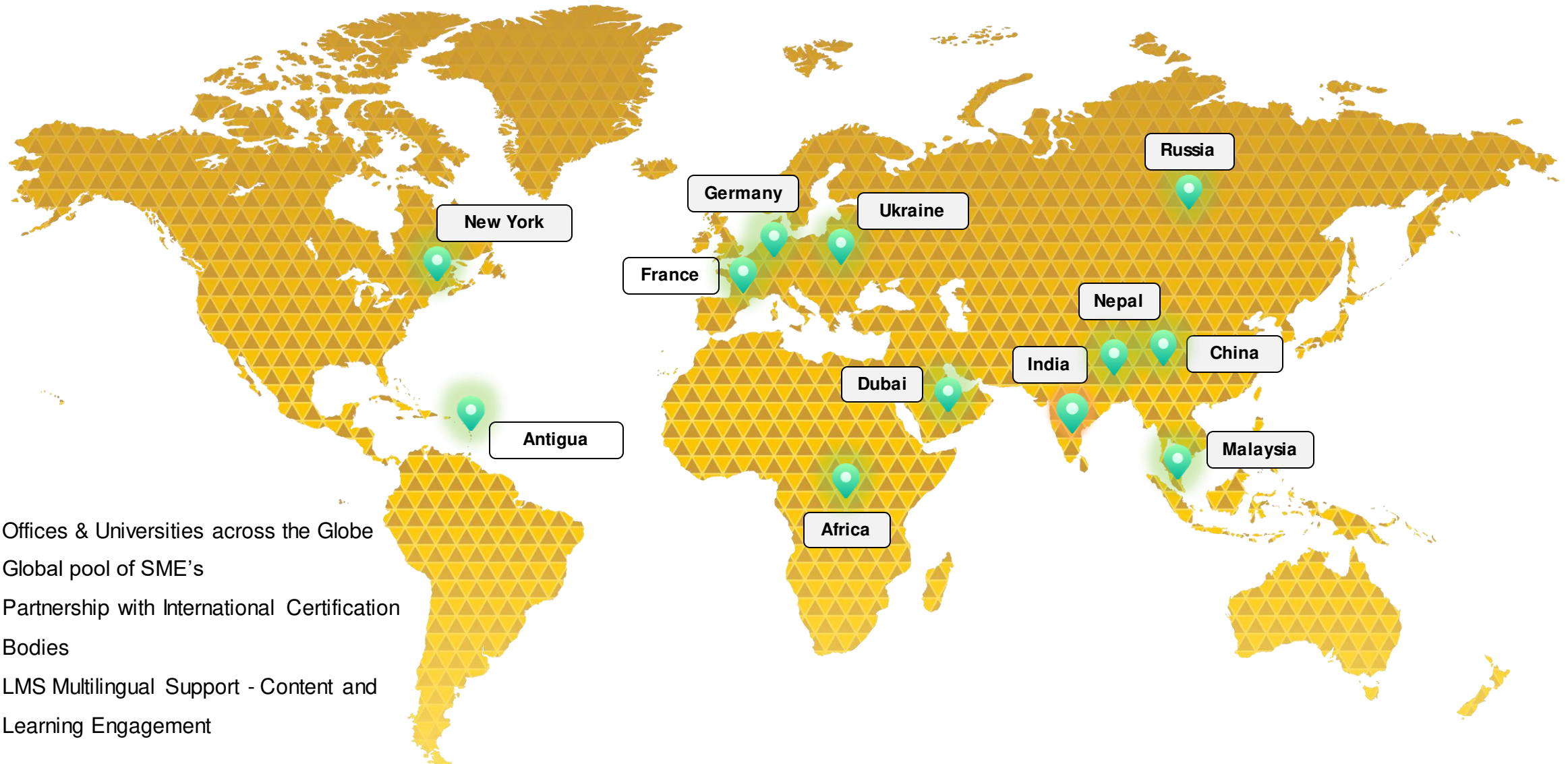
Health Insurance



Charting New Frontiers
In The Knowledge &
Health Industry



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

Our Alumni Network



LMS Multilingual Support



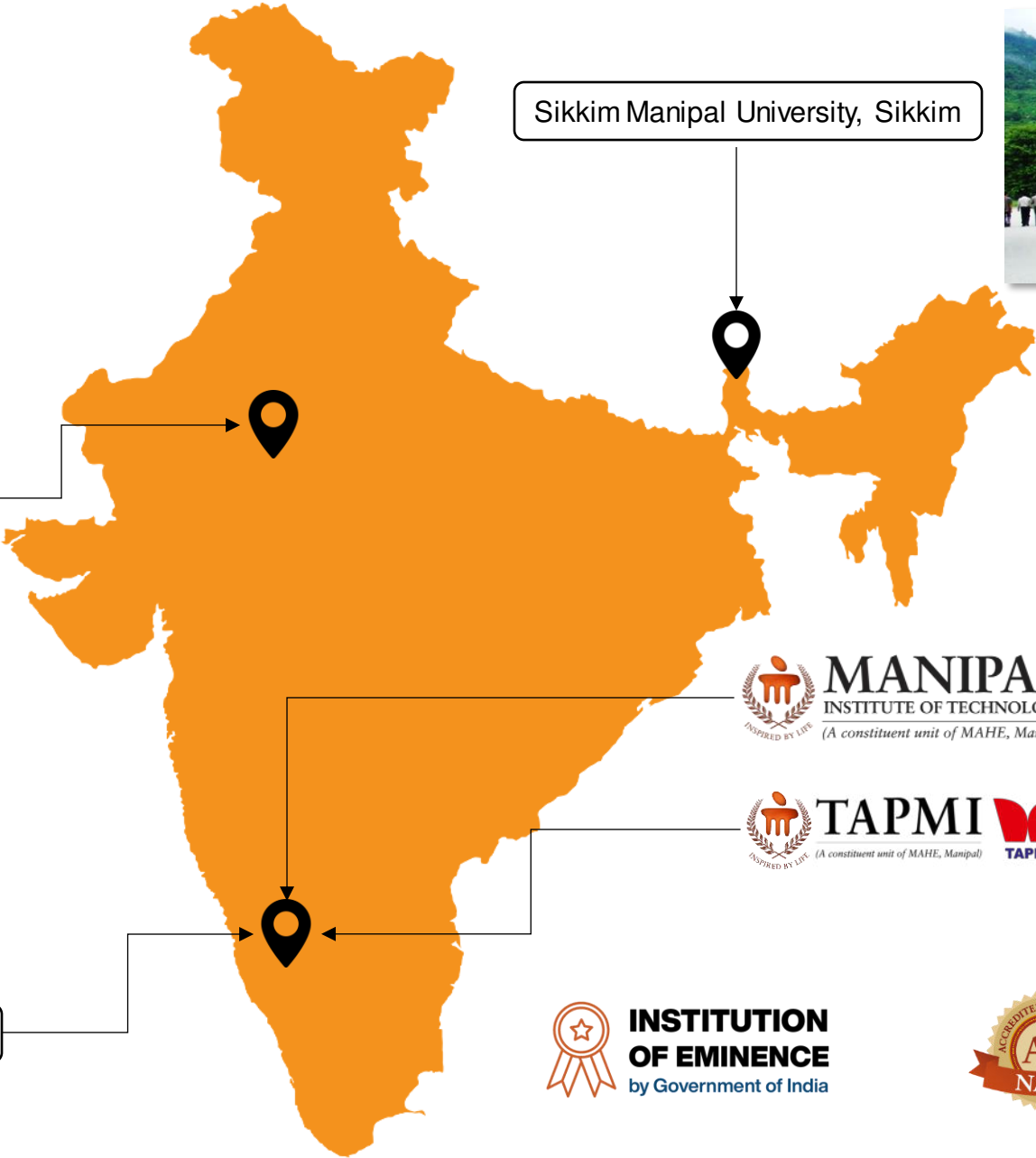
Universities in India



Manipal University, Jaipur



Manipal Academy of Higher Education, Manipal



Sikkim Manipal University, Sikkim



Manipal Institute of Technology (MIT)



T. A. Pai Management Institute



UNext Capability

LEARNERS TRAINED

40,000+

PRE-START PROGRAM

15000+ (5000+ Residential)

CORPORATE BOOTCAMP

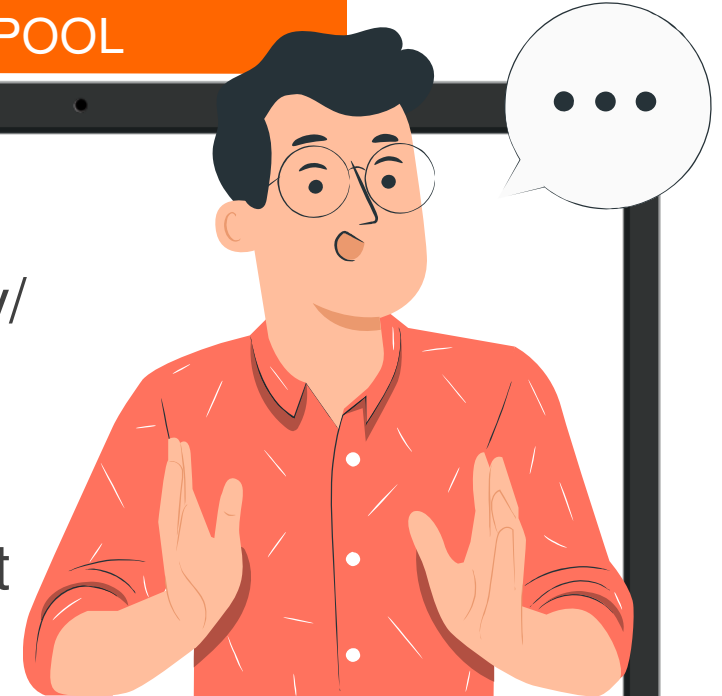
5000+

ROLE-BASED PROGRAMS

FACULTY POOL

200+

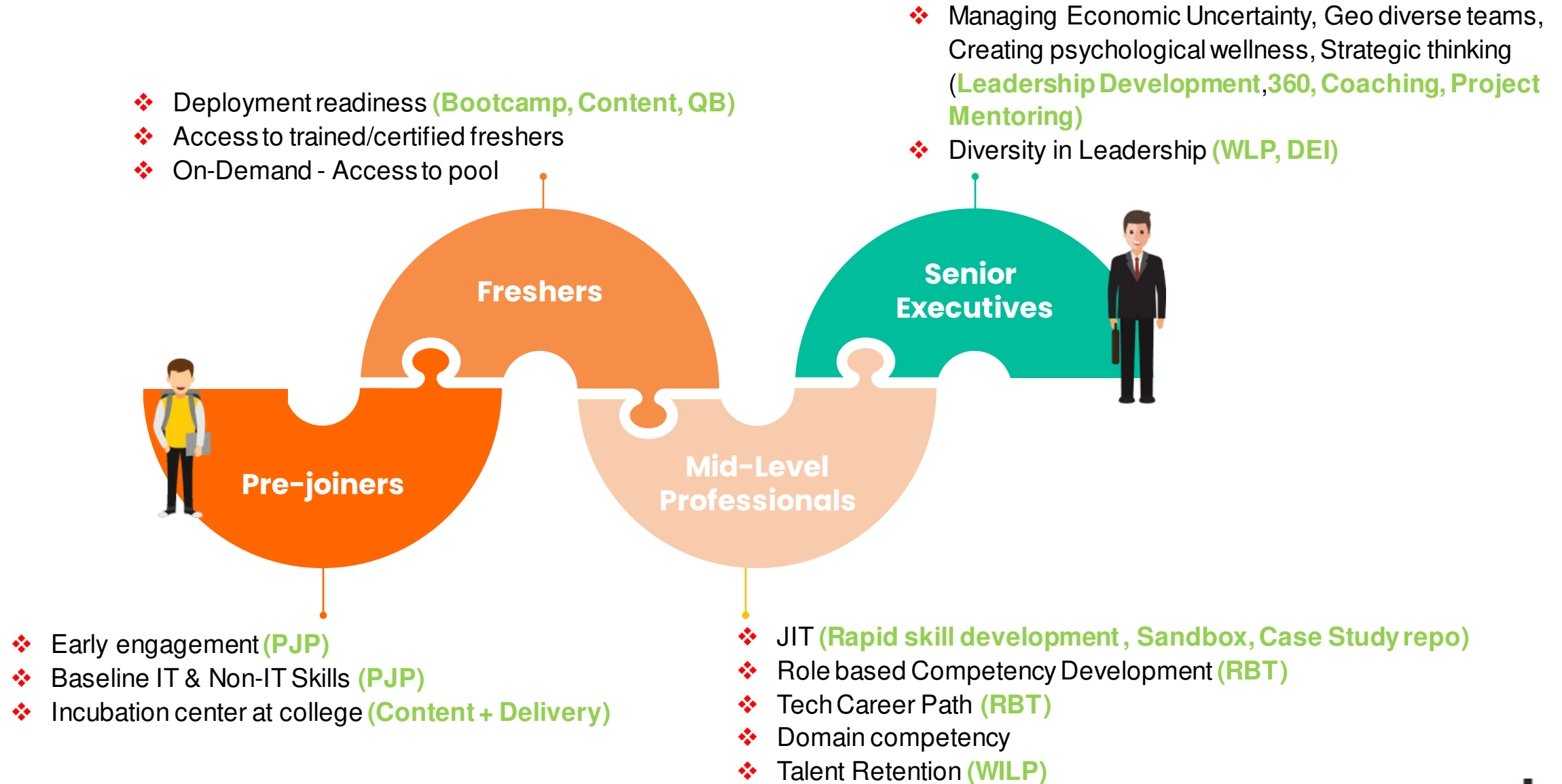
Team of Faculty/
Mentors with
rich industry
experience
provide the best
of class training



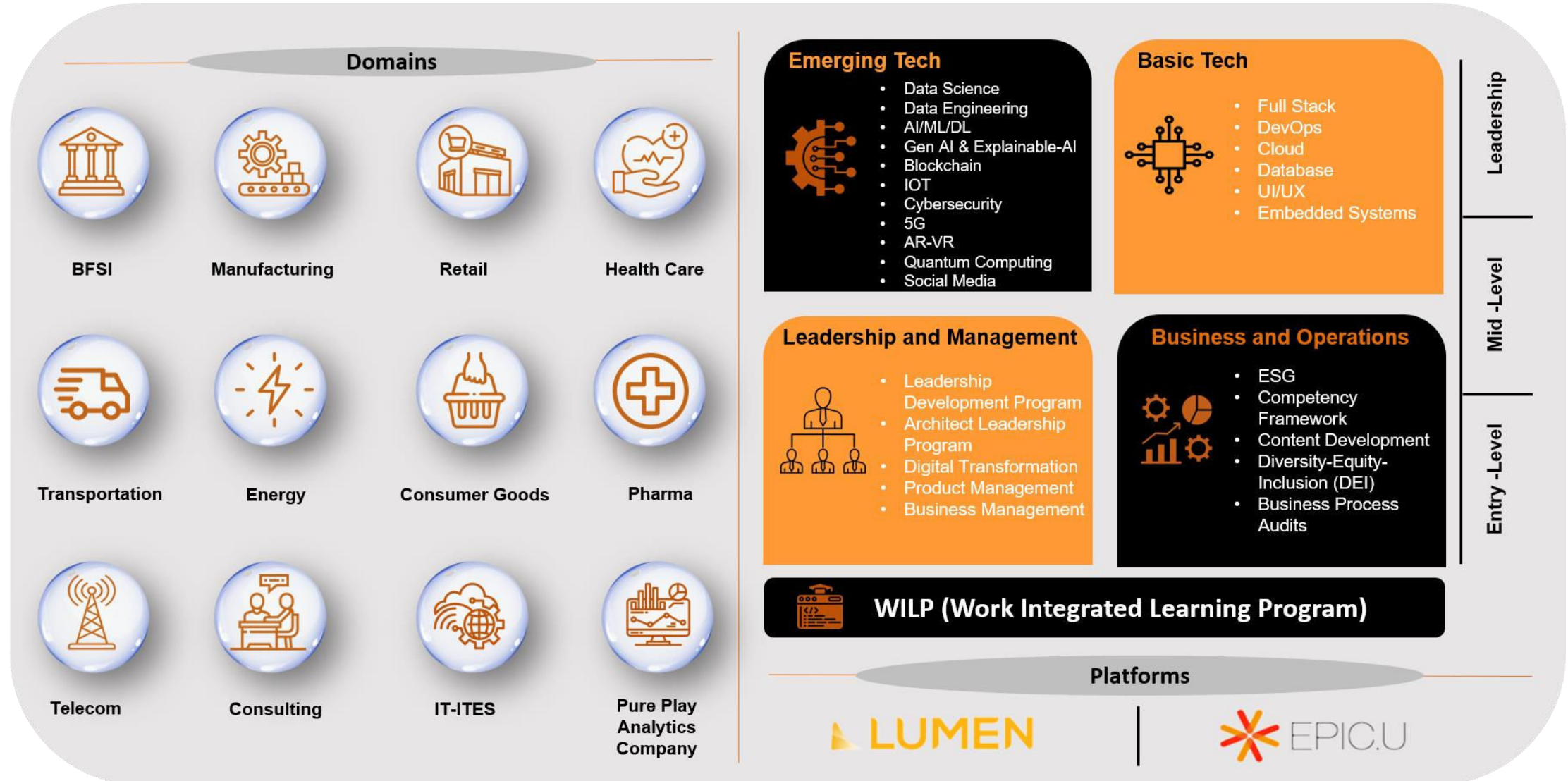
Addressing Industry Needs In Skilling

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Employee Life Cycle – Need & Solution



We Offer Transformation Solution Across Diverse Verticals



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

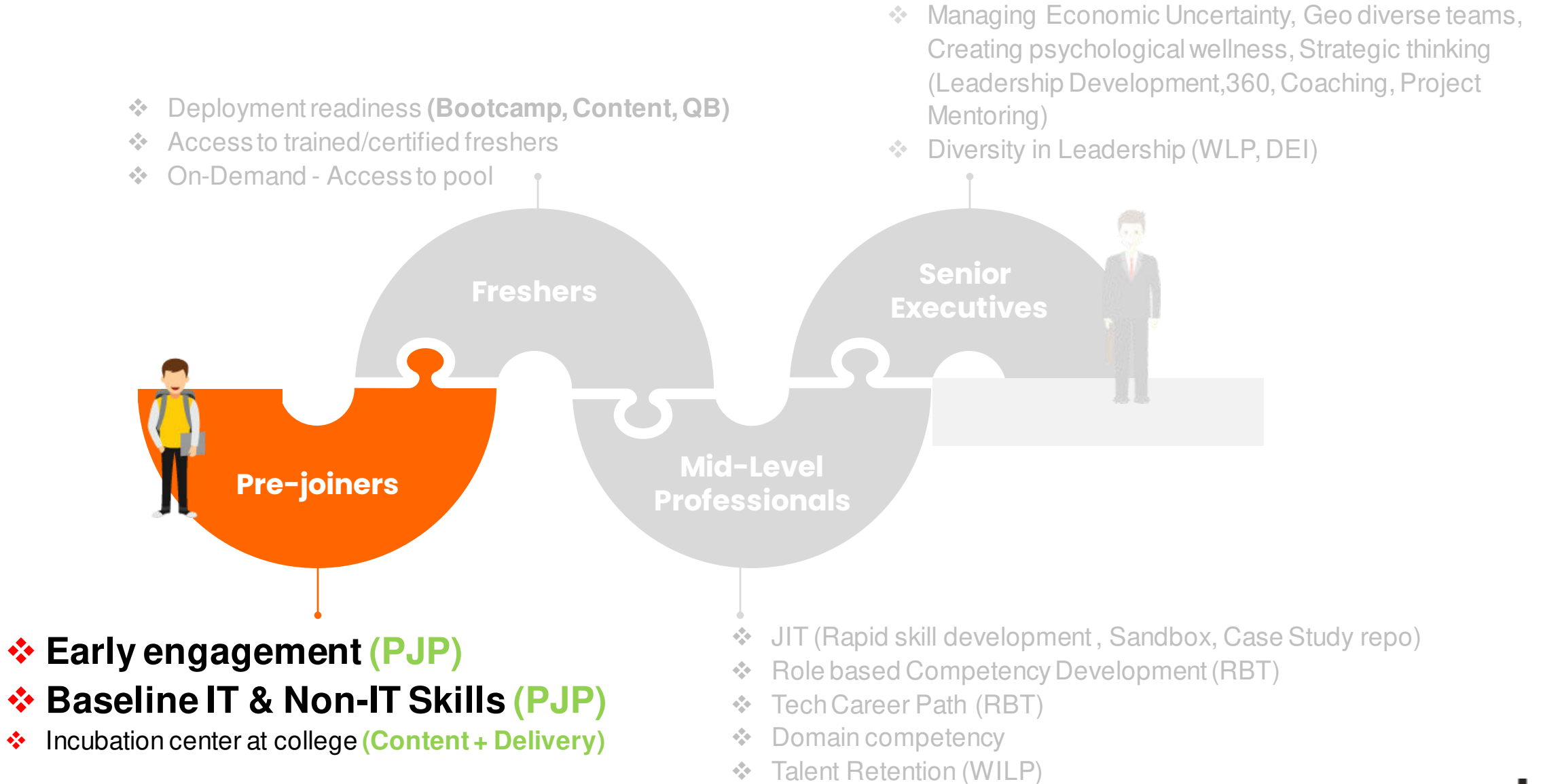
 LUMEN

 EPIC.U

Learning Ecosystem



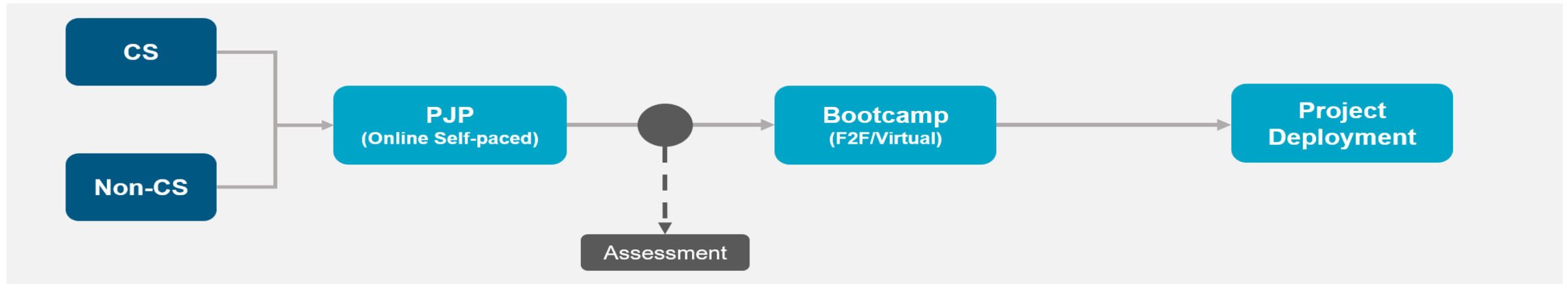
Employee Need –Solution Life Cycle



Pre-Joining Program



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



Advantages for organization

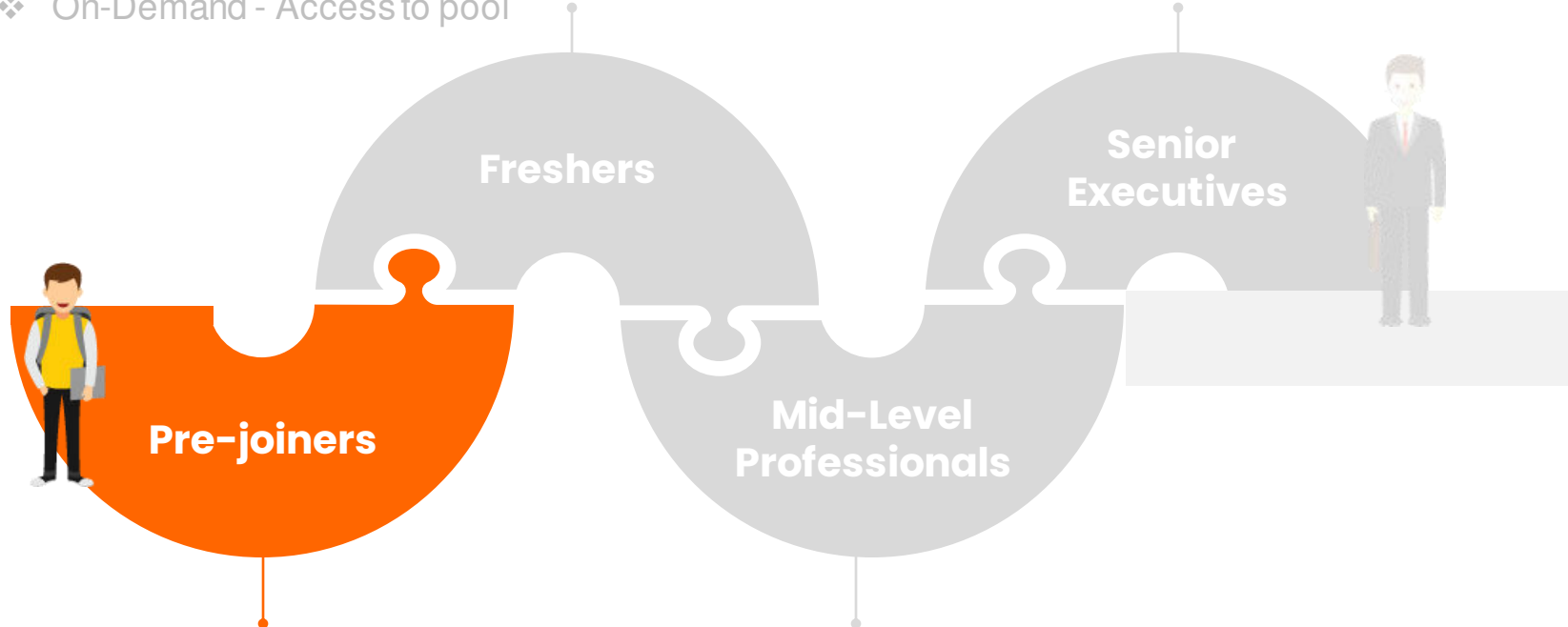
- ❖ Reduction in training days
- ❖ Motivated for self-learning
- ❖ Resource Planning
- ❖ Talent Retention
- ❖ Direct Cost Saving

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

Employee Need –Solution Life Cycle

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

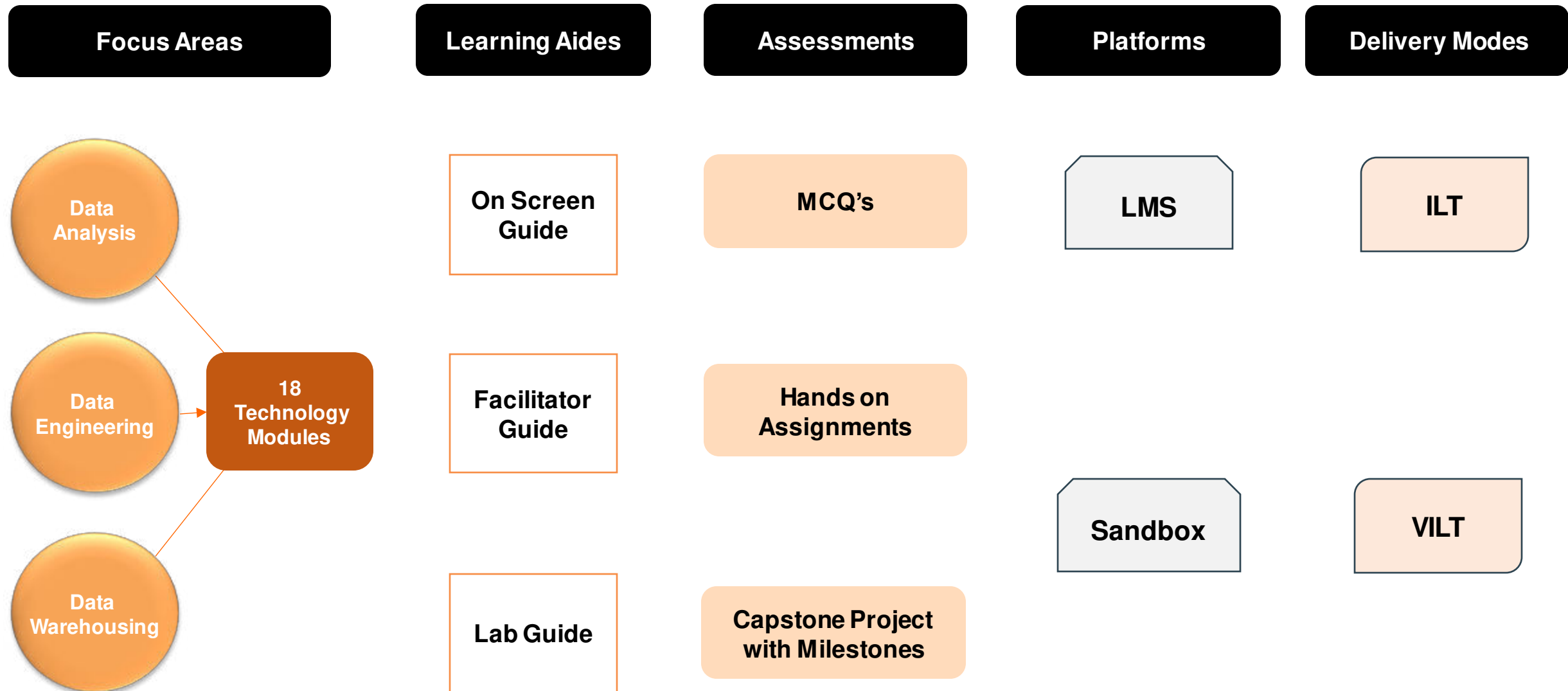


- ❖ Managing Economic Uncertainty, Geo diverse teams, Creating psychological wellness, Strategic thinking (Leadership Development, 360, Coaching, Project Mentoring)
- ❖ Diversity in Leadership (WLP, DEI)

- ❖ 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)

Incubation Centre – Sample Data Science Program Structure

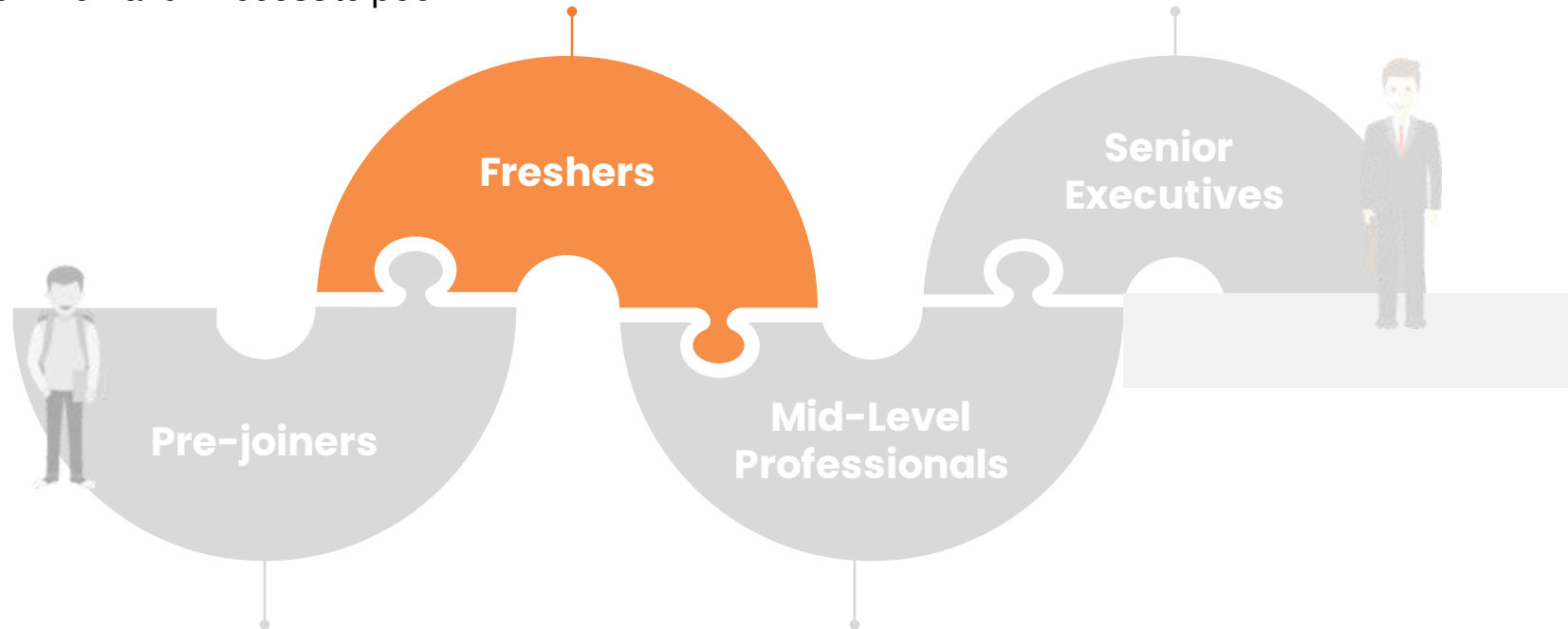


Employee Need –Solution Life Cycle

❖ **Deployment Readiness (Bootcamp, Content, QB)**

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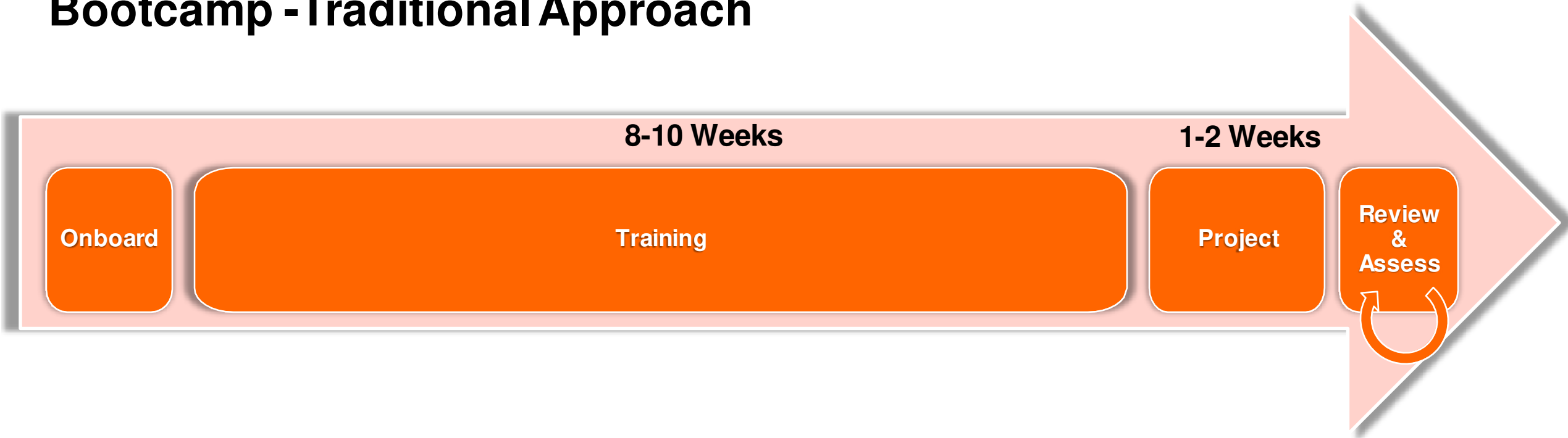
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Bootcamp -Traditional Approach



What works

- ✓ Simple to execute

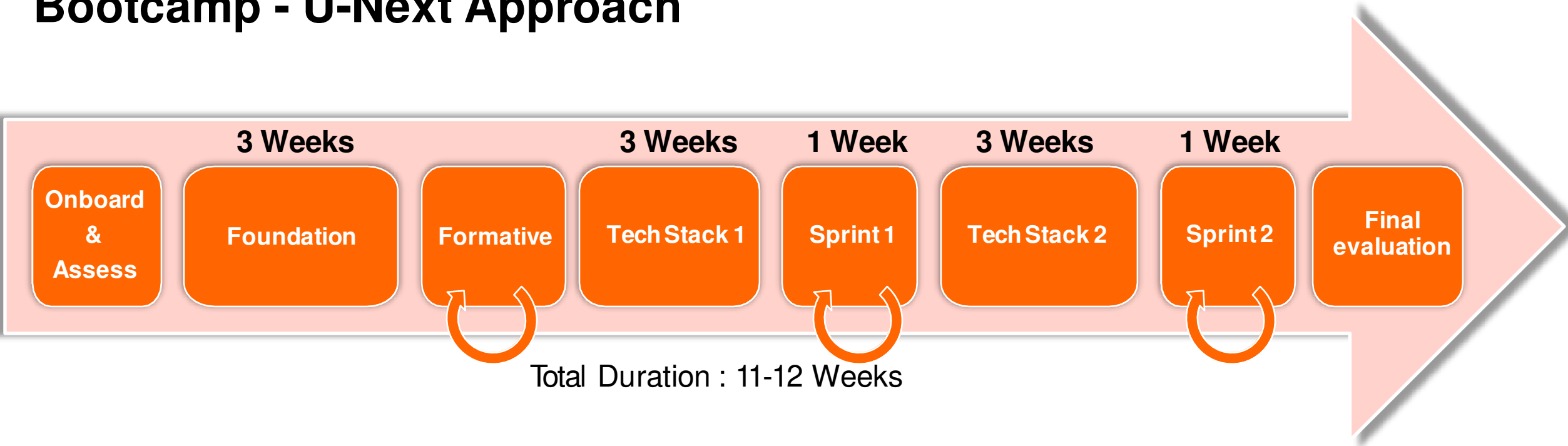
Challenge

- ✗ 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

Bootcamp - U-Next Approach



What works

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

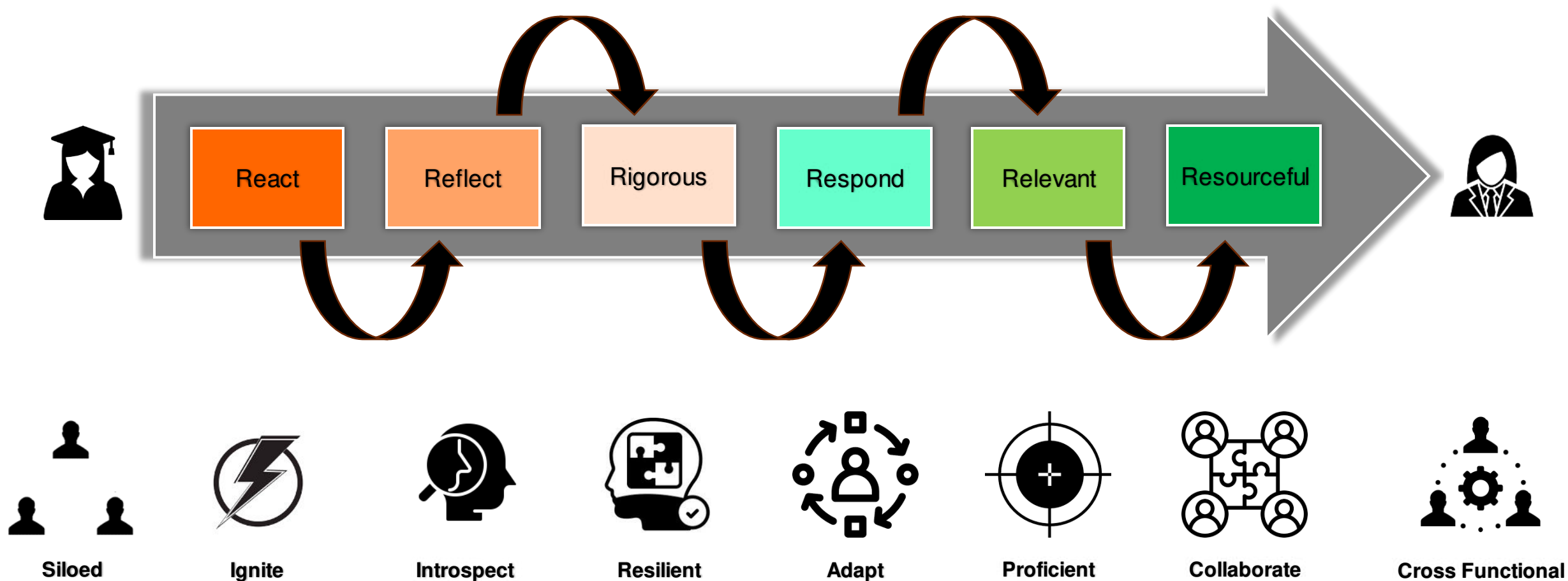
Support provided

- ✓ Proactive Monitoring
- ✓ Predictive Performance

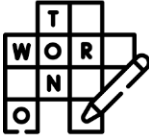
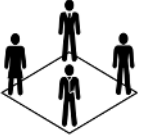
Business feedback on learners

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

Business Aligned Behaviors



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

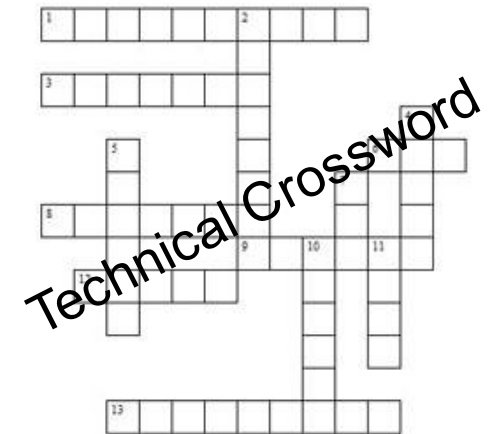
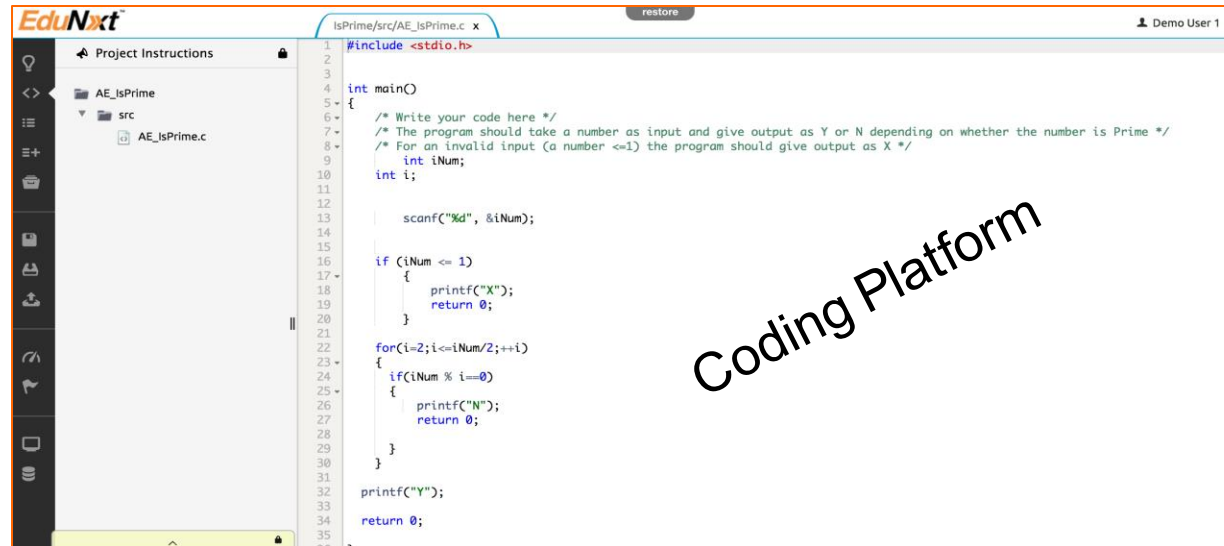
Client Orientation

Deployment

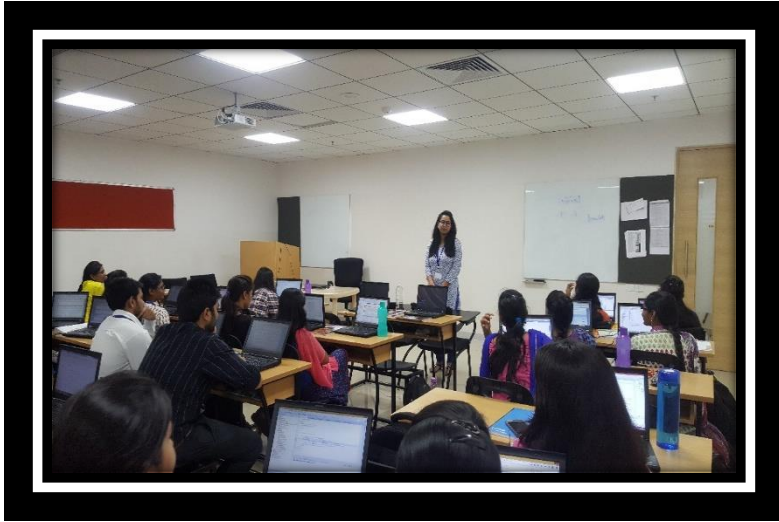
Collaboration



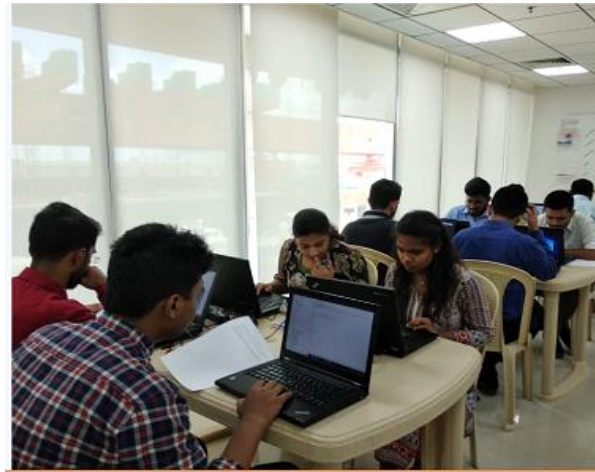
Activity Based Learning – Strengthening concepts with fun



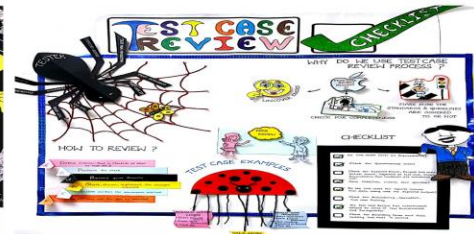
Activity Based Learning – Promoting Confidence and Excellence



Just A Minute

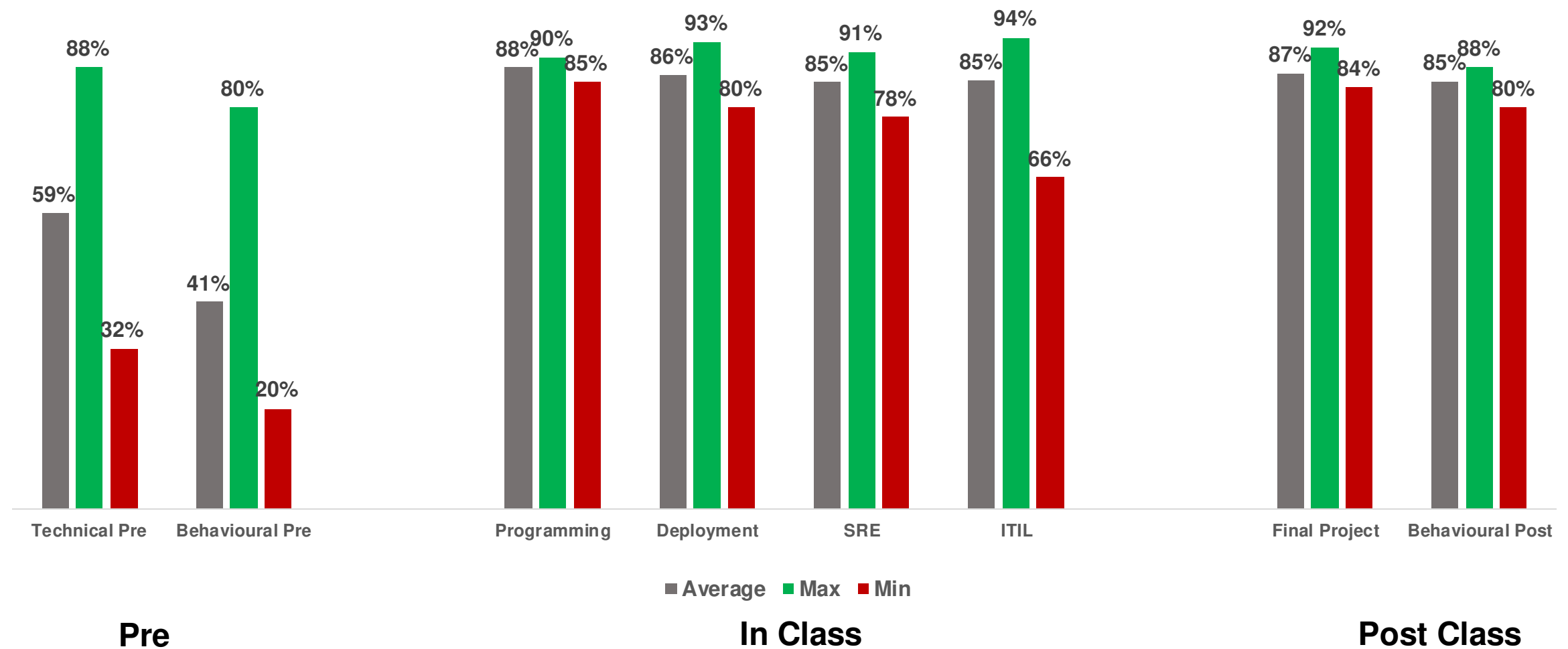


Round Robin Coding



End-to-End Performance View

Sustained Engineering (SRE) Bootcamp - Performance



Employee Need –Solution Life Cycle

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



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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

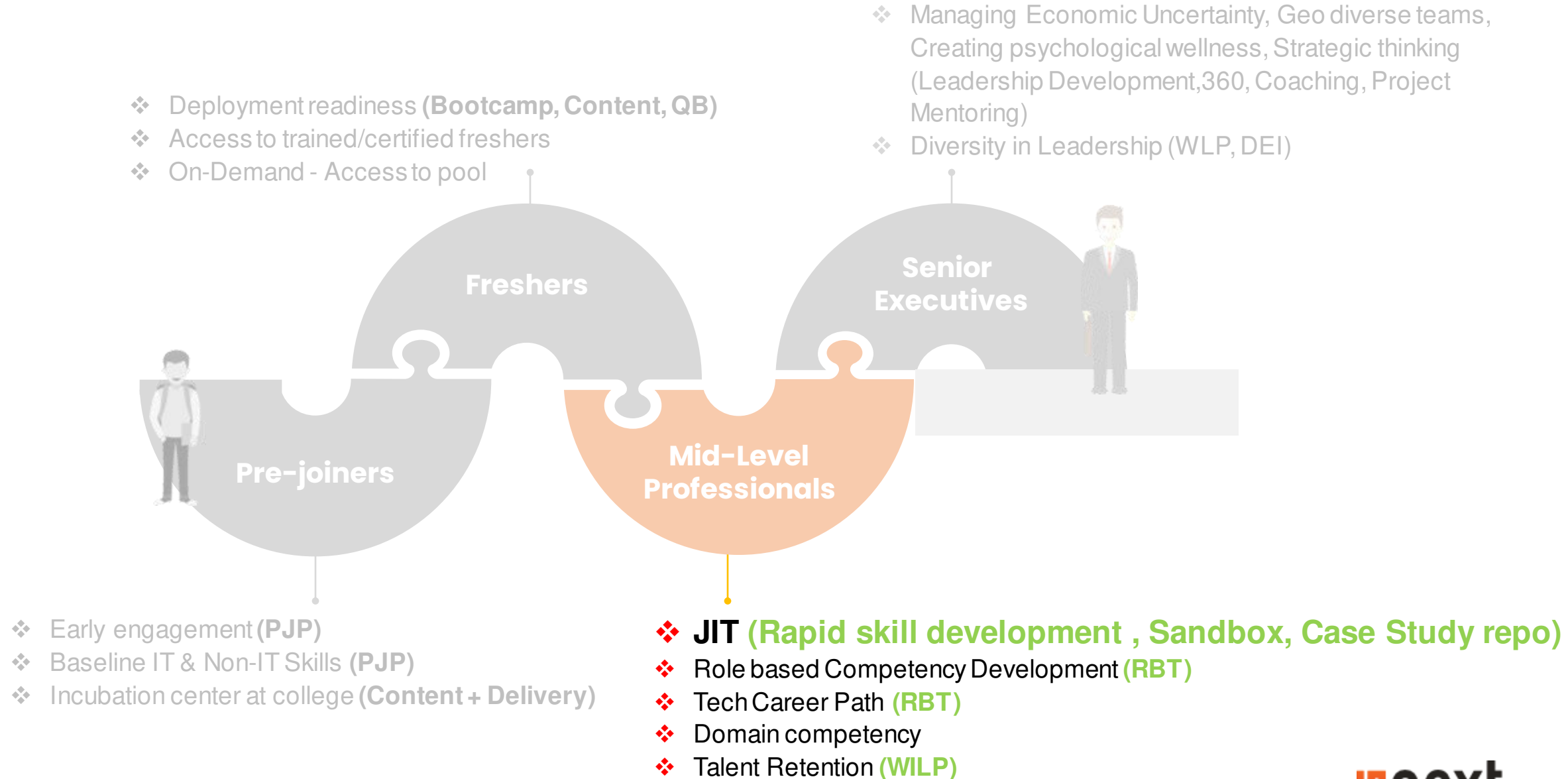


Existing Pool

Leverage the Existing Pool through our University Certification programs,

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

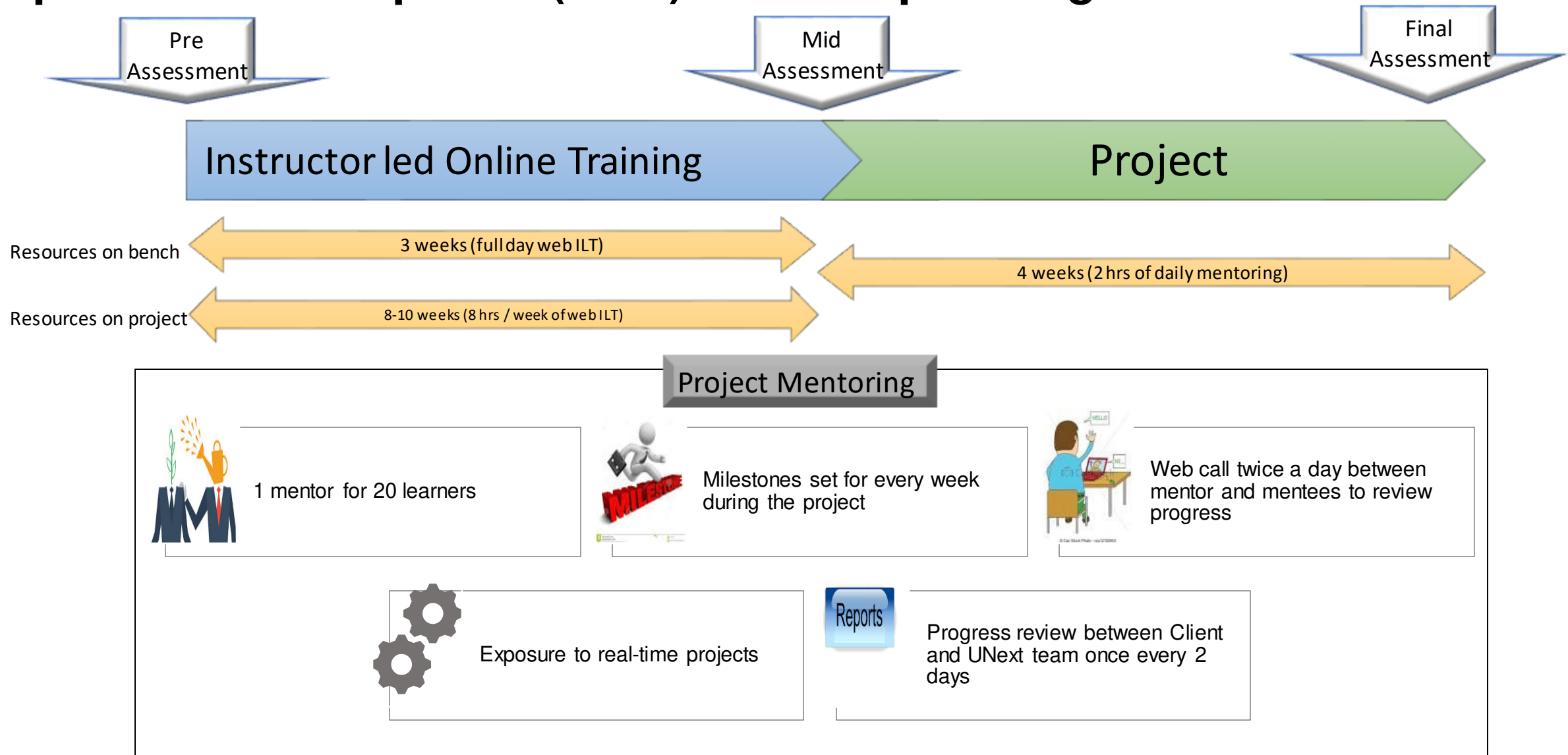
Employee Need –Solution Life Cycle



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

Rapid Skill Development (RSD) – Tech Upskilling



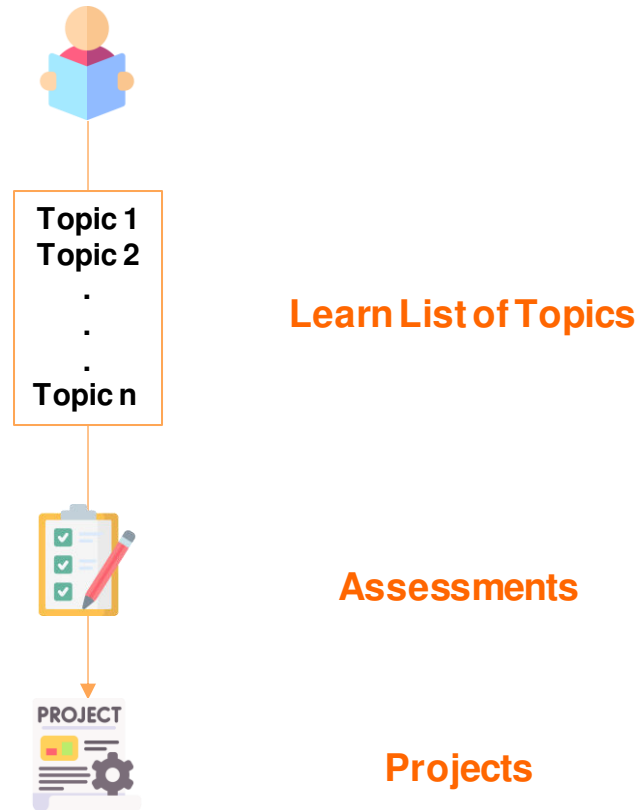
Sandbox Environment

Key Features



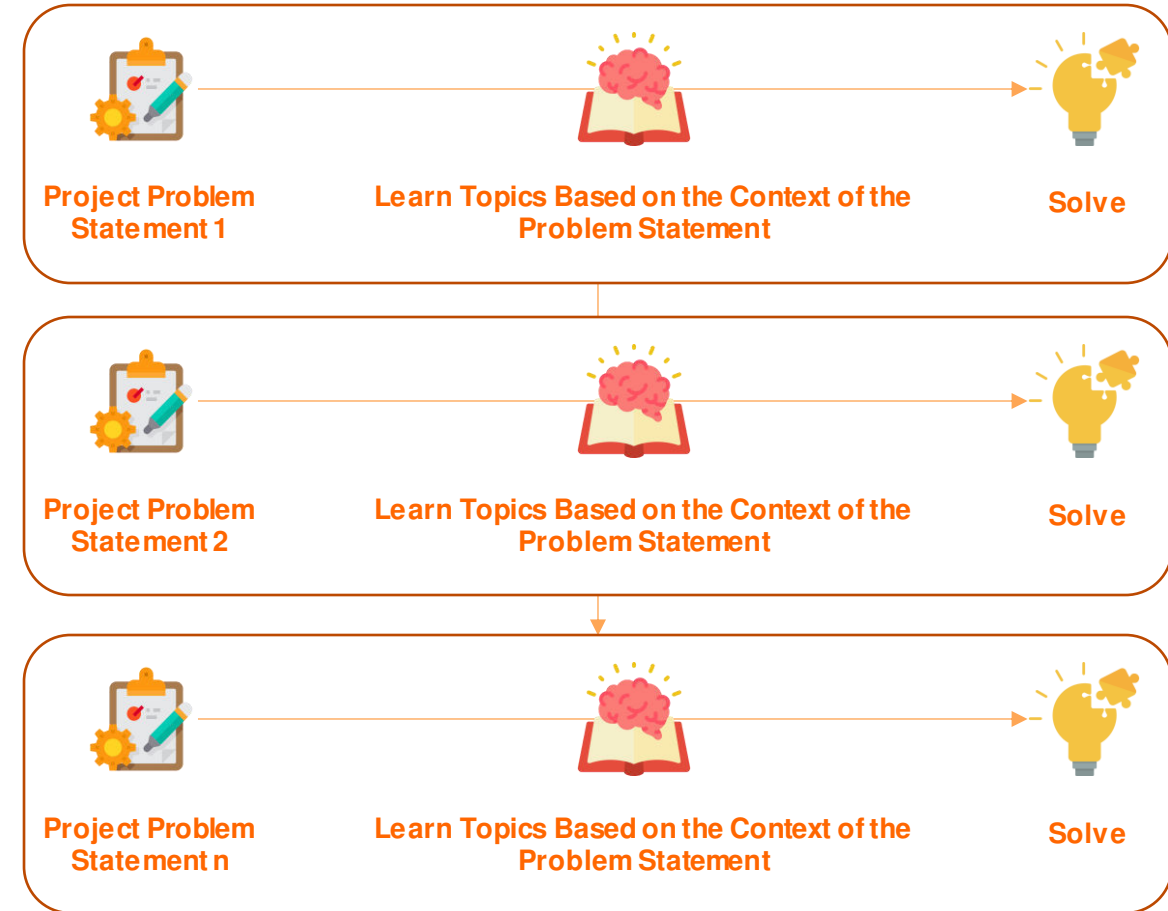
Learning Approach – Traditional Vs PBL

Traditional Approach



Linear Way of Learning

Project Based Approach

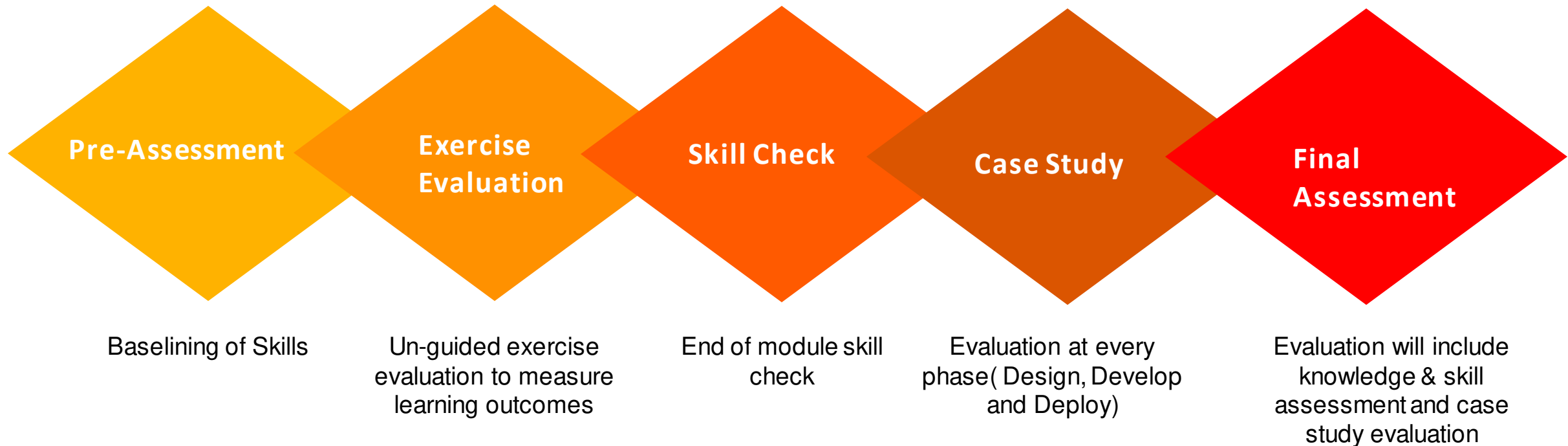


Iterative Way of learning

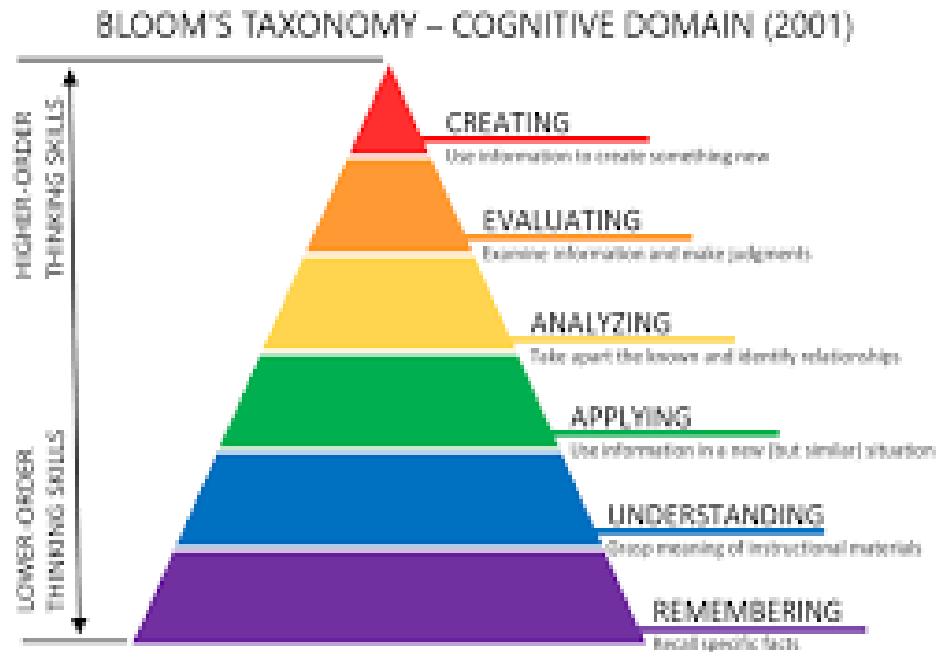
Sample Case Study Repository

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

Assessments: Continuous Measuring of Learning Outcomes



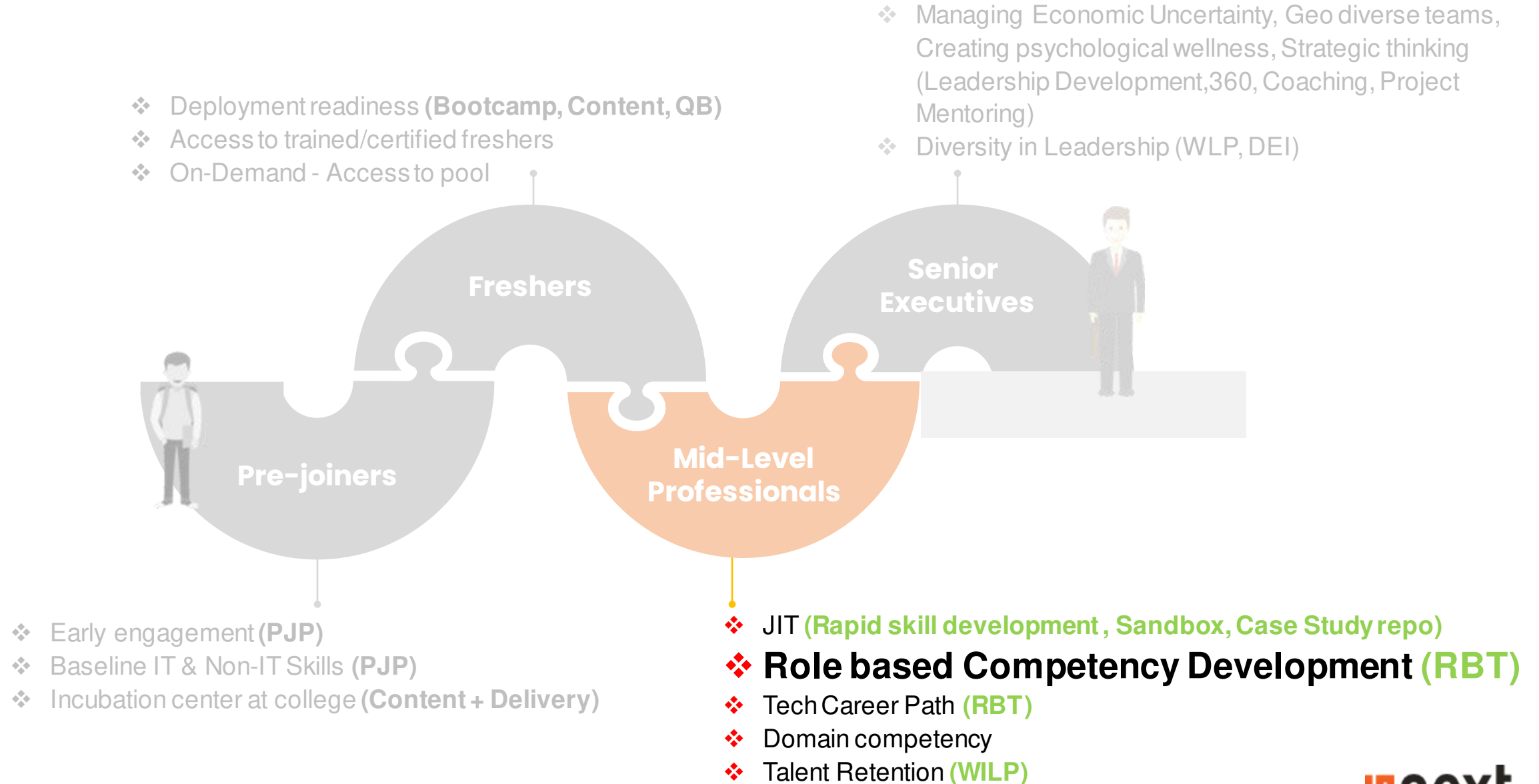
Question Bank



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

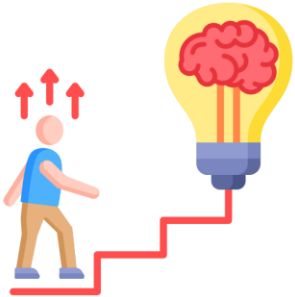
Employee Need –Solution Life Cycle



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



JIT – Professional Upskilling

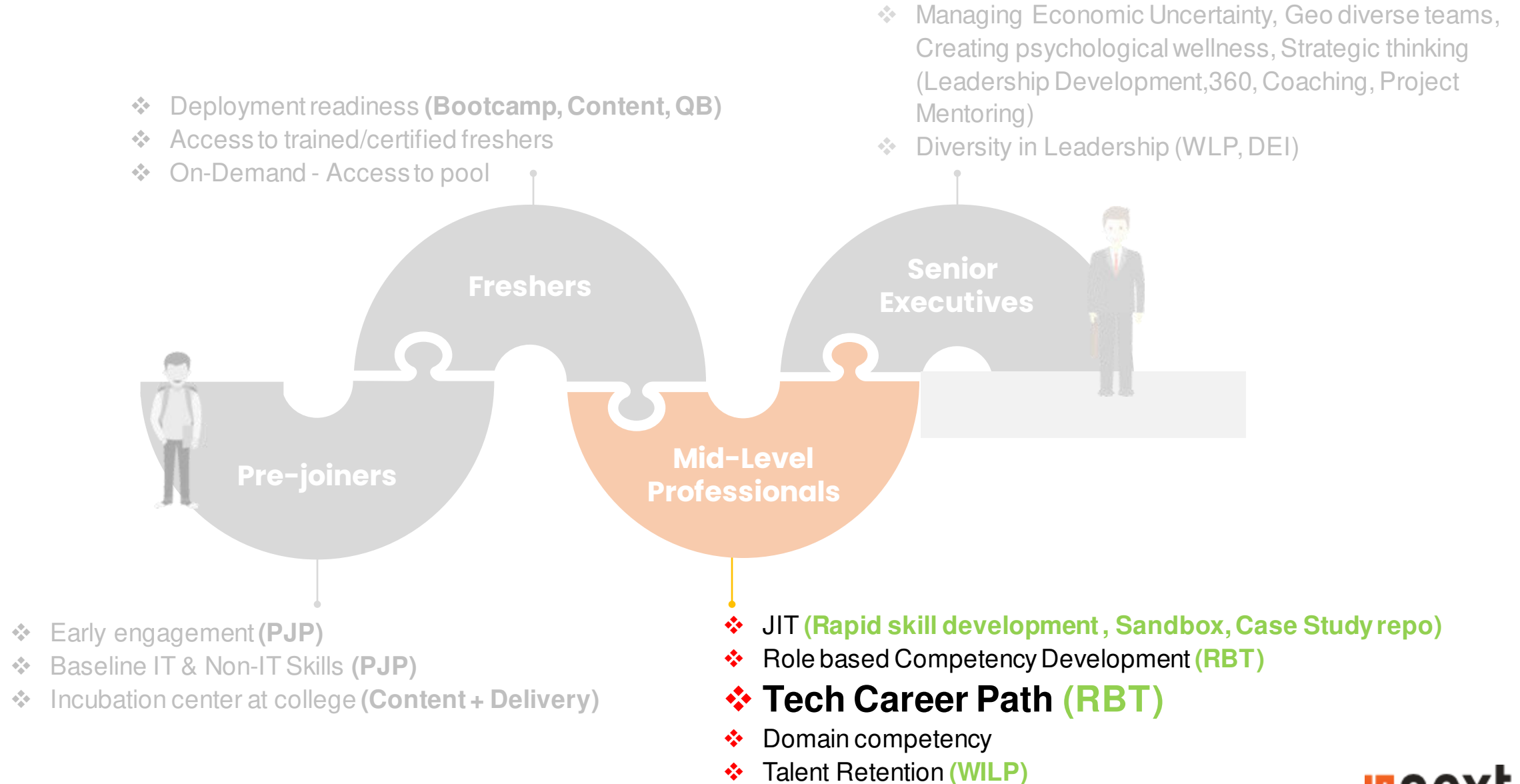
Beginner Level

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

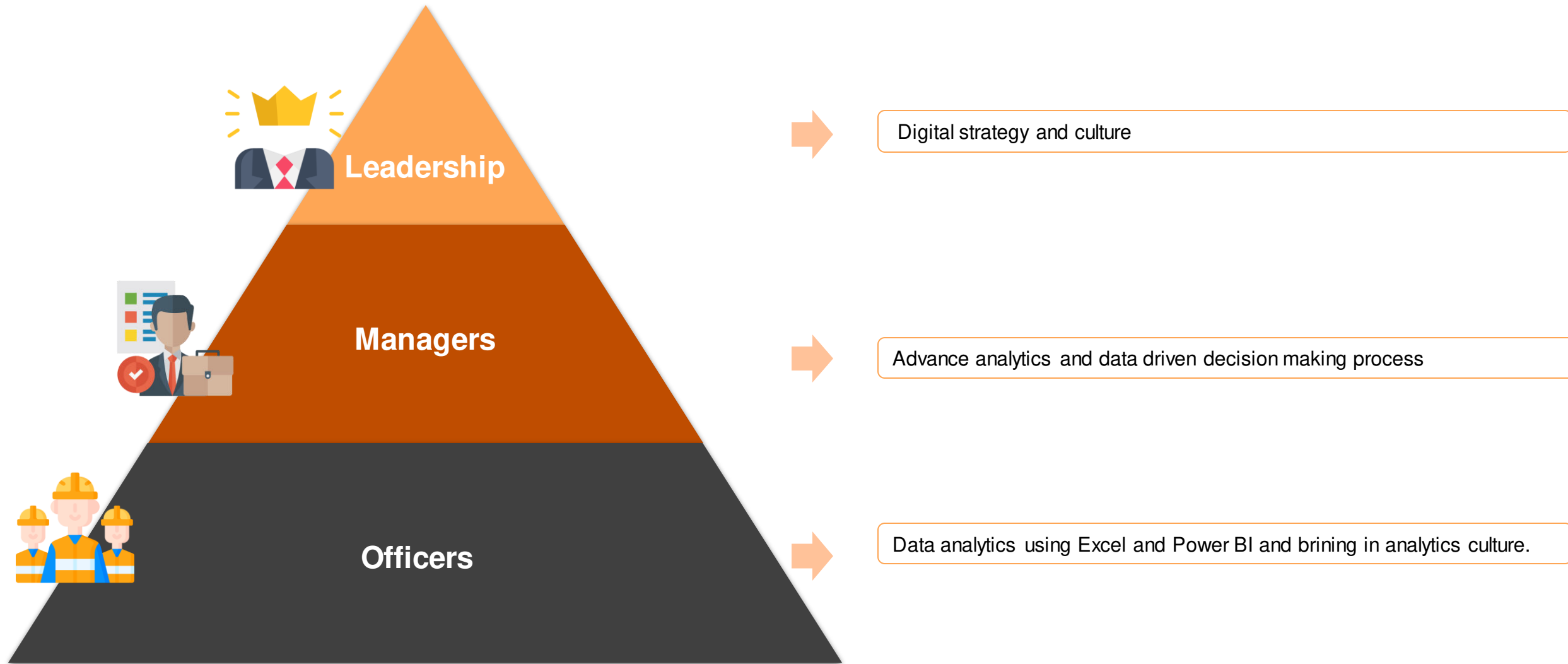
Intermediate Level

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

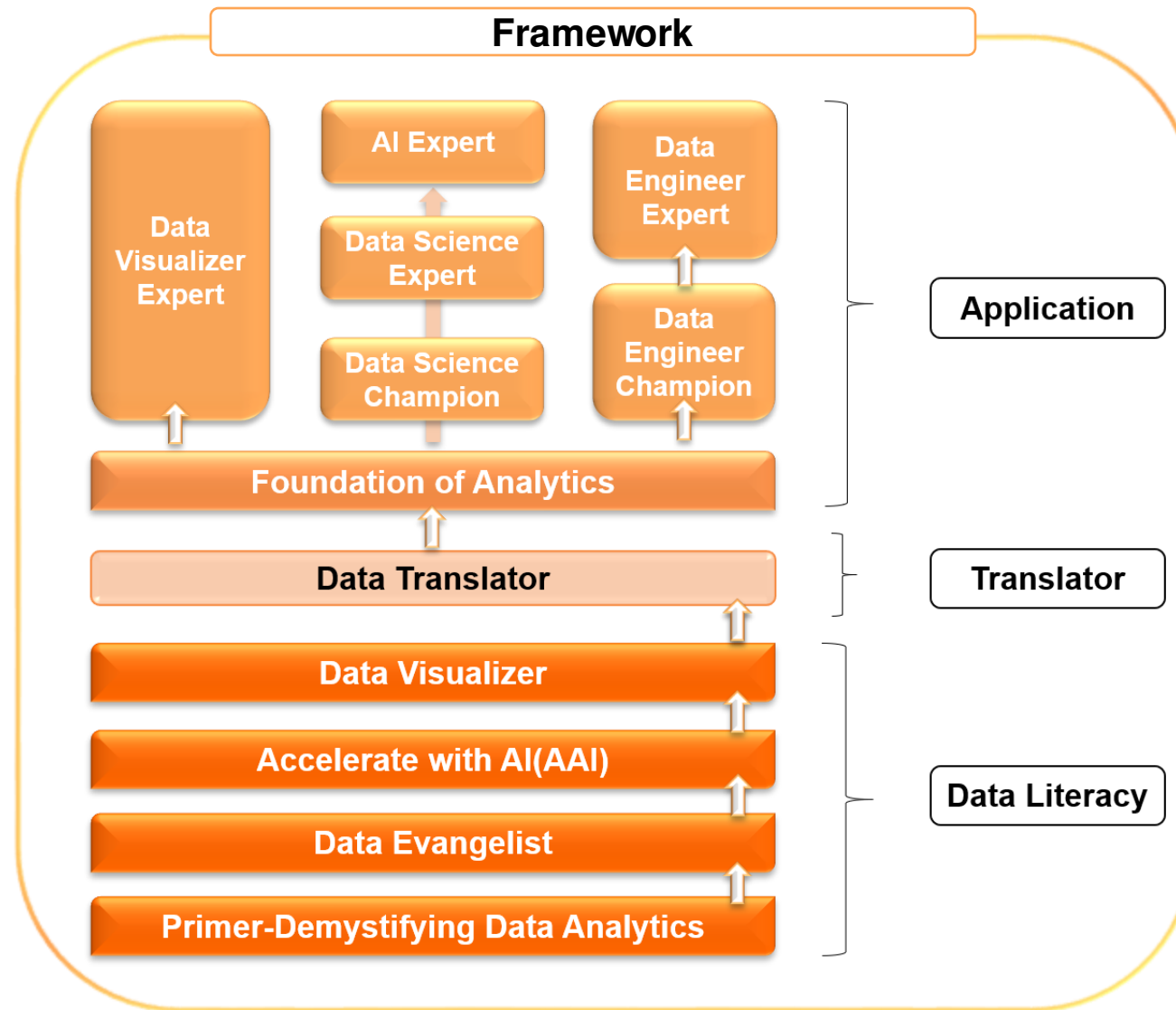
Employee Need –Solution Life Cycle



Skilling across Job Roles – Digital Literacy



Upskilling Program – Academy of Analytics



Upskilling Program – Gen AI



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



Generative AI for Data Engineer

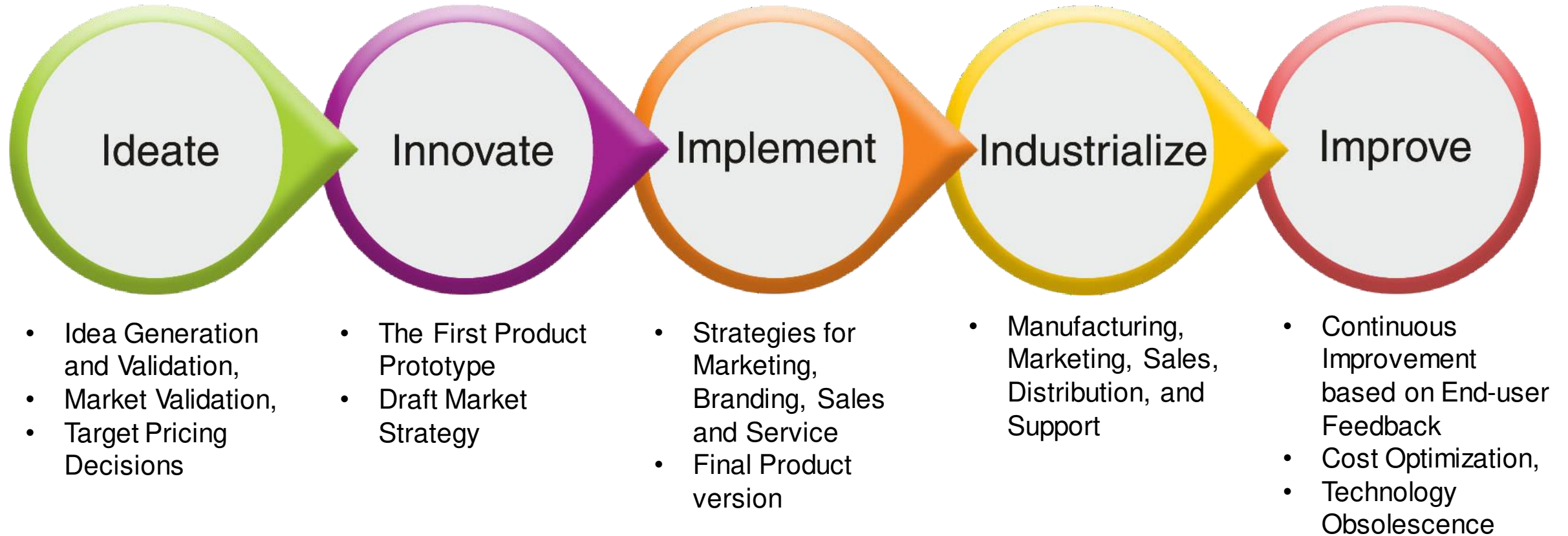
AI Assisted Programming for Developers

Generative AI for Data Science

Customised Program for Developers

Product Management

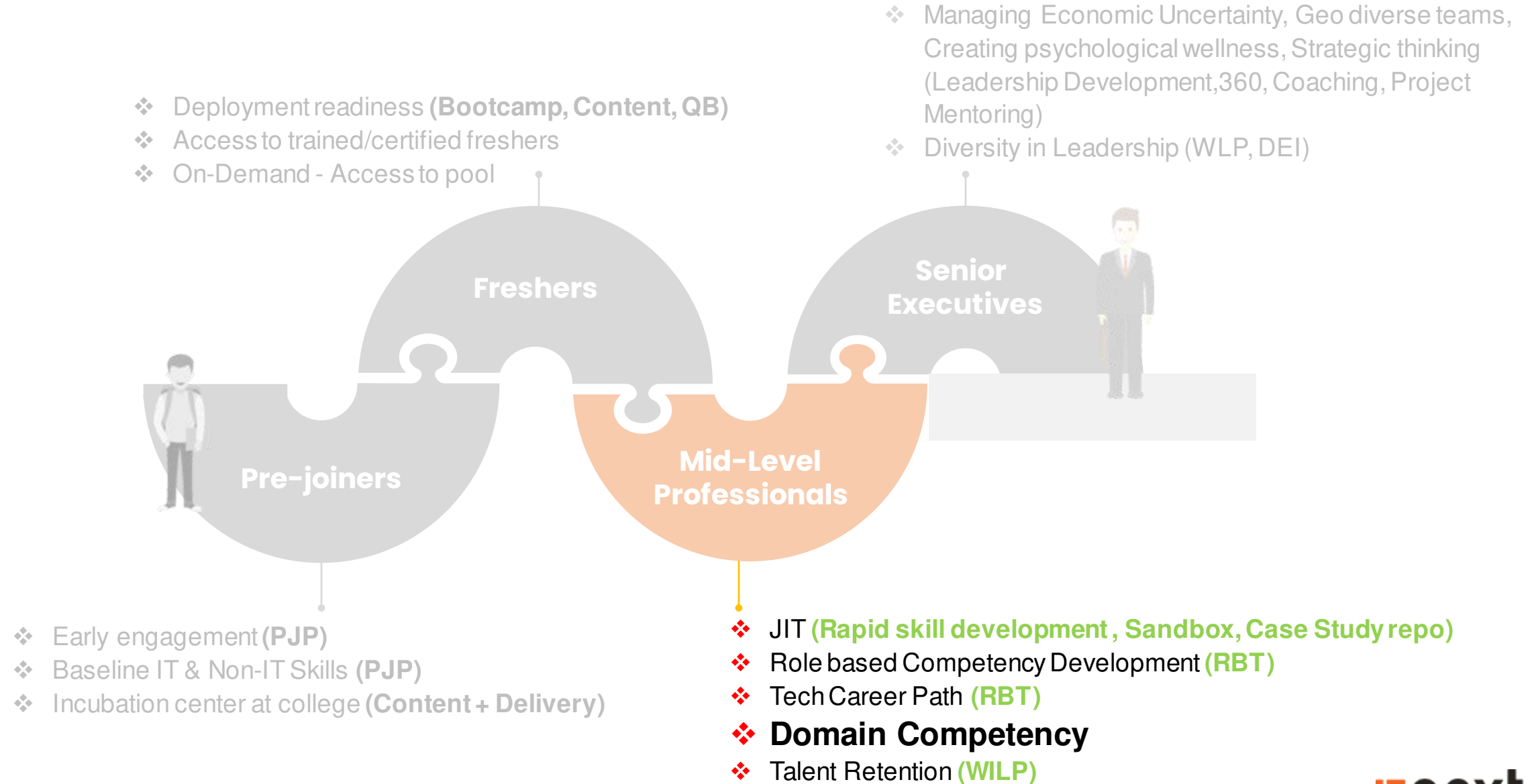
Our Approach - 5i Framework



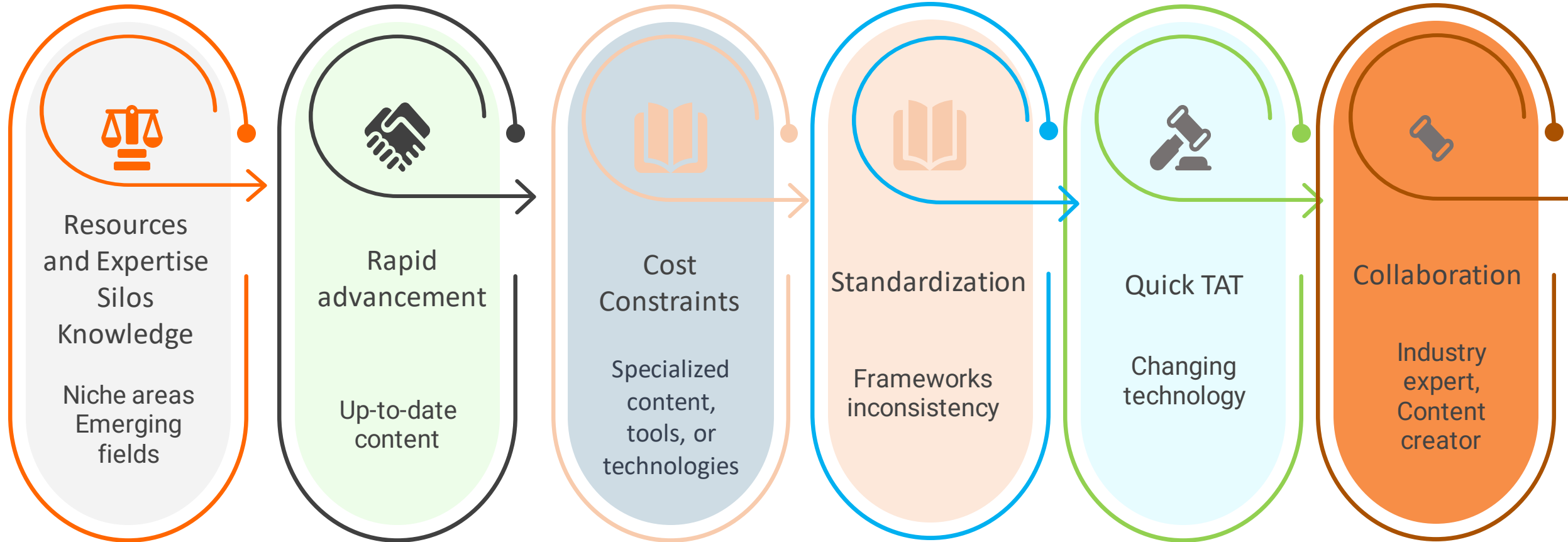
Coaching by faculty helps improve the learner's attitude, and level of professionalism

- 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.

Employee Need –Solution Life Cycle



Domain Training - Considerations



FROM IDEATION

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

Domain Training

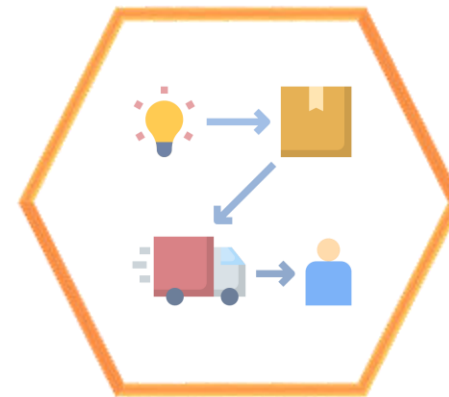
Key Domain Trainings We Have Delivered



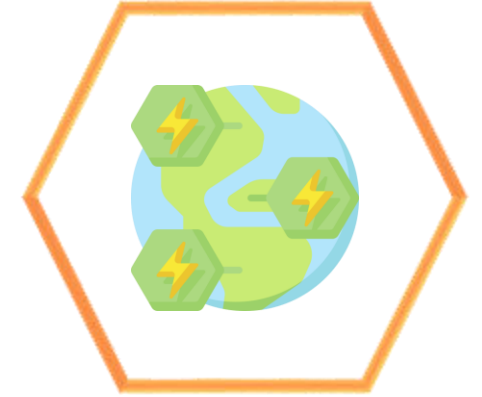
ESG



BFSI



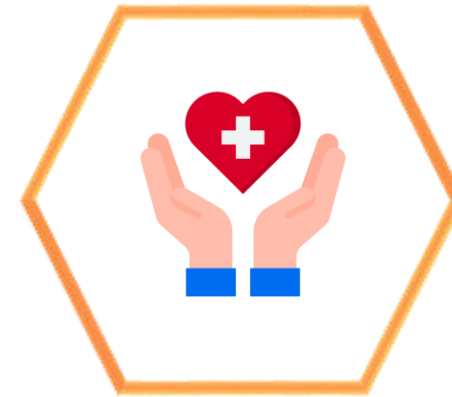
Manufacturing



Energy & Utilities



Pharma



Healthcare



Communication Media



Retail

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Employee Need –Solution Life Cycle



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**”!

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

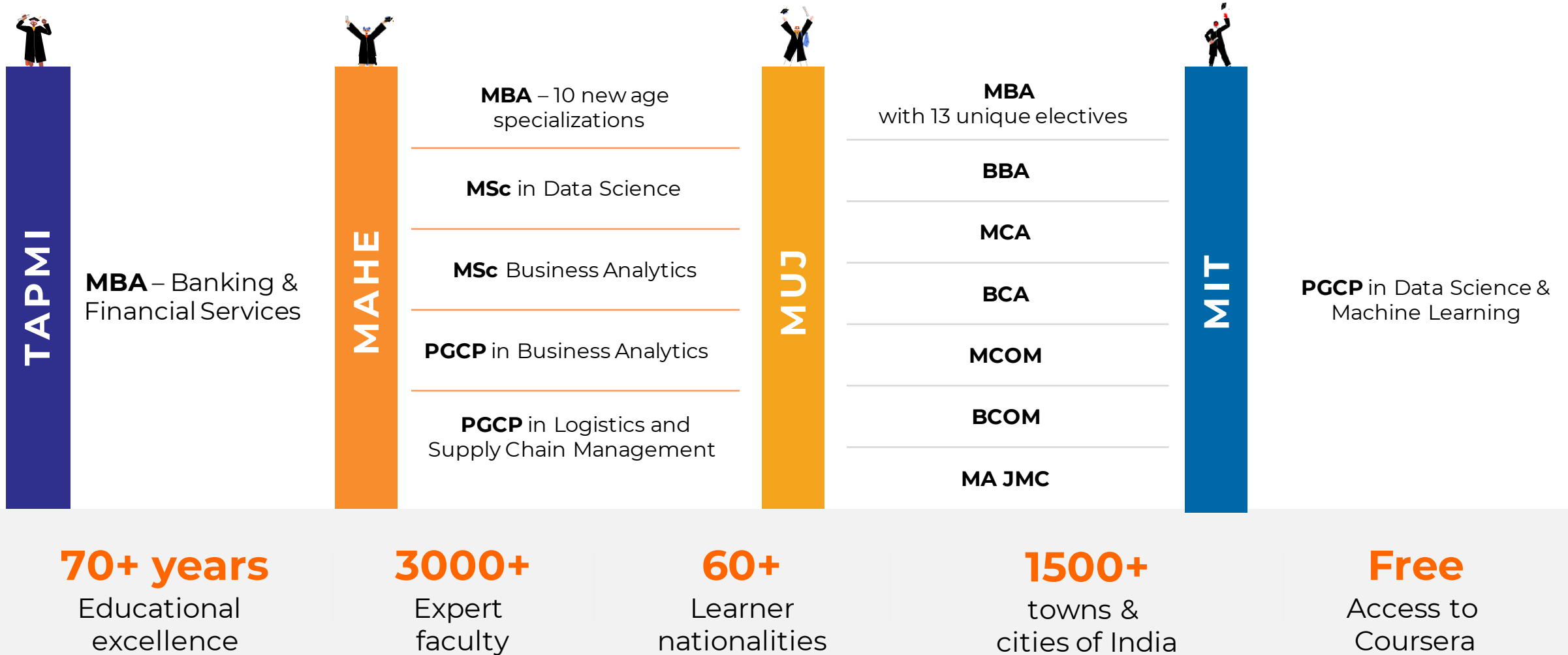


University of Maryland

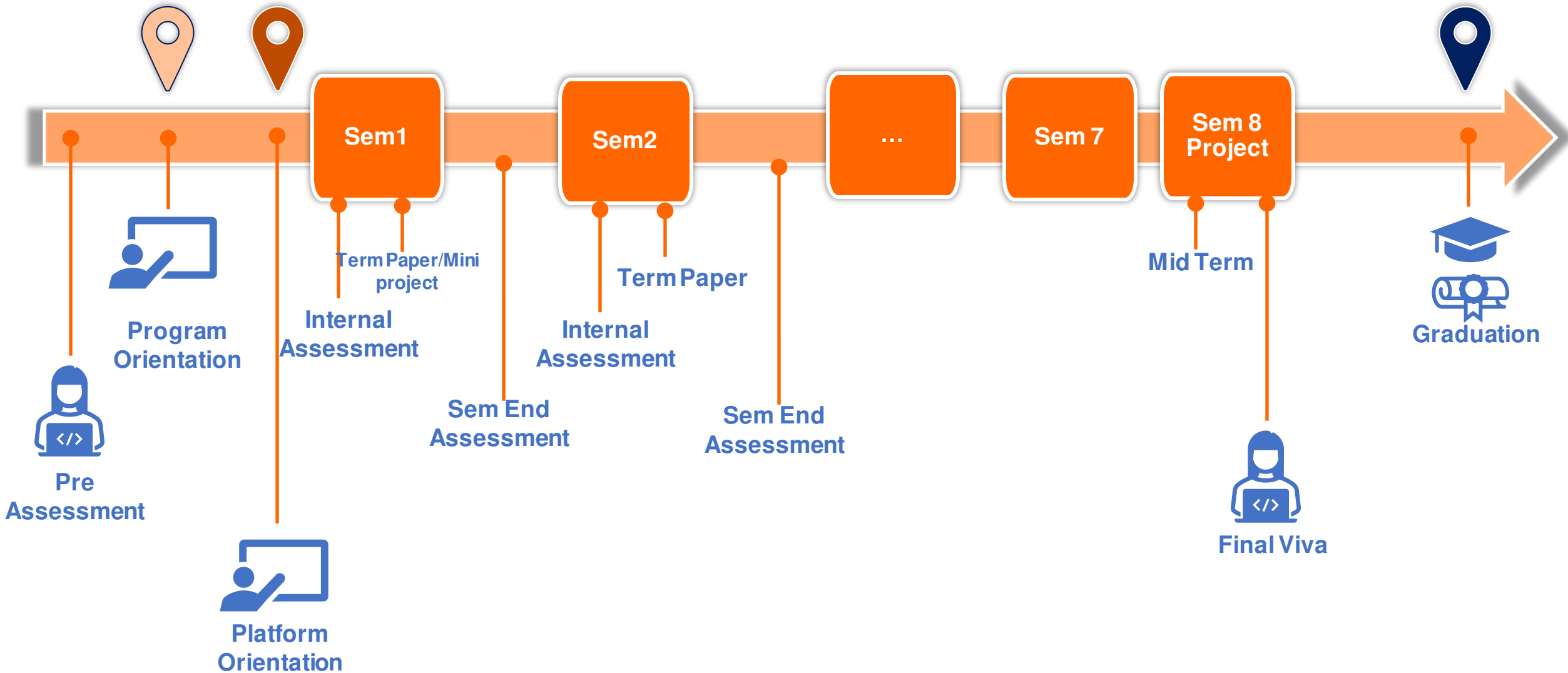


University of Illinois

WILP Programs Offered

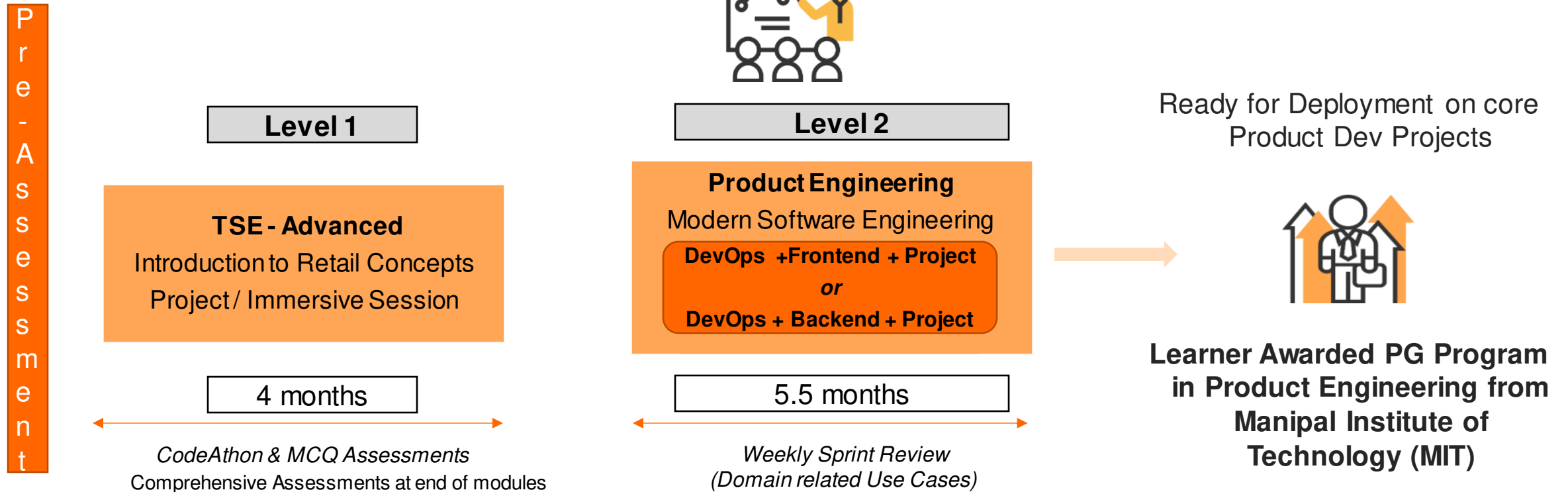


Sample Program Design Flow



Program Design – Tech support to Product Engineer

TSE Full Stack Upskilling

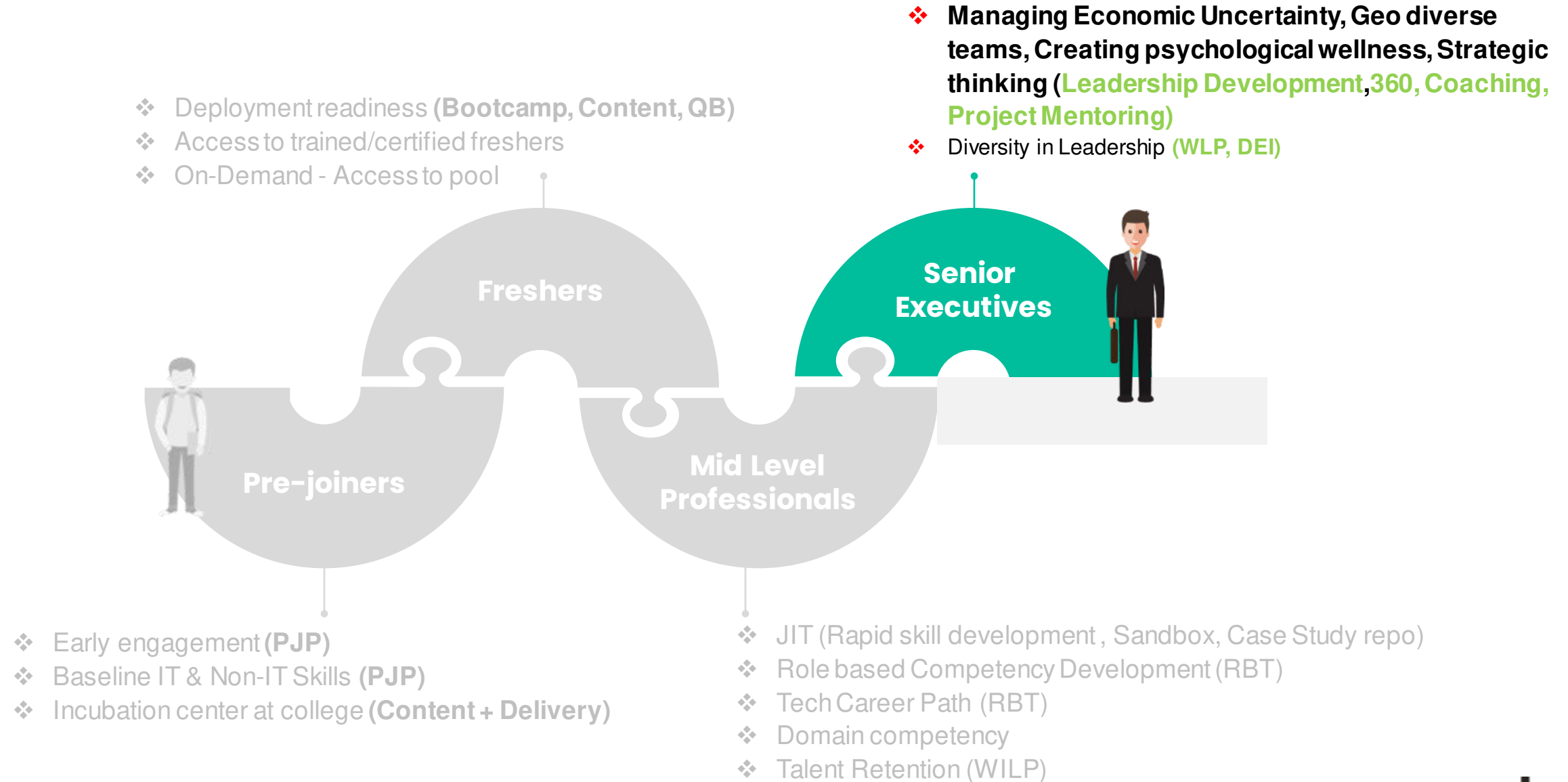


38 Weeks (9.5 months)

Convocation Ceremony



Employee Need –Solution Life Cycle



Senior Executives

❖ Catalogue of Professional and Leadership Modules

❖ Architecture Competency Development

❖ Coaching

❖ Tech for Business

❖ Leadership Assessment Framework



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

Senior Executives

❖ Catalogue of Professional and Leadership Modules

❖ **Architecture Competency Development**

❖ Coaching

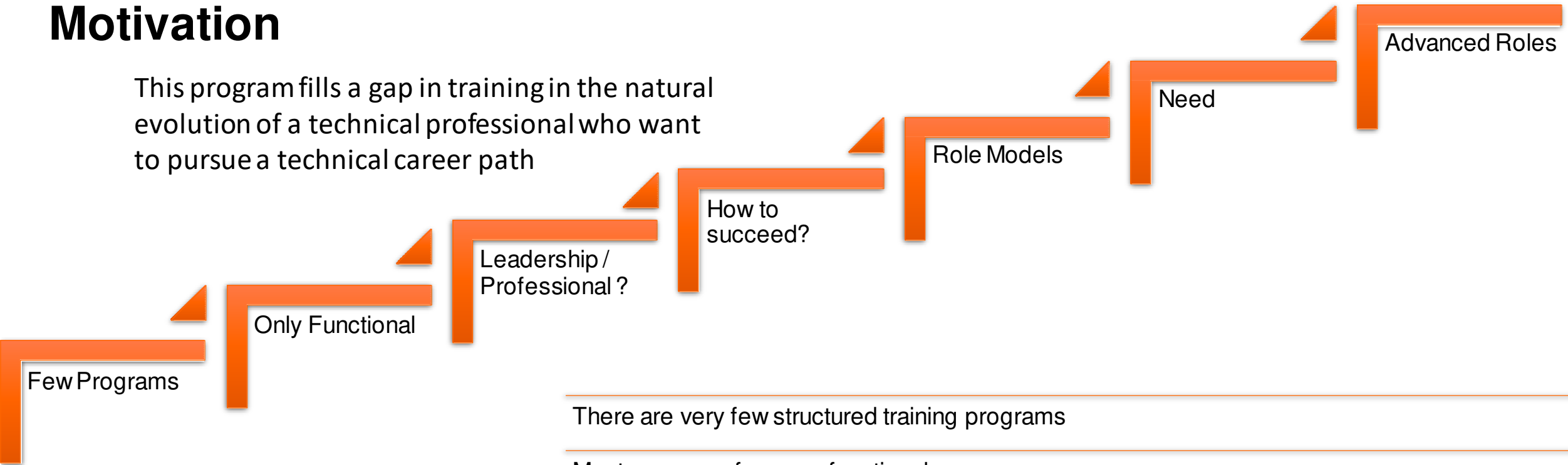
❖ Tech for Business

❖ Leadership Assessment Framework



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

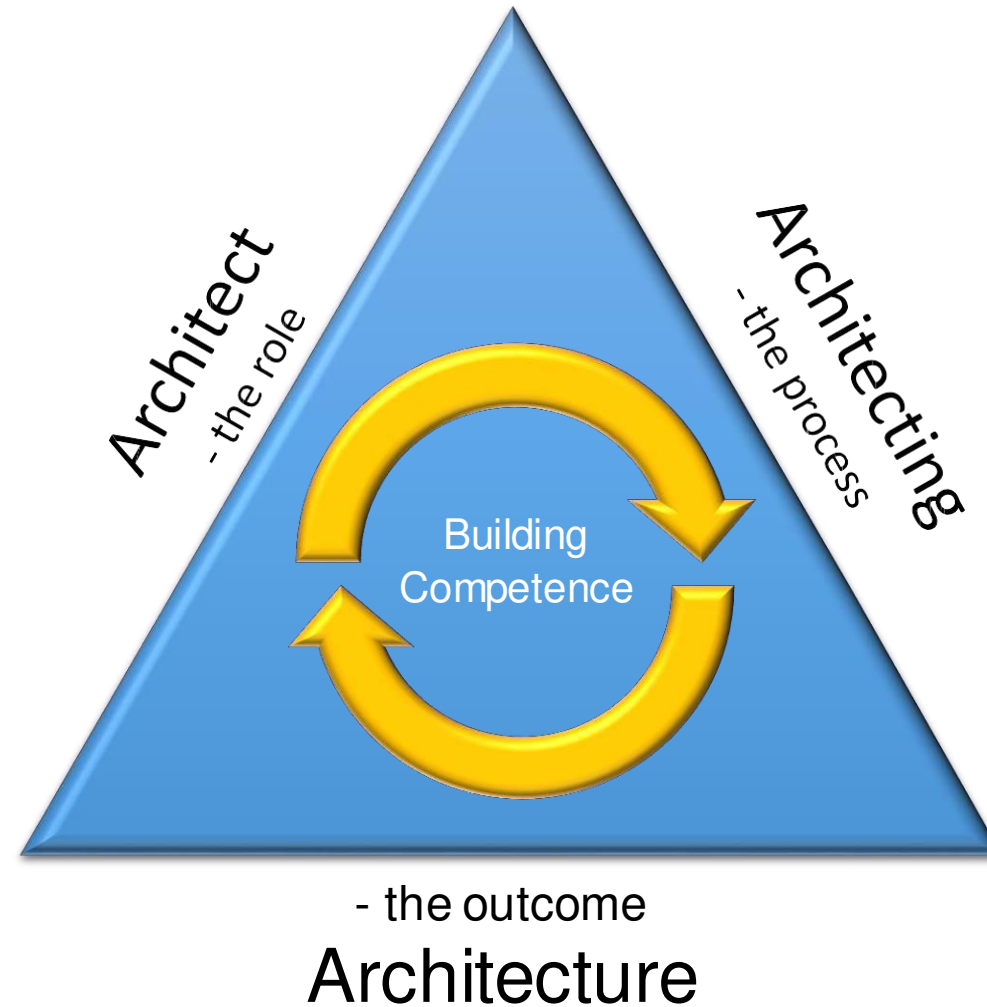
Normally, technical professional needs help to understand what it takes to succeed

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

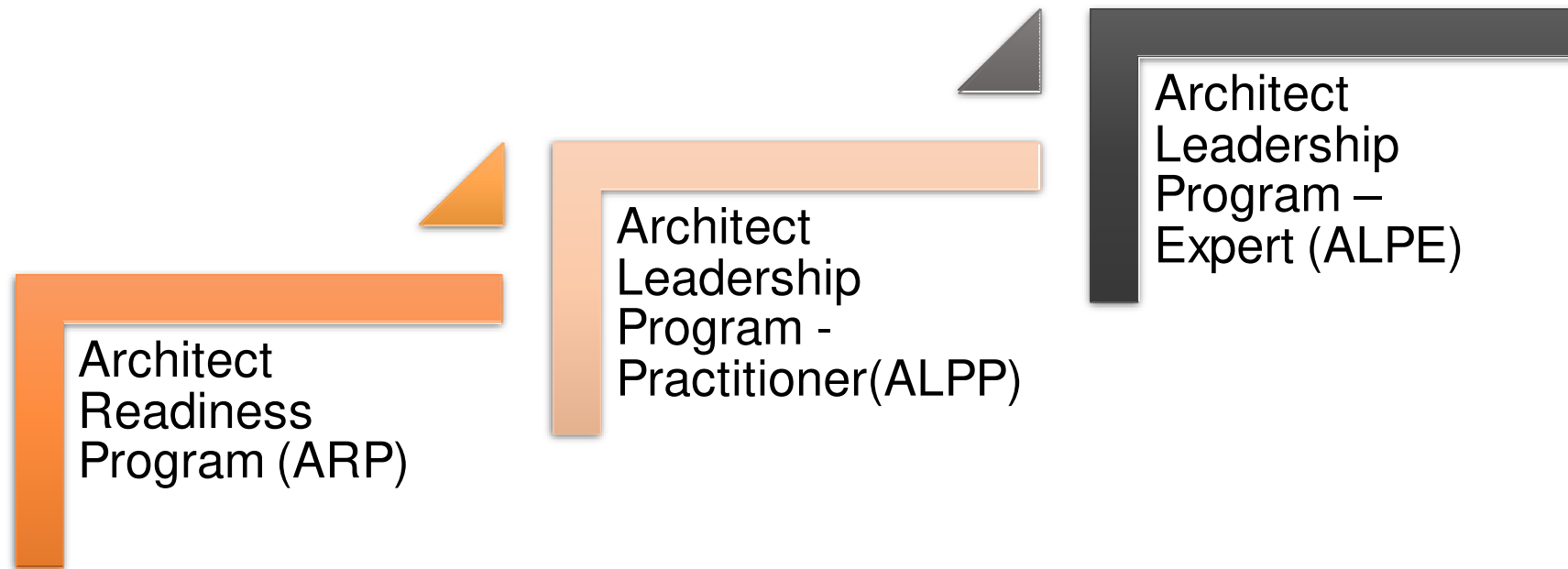
There is a need therefore, for a program that helps professionals manage the above challenges

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

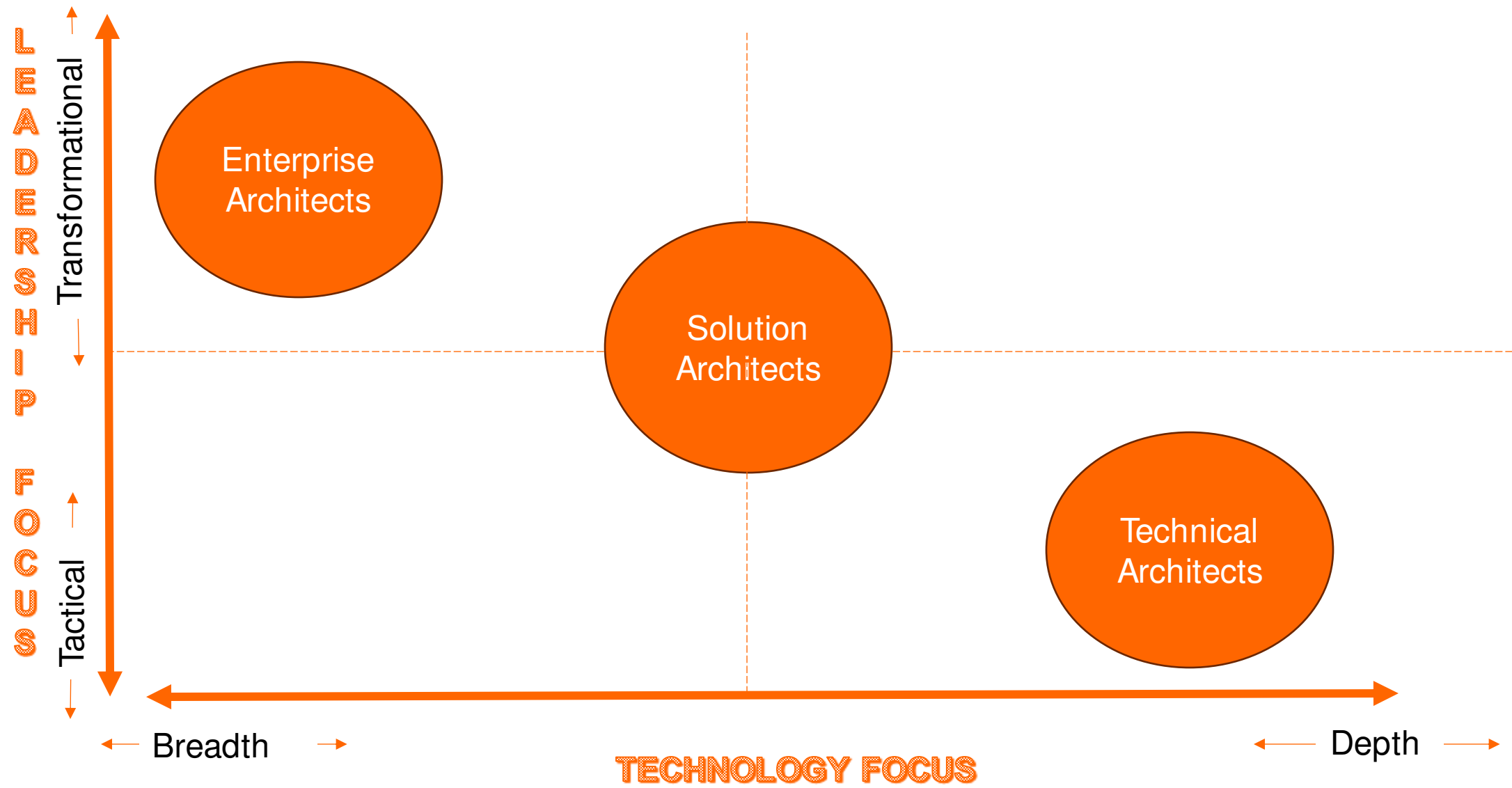
Architect Competence Development Program



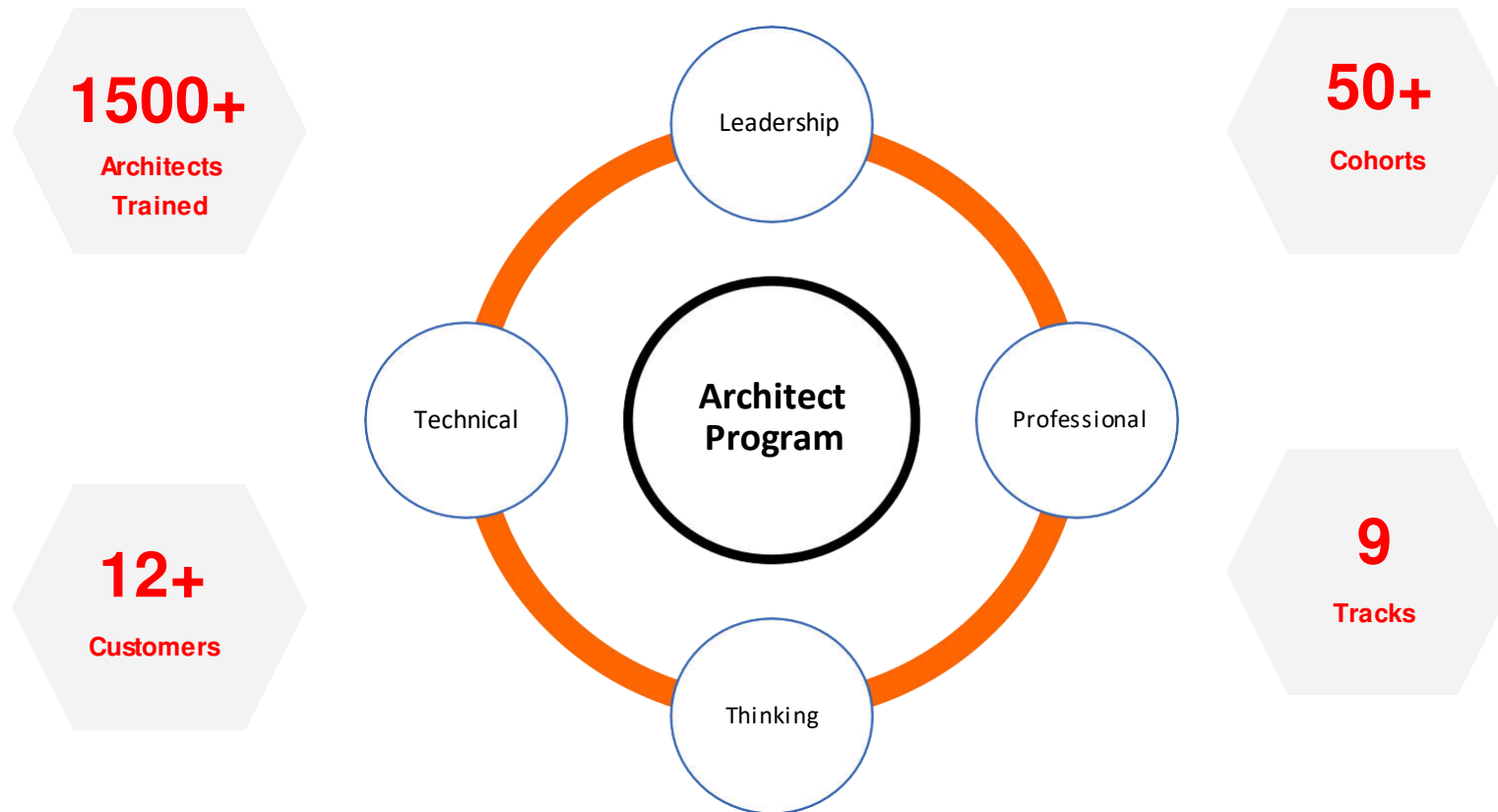
Architect Competence Development Program Levels



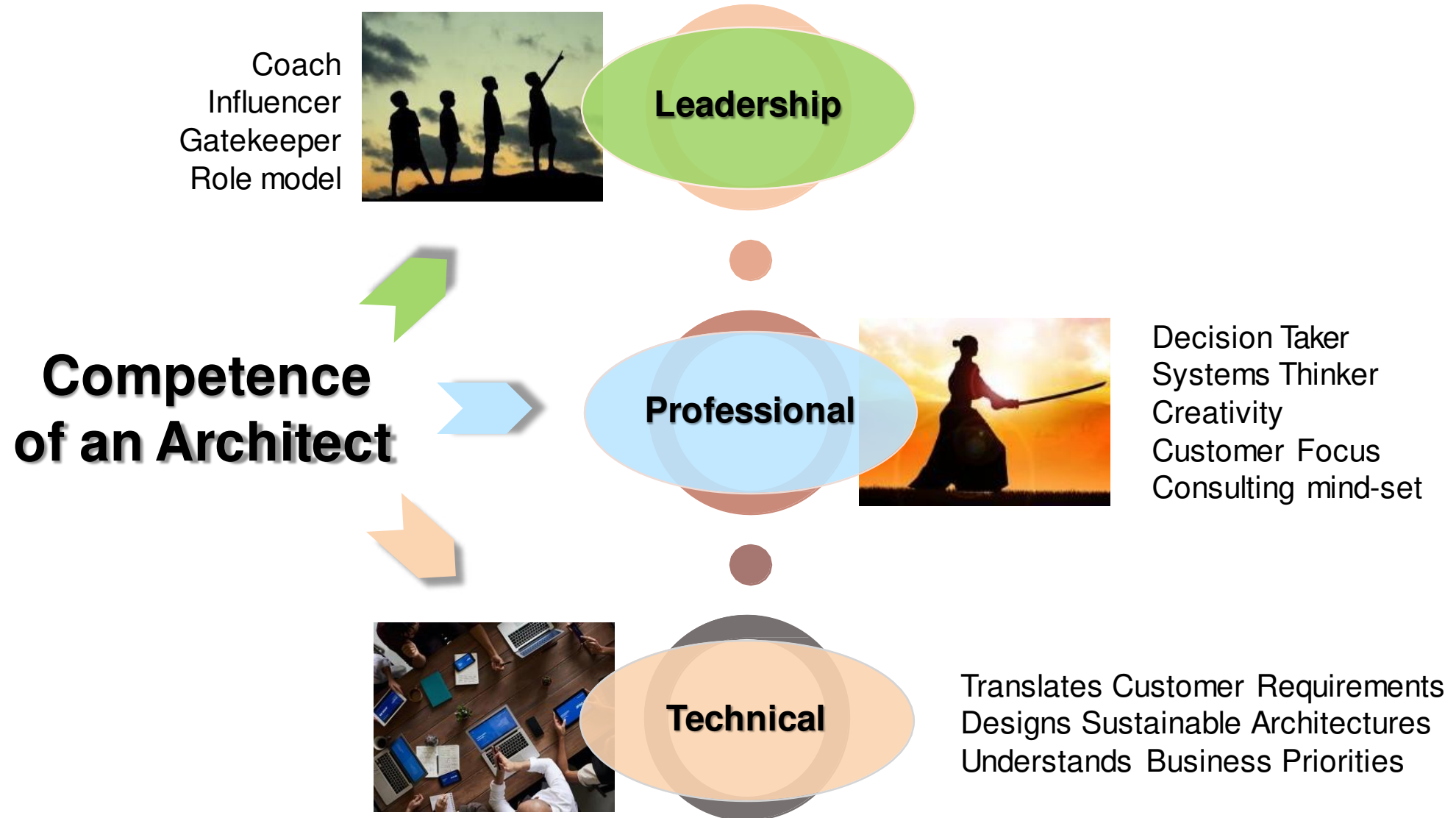
Leadership – Technology Focus Graph



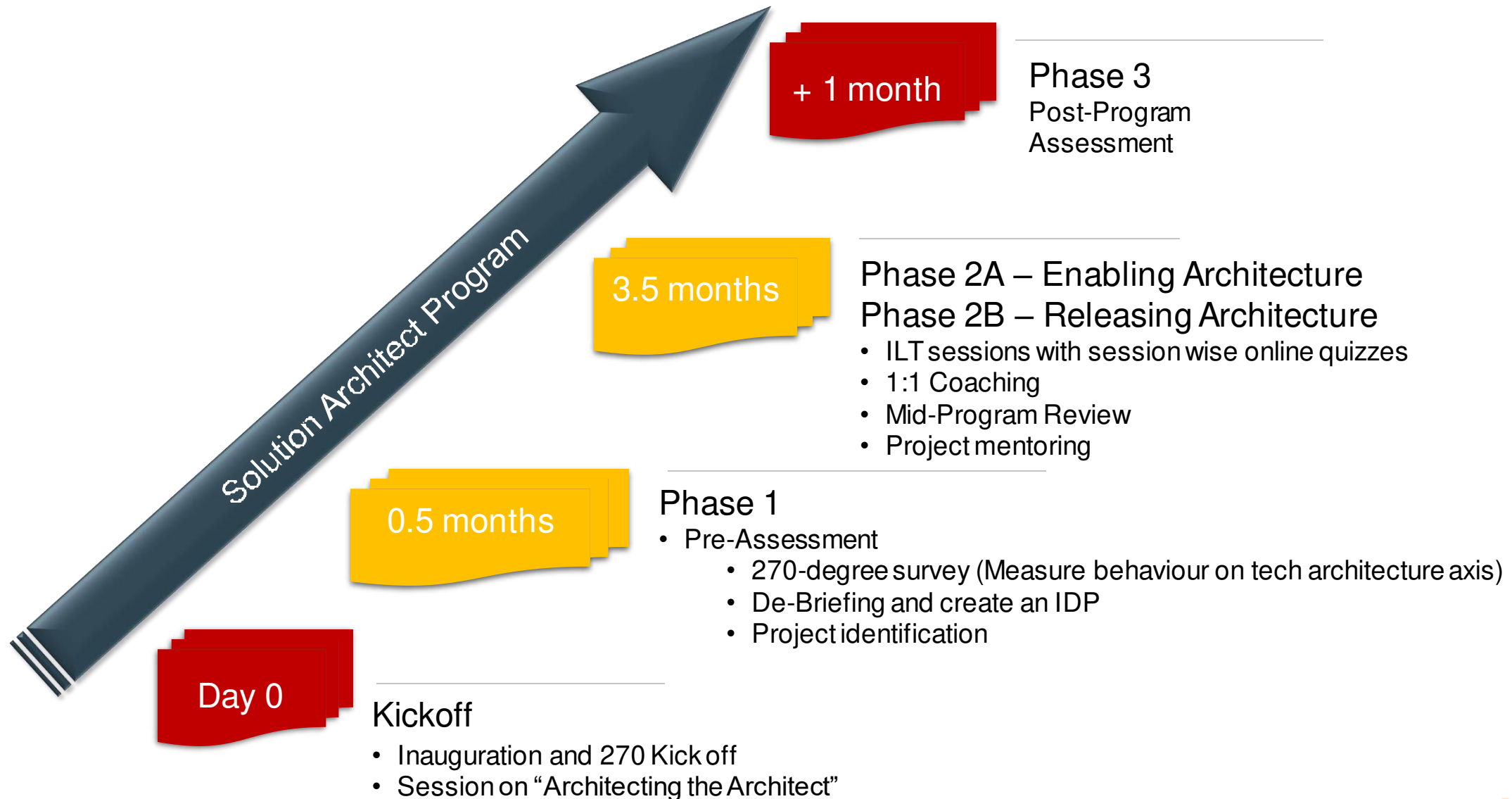
Our Existing Architect Program : Key Highlights



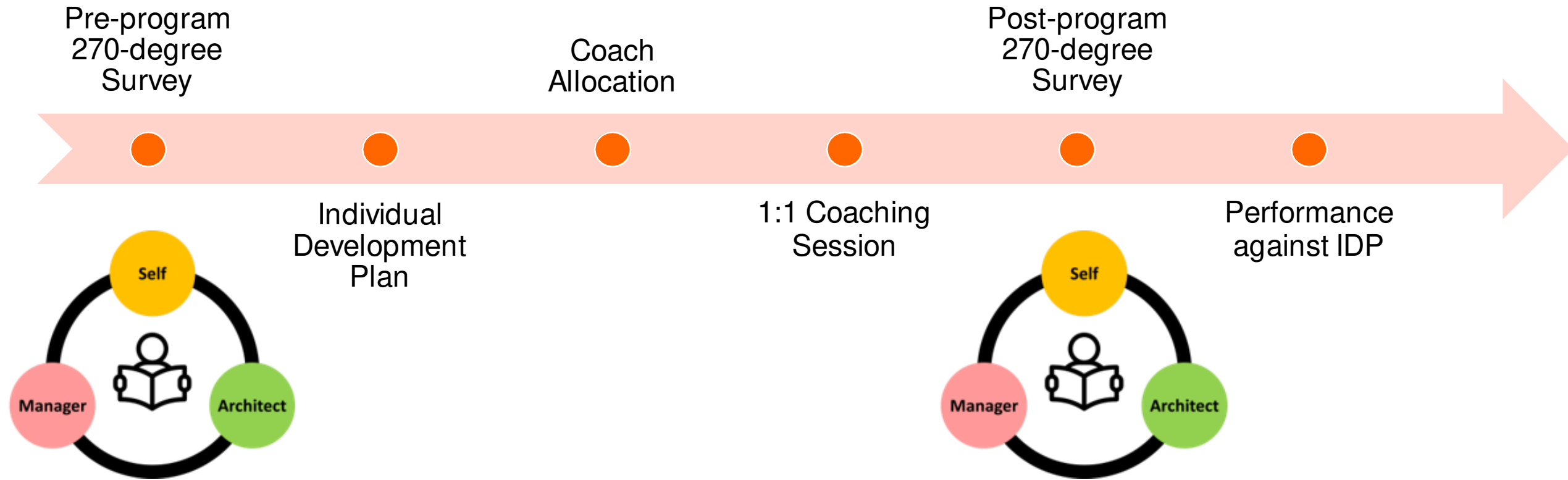
Architect Competency Framework



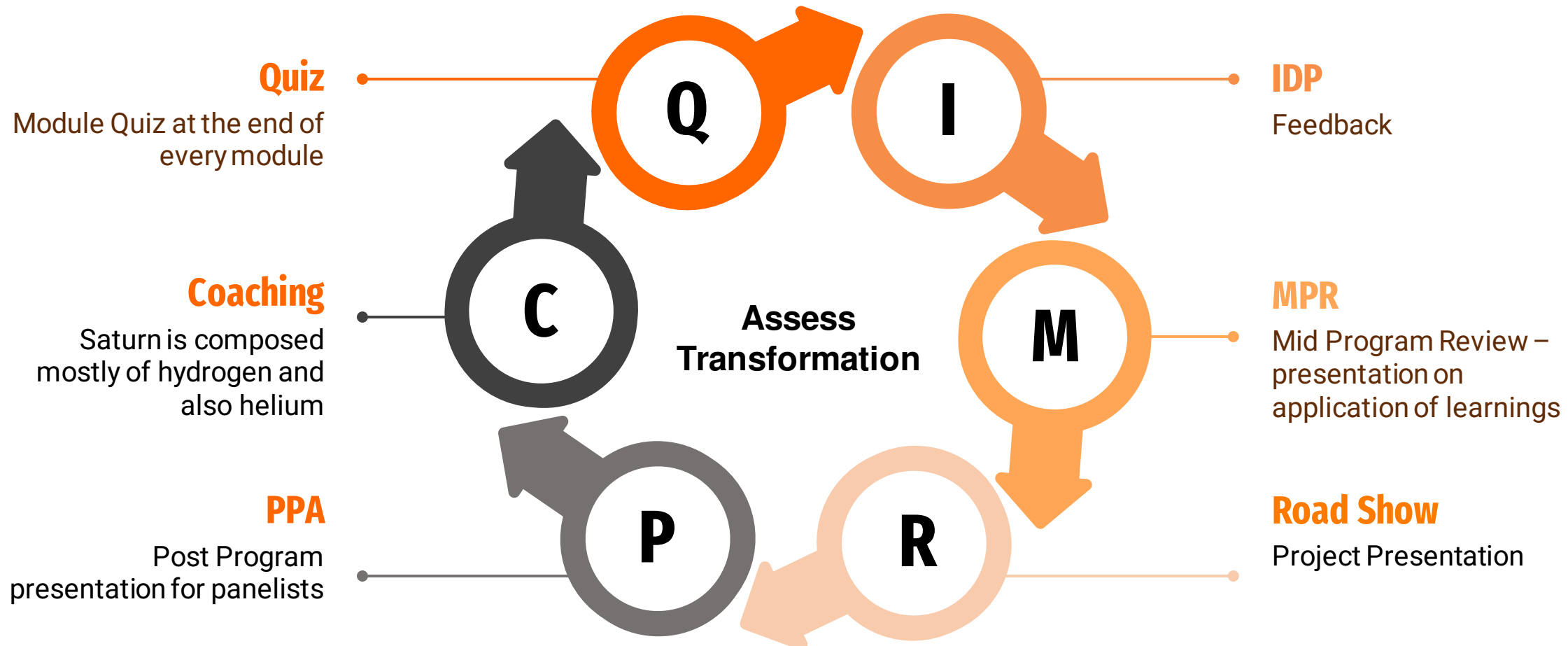
Program Plan



Individual Development Plan - 1:1 Coaching Plan



Enabling And Measuring Learning Outcome



Senior Executives

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



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.

Senior Executives

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



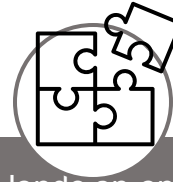
Tech for Business



ILT Session



Customised Case
Study - Groups



Hands-on and
Brainstorming
session



Case Study
Presentation and
Q&A

Day1

Program
Orientation
(30 mins)

Blockchain-
Part 1

Day2

Blockchain –
Part 2

IOT – Part 1

Day3

IOT – Part 2

Social media
– Part 1

Day4

Social media
– Part 2

Mobility –
Part 1

Day5

Mobility –
Part 2

Analytics –
Part 1

Day6

Analytics –
Part 2

Cloud
Migration –
Part 1

Day7

Cloud
Migration –
Part 2

Web 3.0 –
Part 1

Day8

Web 3.0 –
Part 2

Generative
AI - Part 1

Day9

Generative
AI - Part 2

Full Stack -
Part 1

Day10

Full Stack –
Part 2

The content and the program approach is strictly confidential. It is strictly forbidden to share any part of this program design approach with any third party

Senior Executives

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



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

Competences to be Measured

Functional Competences



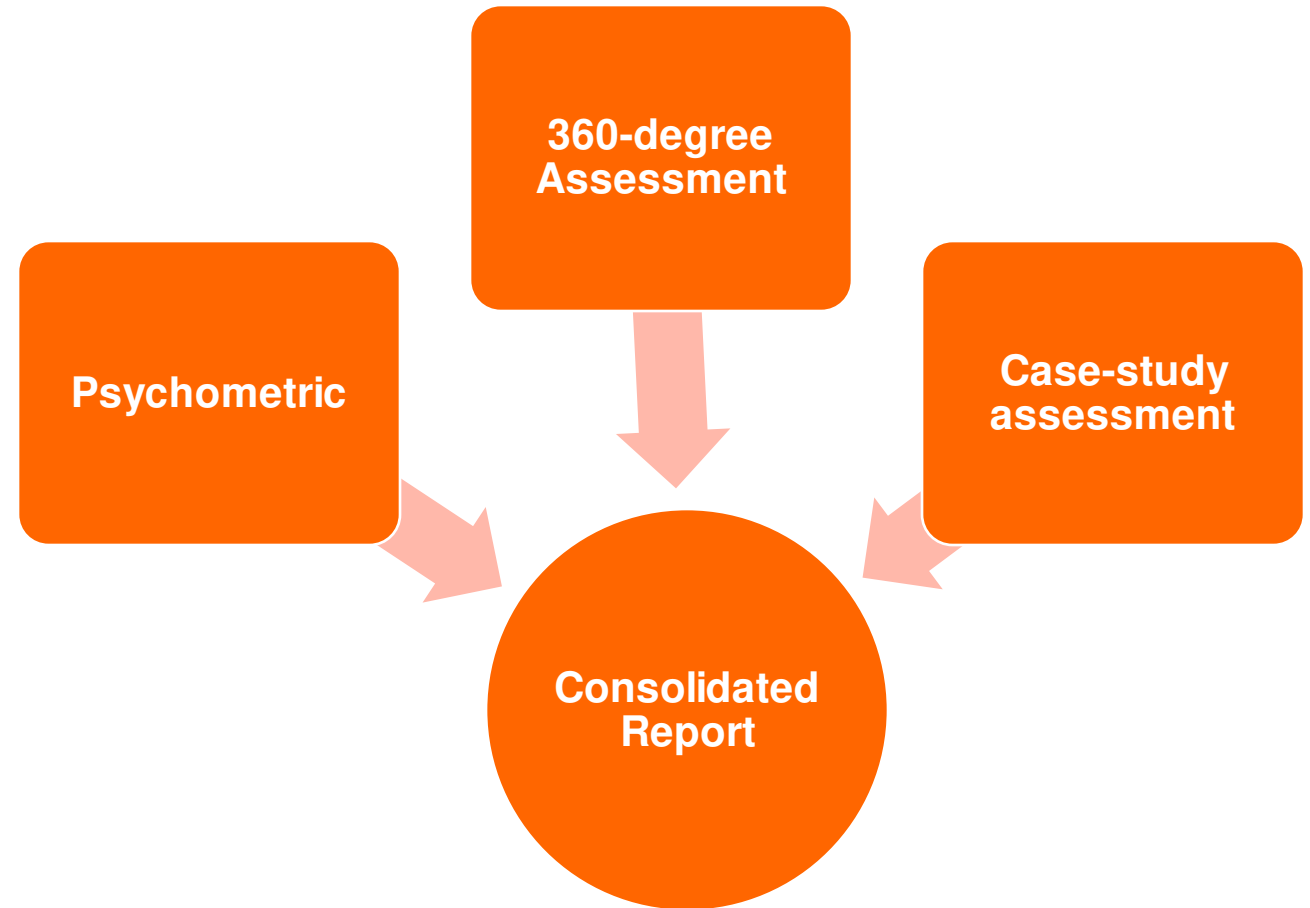
*Further slides will cover a sample implementation for a delivery organization

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

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



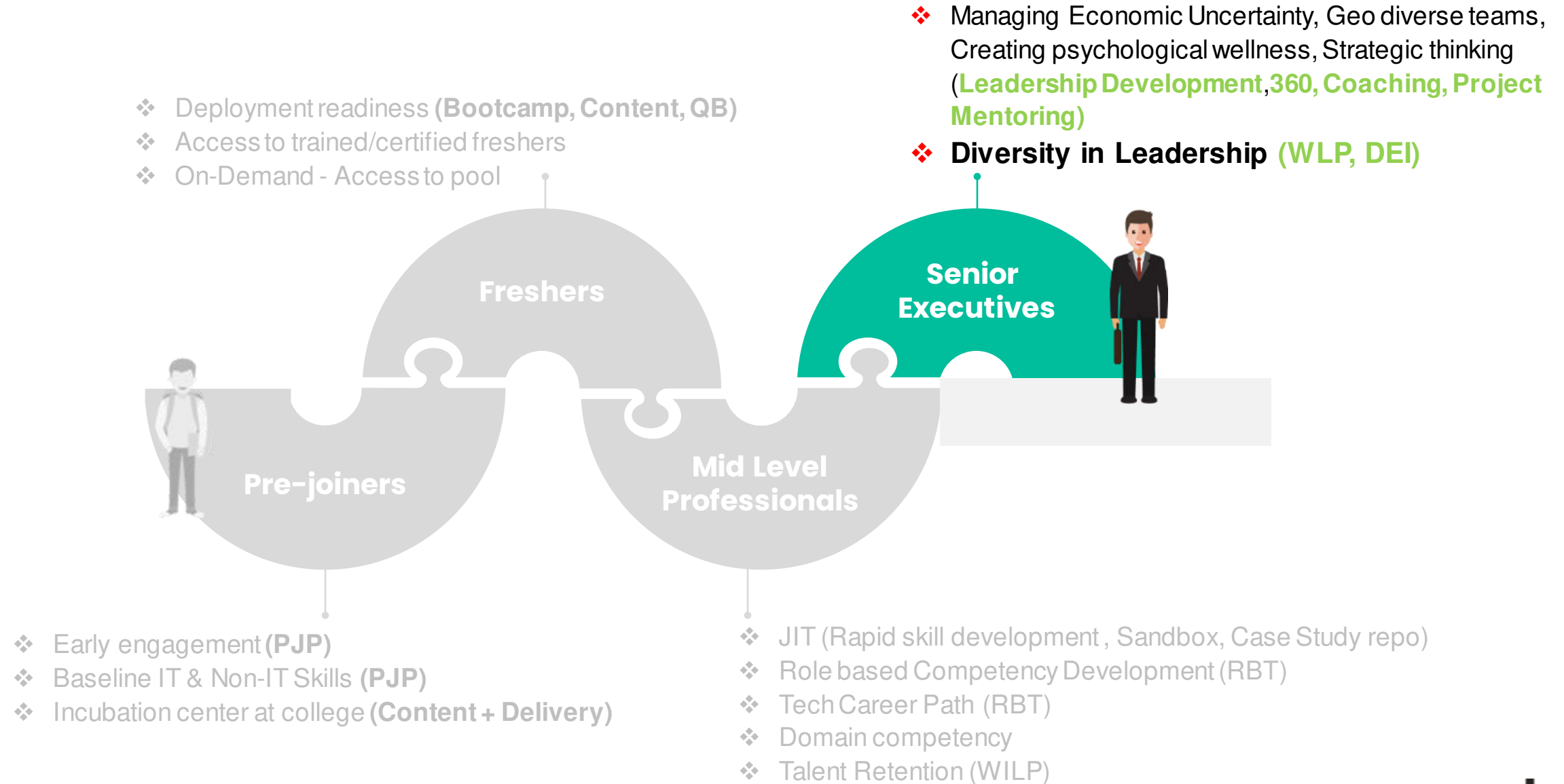
Grading Per Competence Per Individual

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

Employee Need –Solution Life Cycle



Diversity In Leadership (WLP and DEI)

Women Leadership

The content and the program approach is strictly confidential. It is strictly forbidden to share any part of this program design approach with any third party

Program Framework

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



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

- 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

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

Diversity, Equity & Inclusion

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

Lumen and Epic.U

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

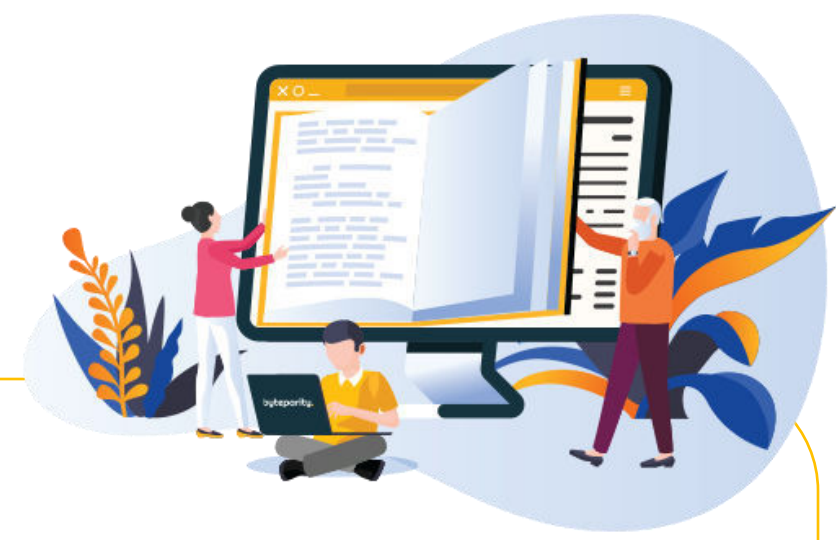
- Grade book
- Leader board

The screenshot displays the SMU (Sikkim Manipal University) LMS platform interface. The top navigation bar includes the SMU logo, search, notification, and user profile icons. The main content area is titled 'Course Dashboard' and features a sidebar with navigation options: Dashboard, All Courses, Gamification, Content Collection, Analytics, and Config & Settings. The 'Content Area' is highlighted, showing a list of content items under the heading 'Become data smart'. The content items are listed in a table with columns for Title, Created Date, and Status.

Title	Created Date	Status
Demo Quiz - Jan'23 More Info	18 Jan 2023	Published ☒
DataSmart Level 0 Unpublished Content More Info	16 Nov 2022	Published ☒
Architect Program More Info	16 Nov 2022	Published ☒
01 Analytics with Excel Video More Info	16 Nov 2022	Published ☒
02 How to get help More Info	16 Nov 2022	Published ☒
03 Data Tables -What is a Pivot Table	16 Nov 2022	Published ☒

LumenAI

LUMEN^{AI}

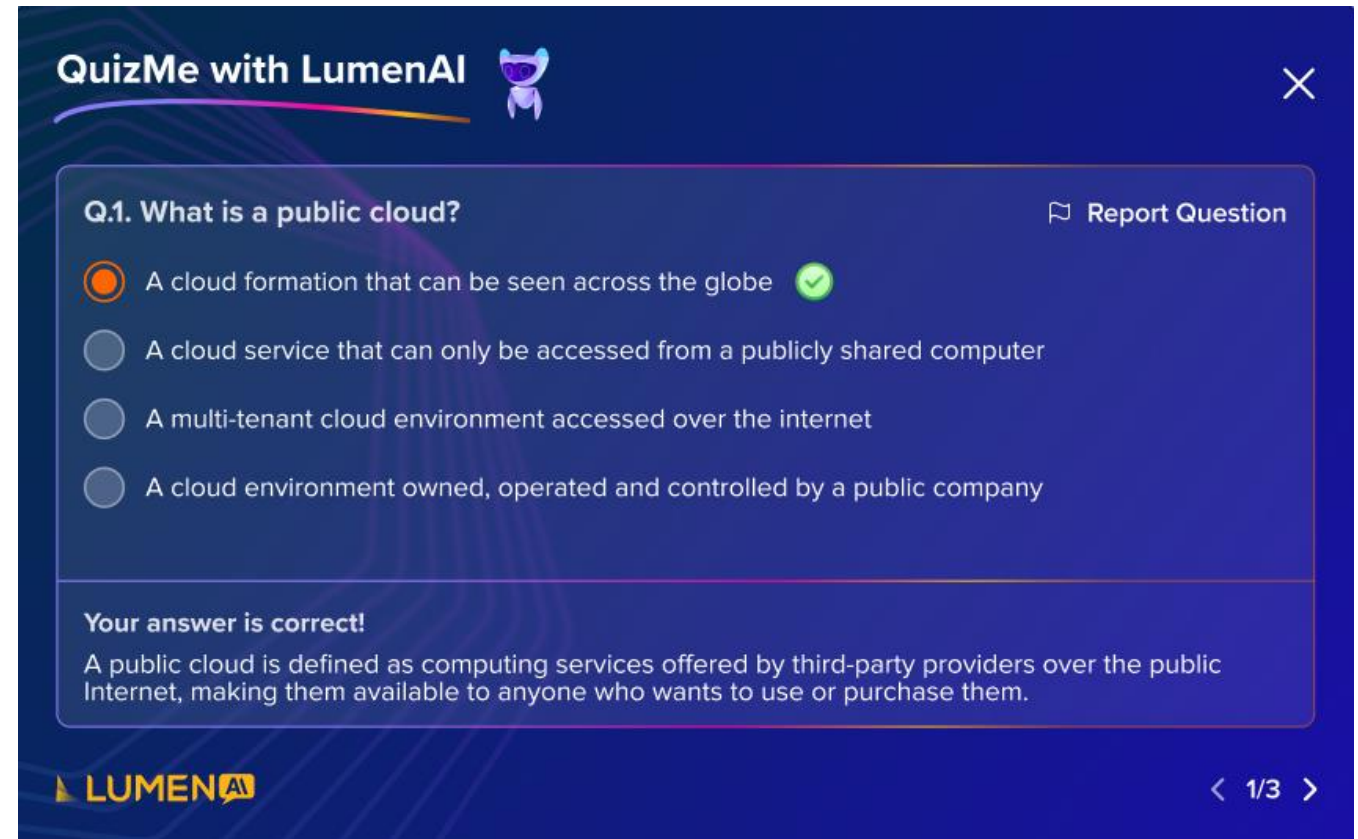
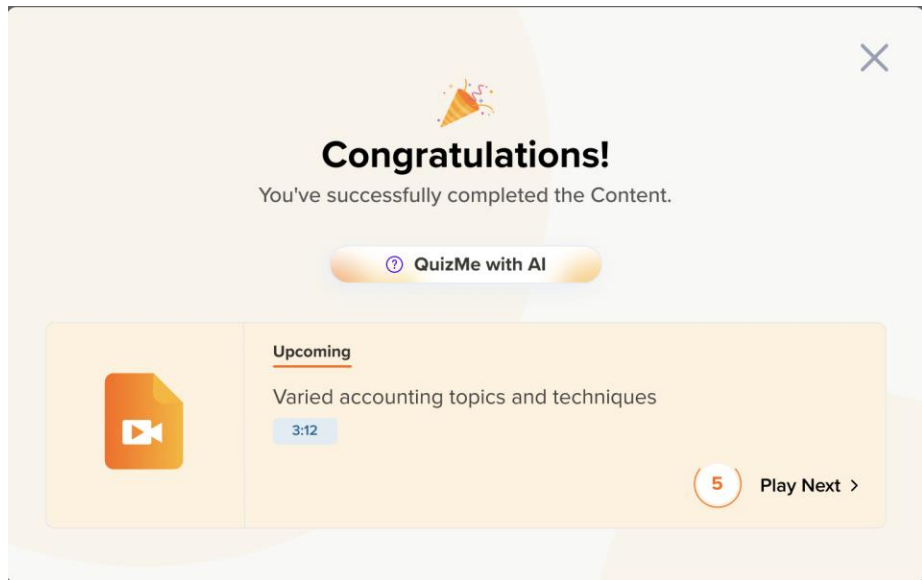


- ❖ Reinforcing learning with Lumen-AI Generated Quiz
- ❖ Simple & Expert explanation with LumenAI
- ❖ Summarizing a content with LumenAI
- ❖ AI based compilation to simplify error during programming practice



LumenAI – Enhancing Learning Outcomes

Reinforcing learning with LumenAI Generated Quiz



LumenAI – Enhancing Learning Outcomes

Simple & Expert Explanation with LumenAI

The screenshot displays the LumenAI interface within a learning management system. On the left, a sidebar titled "Crash Course in Accounting & Finance" lists various topics like "Basic Accounting Concepts", "Advanced Concepts", "Balance Sheet", "Profit & Loss Account", and "Varied accounting topics and techniques". The main area shows a document titled "CHAPTER 2 DEFINITIONS, ACCOUNTING CONCEPTS & ACCOUNTING CONVENTIONS". An orange overlay titled "Explain with LumenAI" is positioned over the document, displaying a "Selected text explanation" for the sentence: "Accounting is a process of recording, summarizing, analyzing, and reporting financial transactions." Below this, a "Get Better Explanation" button is visible. The interface also includes navigation buttons like "Prev" and "Next", and a bottom section titled "Varied accounting topics and techniques" with a detailed explanation of the Accounting Unit entity.

Crash Course in Accounting & Finance

Home > Learning Center > Week 1 - Introduction to Finance > Varied accounting topics and techniques

Explain with AI Summarize with AI

My Performance My Progress

Explain with LumenAI

Selected text explanation:

- Accounting is a process of recording, summarizing, analyzing, and reporting financial transactions.

Get Better Explanation

CHAPTER 2

DEFINITIONS,

ACCOUNTING CONCEPTS &

ACCOUNTING CONVENTIONS

2.1 The various terms used in this Accounting Manual, the Accounting Concepts and Accounting Conventions under the Accrual System of Accounting are defined in this chapter. The objective of this chapter is to ensure a common understanding of the terms often used in the Manual as well as to promote consistency and uniformity in their usage.

DEFINITIONS

2.2 The definitions of the terms used in this manual are those which are commonly understood and used. These have been taken, if available and appropriate, from:

- Dictionary of Accounting Terms by Eric L. Kohler; or
- "Guidance Note on Terms used in Financial Statements" issued by the Institute of

Overview Transcript Notes Q&A Rating Explanation

Varied accounting topics and techniques

The Accounting Unit entity represents something that can be measured, and is qualified by the Accounting Unit Type classification entity. The Accounting Unit entity can then be associated with any other fundamental concept, such as an arrangement or an involved party. This association represents the link to what is tracked by the accounting unit. Common specializations for those who study finance at degree level

LumenAI – Enhancing Learning Outcomes

Summarizing Content with Lumen-AI

SummarizeMe with LumenAI



Content Summary:

- **Systematic Process of Recording:** Accounting involves the systematic and organized recording of financial transactions. This process ensures that all financial activities, such as sales, purchases, and expenses, are accurately documented and classified.
- **Summarizing Financial Transactions:** Accountants summarize the recorded transactions periodically, typically at the end of an accounting period (e.g., monthly, quarterly, or annually). This step involves aggregating similar transactions to create meaningful financial reports.
- **Analyzing Financial Data:** Accounting also involves analyzing financial data to gain insights into the financial health and performance of the individual, business, or organization. Through

Note: AI content isn't always 100% accurate.

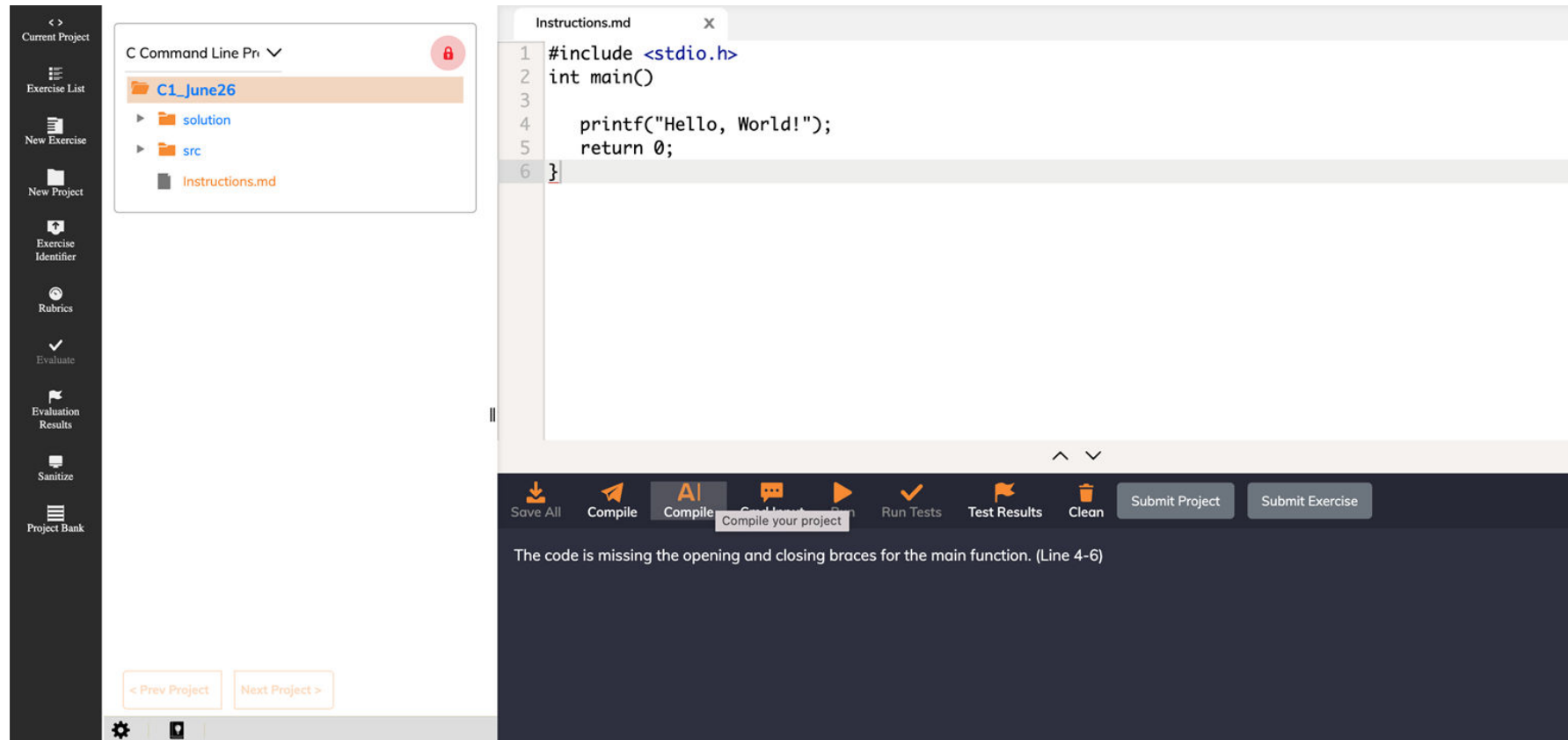
 LUMENAI

Is this relevant?  

 Get Better Summary

LumenAI – Enhancing Learning Outcomes

AI based compilation to simplify error during programming practice



Presenting Epic.U

The Social Learning & Collaboration SuperApp from UNext

What Is Epic.U?

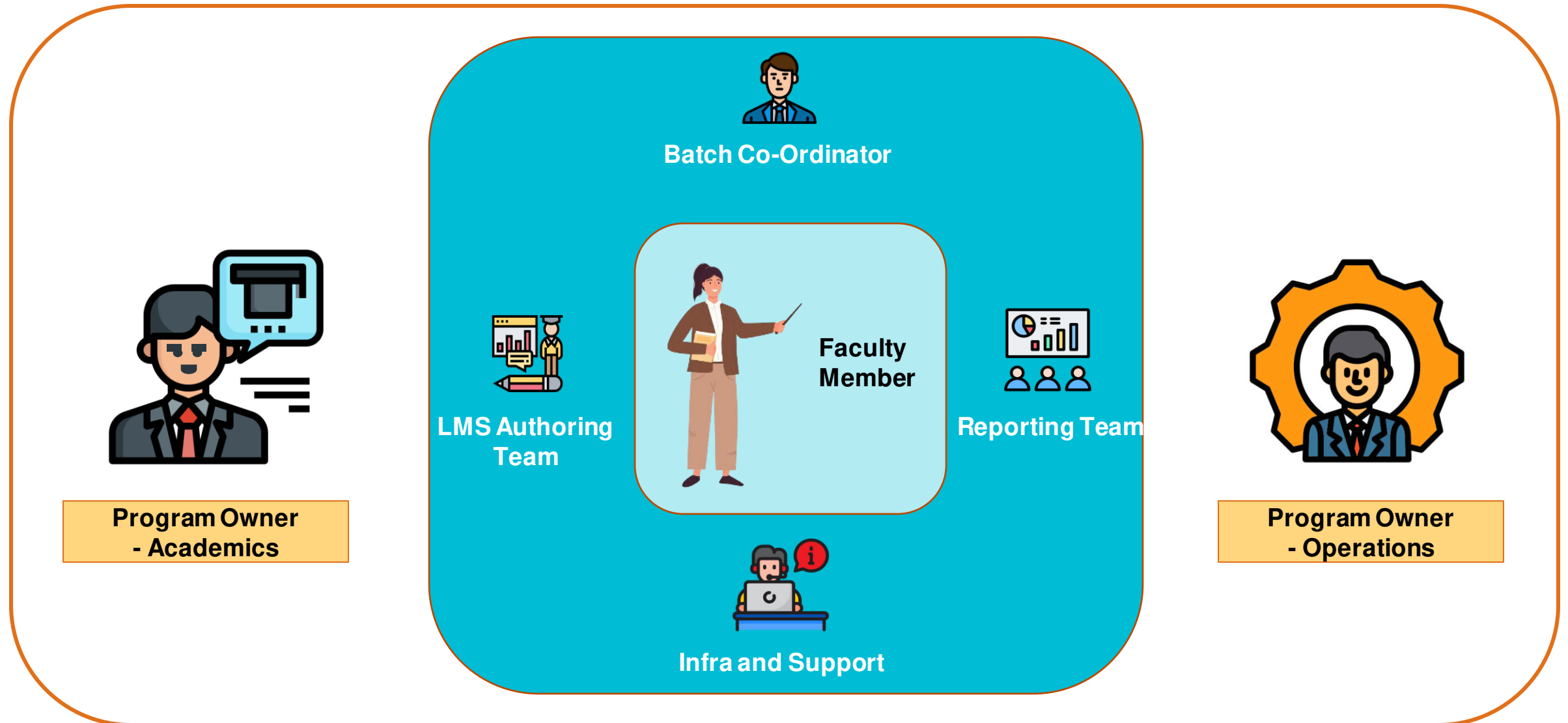
It's the ultimate social learning & collaboration app where members can engage, feel empowered, and ultimately excel at workplace.

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

Program Management & Governance

Program Management



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

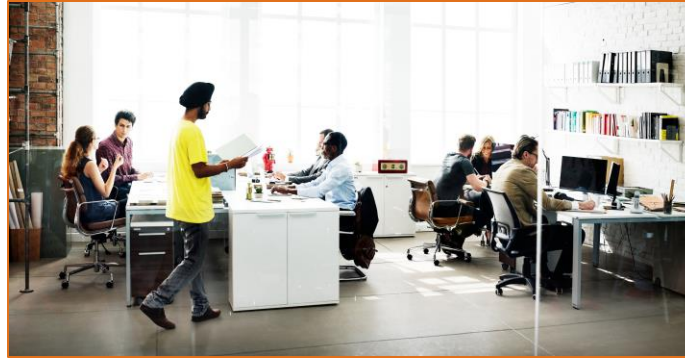
Content
Faculty
Program



Governance

Program Snapshot
Detailed analysis of performance and engagement
Interventions and course corrections

Operations Review and Governance – Structure



Program Management Office
(PMO)

unext

- Head of Program
- Head of Operations
- Student Engagement Officer

Client Stakeholders

- Representatives from L&D



Governance Council
(GC)

- COO UNext Learning
- Account Management representative
- Members of PMO

- Head L&D
- Other representatives from business teams

Operations Review and Governance – Delivery



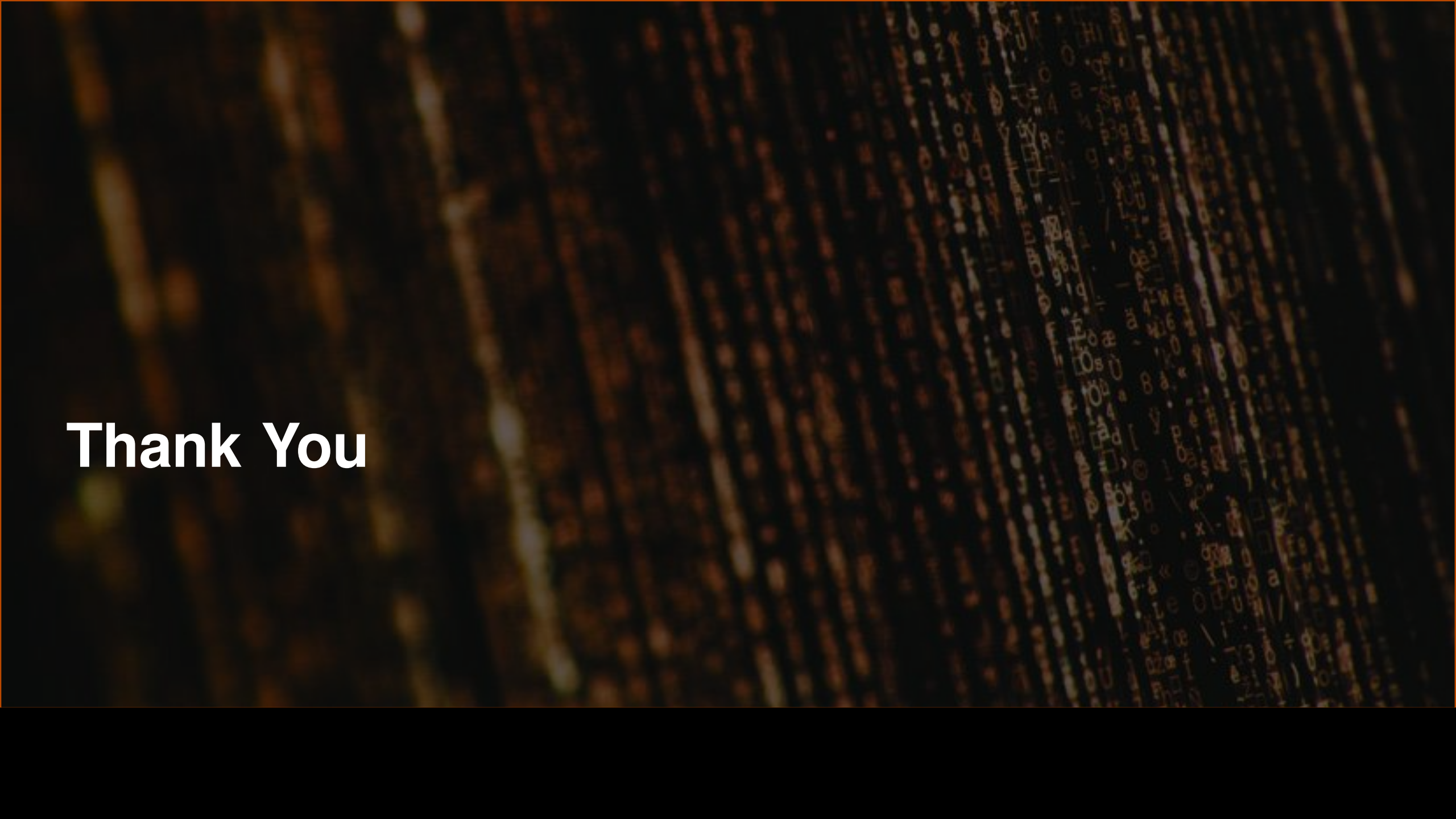
Operations Review Meeting

- 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



Thank You