



Coding Enterprise Success With UNext

Unlocking Advanced Capabilities
In Software Development For A
Multinational Conglomerate



Software Developers: The Unsung Heroes Of Our Times

If we had to bring together software developers from around the world in one place, the region would be the size of Australia by population. Yes, the number of software developers around the world is inching close to 28mn.

28 million coders and specialists working to make our experiences of shopping more convenient, entertainment more fun, tech interactions more secure, and a life worth living. Picking up a machine language, learning the syntax for it, putting in hours after hours of effort in coding and ultimately turning an abstract idea into a tangible reality, software developers are truly a clan of unsung heroes of the 21st century.

And it is the competencies of this specialized group of professionals that a prominent tech company wanted to refine for enhanced productivity, cleaner UX, and more impeccable results. While digital-first is critical, non-technical traits like empathy, design thinking, user personas, and more are equally important for a product to be relevant in the market.

These are some of the attributes the company wanted to instill in its software development workforce, approaching us – UNext – to spearhead the entire talent transformation process.



The Objective

The partnering company wanted to instill a 360-degree perspective in its workforce. The enterprise was clear that software development was not just about learning the top programming languages and churning clean codes but involved –

- ▶ **Human centered design thinking**
- ▶ **Working with different and available resources**
- ▶ **Articulating ideas and communicating with clients, superiors, and team members**
- ▶ **Translating technicalities to non-technical audiences**
- ▶ **Strengthening product security and ensuring compliances**
- ▶ **Empathy and listening skills and more**

By being open to these intricate aspects, a software developer automatically becomes more accommodative to suggestions and probabilities that ultimately result in products becoming more holistic and inclusive. The brand wanted exactly that.





The Learner Profile

The program was targeted at software developers and designers with an average work experience of 8 years.

The Solution Offered by UNext

With a clear objective in hand, it was time for the team to initiate the development process for curriculum, materials, case studies, and assessments. Extensive efforts were taken to make the entire journey as close to reality through real-world case studies, updated course materials, domain-specific problem statements, and more. For maximum learning impact, a 270-degree assessment was also done for the participating team to identify and address prevailing competency gaps and patching them with micro or specific modules.

Solutioning A Real-world Problem Statement

Bruce Lee feared not the one who knew a thousand moves but someone who mastered one move a thousand times. As far as developing humane software applications are concerned, it all boils down to repeated exposure and hands-on training. That's why our Software Designing Program also emphasized experiential learning modules, where the participating team had to work on an assessment.

This involved submitting a software design document, where the developers would practically apply their learnings and newly-gained exposure to develop a design from scratch. With the outcomes tied back to the performance metrics of the participant, this module ensured the brand had a transparent visibility to not just the commitment of the professional but the impact of the program as well.

Implementing the UNext Factor for Optimum Learning Outcomes

The enterprise training wing makes every effort to deliver actionable programs that yield results. Every bespoke program features a secret ingredient that adds humungous value in terms of transforming participants. With the Software Designing Program, we incorporated a whole range of game-changing factors such as:



Bringing in the most relevant SMEs and faculty from specific domains



Developing domain-specific program materials and case studies from scratch



Restricting the cohort size to just 25 participants for impactful transfer of knowledge and one-to-one mentorship



And consistently updating materials for relevance

The Program Outcome

Spanning over 4 months, the Software Designing Program was a phenomenal success. UNext had successfully managed to instill required competencies in the participating workforce and brought about a mindset shift in terms of pursuing domain-specific knowledge as well. Thanks to the KASH model, the workforce now makes learning a perpetual affair, consistently staying updated about new tools, practices, techniques, and updates in the software development space. They also apply their learnings to the projects they work on, putting the entire process on a fast-track mode.

With the Software Designing Program, the brand had not just unlocked newer software development capabilities in its workforce but become more agile in the process as well. We are sure that this would positively influence their stance in the market and nail their visibility as pioneers.

Reach out to us for curated and bespoke talent transformation programs for your enterprise.





About UNext

UNext (Part of Manipal Education and Medical Group) prioritizes 360-degree talent transformation through upskilling. We offer industry-relevant programs that help enterprises transform their talent through customized learning solutions across hierarchies. We have partnered with clients across IT-ITeS / BFSI / Automobiles / Healthcare / Manufacturing / Consulting / Retail / Pharma & more segments in training tech and non-tech audiences across various customized programs.

15+ years
of providing learning solutions

40,000+
Pre-joining programs

20,000+
Corporate bootcamps

6,000+
Role based programs

We have partnered with clients across IT-ITeS / BFSI / Automobiles / Healthcare / Manufacturing / Consulting & more segments in training tech and non-tech audiences in emerging technologies through various customized programs.

Transform Your Workforce With Us

By tailoring programs for diverse domains and market segments across distinct functional roles, we offer the most practical and relevant workforce transformation programs in the market. Our program ecosystems are designed to seamlessly tackle massive volumes of simultaneous cohorts so you can precisely implement your workforce transformation goals. Reach out to us today.



Reach out to us at
+91 90198 87000



Write to us for more details
corporate.solutions@u-next.com

unext

