

A black and white photograph of a woman with long dark hair, smiling and holding a tablet. The image is partially covered by an orange overlay that contains the text.

Architecting Enterprise Innovation & Growth For A Global Conglomerate

**How UNext Sculpted An Enterprise Workforce
On Software Architecture Capabilities**



Architecture: The Foundation Of All Things Grand

The cover image is the spectacular Brihadisvara Temple. Also known as Thanjai Periya Kovil by the locals, this is a marvel in Tanjore, Tamil Nadu. The temple neither casts a shadow nor has any binding agent used for its construction. Built between 1003 and 1010 CE, the monolith has been standing the test of time and as testimony to human capabilities for over a thousand years.

No, wait! You downloaded right.

This is not a Lonely Planet write up for Tanjore tourism but a case study document.

This structure stands perfect as a metaphor to the case study we are presenting today – Architecture. When Rajaraja Chola built this, what was foundational in its contriving was the genius architecture. So complex yet so elegant, the architectural wonder is what it is today because of its frameworks, designs, and the work of innumerable workers who have been responsible for instrumenting solutions.

In this digital era, where diverse digital dynasties intend to make a mark in their domains, what becomes inevitable is the quality of their software application's architecture. As digital architects of the 21st century, it's on us to conceptualize, design, develop, and deploy an application that endures the test of time, perpetually offers value, stays relevant, and thrives for years to come.

This case study is a documentation of such a bespoke training program solutioned for an empire-conglomerate that consistently pushes boundaries to reinvent itself as a front-ending pioneer.

Find out how our Architecture Program, enabled the seamless transition of software developers to their roles of software architects, ultimately enabling the business to deliver better suites of products and services both internally and externally.





The Objective

The enterprise was clear in its requirements right from get go. It wanted to instill specific competencies in its select pool of software developers and transform them into software architects. It wanted them to gradually move away from being part of deliverables to actually be accountable for them. The program was to enable in the talent pool all leadership and project management traits they would need to execute an umbrella of tasks including:



**Systems designing
and planning**



**Strategy and
operations**



**Technical
leadership**



**Requirements
analysis**



**Tech stack
selection**



**Design patterns
and best practices**



**Security and
compliance**



**Risk
management**



**Inter and intra-team
coordination**



Documentation



**Storytelling
and more**





The Learner Profile

The program was targeted at transforming experienced software developers into software architects. The average work experience was between 13 and 18 years

The Solution Offered by UNext

Precise instructions translate to seamless outcomes and that's exactly what happened with this collaboration. With the enterprise very particular and specific on what it wanted, it became simpler for us to design and draft an exclusive Architecture Program for them. Upon receiving the brief, our team immediately got to developing a curriculum for the program, laying special emphasis on an hands-on assignment module.



Instrumenting An Architecture Design Document

The transition from an associate to a leadership comes with a steep learning curve, which can only be bridged through experience. That's why UNext was very keen on featuring an experiential learning module that puts participants in the shoes of software architects through the course of the program. This would ultimately help them understand challenges and intricacies, think like leaders, multitask, and deliver what's expected from their job roles.

That's why the most interesting aspect of the program was the hands-on assignment module, where every participant was required to design a software architecture document and submit it for review to stakeholders from the company and UNext SME pool. This process allowed them to solve a real-world concern faced by the enterprise and come up with a solution with new wisdom gained during the program. From the management perspective, it also gave clear-cut insights on RoI aspects and mapping different talent to different teams.

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 Architecture 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 Outcome

Spanning over 6 months, the program instilled all the expected competencies and traits in participants, preparing them for their roles of Software Architects. Apart from inculcating skills, UNext's unique training methodology also successfully fostered a culture of perpetual learning through the KASH methodology. With this, learning has become part of the mindset for participants, where the quest to update and reskill themselves has become innate and on autopilot.

Key Statistics & Insights

- ▶ The flagship program was launched in 2016 and we are now at training the 11th & 12th batches currently
- ▶ Trained over 230 architects so far

Program Standouts

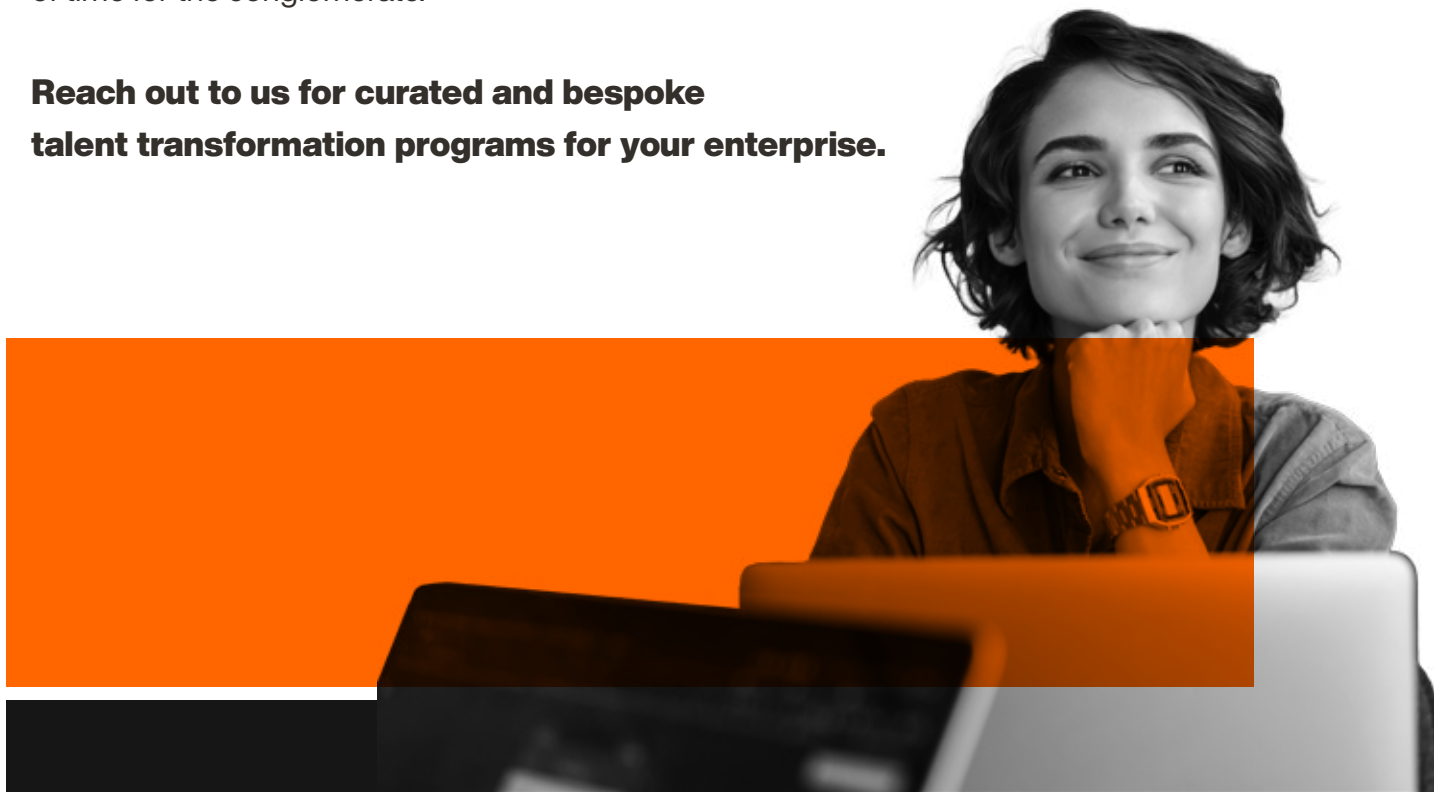
- ▶ The Program has evolved with every cohort trained, consistently optimized on the feedback received from participants and the managers of the participants.
- ▶ The topics featuring in the program curriculum are also tailored based on the participants' background and job role.
- ▶ We work with the SMEs from the partnering company closely to hand-pick case studies and scenarios that would be relevant to every cohort.
- ▶ We receive feedback from managers & architects of every single participant at the end of the program, to help us understand the training effectiveness. We get insights on not only how the participant has upskilled but also on how they apply their learning to their live projects.



Final Thoughts

Like Tanjore's architecture marvel, we are sure the enterprise's workforce will be key in instrumenting solutions and monolithic architectures and systems for the market that will eventually stand the test of time for the conglomerate.

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.



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