



Agile Professional Development Suite

JUNE 2019



The Right Professional Development is Critical to Achieving Greater Speed & Success in Digital Transformation

According to a recent research study by Harvard Business Review, there is an 18% gross margin gap between those organizations that have mastered digital transformation and those that haven't, and that gap is rapidly growing. Business leaders know this. And yet, most companies feel unprepared for this change.

Successful digital transformation depends on more than sound strategy and great software platforms. It requires cross-functional teams that master each step of the digital product lifecycle and an enterprise-wide, digital-first mindset.

With the right professional development for your leaders and teams, successful digital transformation is attainable. **Partnering with EPAM's Agile Professional Development Practice helps you ensure greater speed and success in digital transformation.**

"If people lack the right mindset to change and the current organizational practices are flawed, digital transformation will simply magnify those flaws."

- Harvard Business Review

EPAM Agile Professional Development: Where Engineering DNA Meets Learning Science

In 25 years of helping companies navigate the digital revolution, EPAM has worked with hundreds of clients across thousands of new product designs and digital transformation projects. Unlike the abstract teaching of academic groups or the theoretical advice of large consulting firms, EPAM's approach to digital transformation is grounded in real-world experience and our engineering DNA. We know what approaches work and which don't. We have been there with our clients and seen it through to success.

EPAM's agile approach to professional development applies best practices in learning science and rigorous instructional design to help your organization build stronger digital competencies. It works in combination with our consulting and engineering services to make your digital transformation an award-winning success. Here's what makes EPAM different:



ENGINEERING DNA

Unlike traditional learning and development companies, we understand technical professionals. We have developed tens of thousands of our own in 25+ countries around the world. Furthermore, for our clients, we have trained thousands of technical professionals. We know how they think and how they learn best.



LEARNING SCIENCE

Applying the latest insights from neuroscience and adult learning to rigorous instructional design, we create impactful learning based on meaningful real-world challenges and assessments. We know because we tackle these challenges ourselves every day.



LATEST TECHNOLOGIES

We operate at the forefront of current tech, specializing in artificial intelligence, mobile, big data, virtual reality, intelligent automation and more. We work hands-on with the proven technologies of today and emerging technologies of tomorrow, living the most current and future-proof approaches.



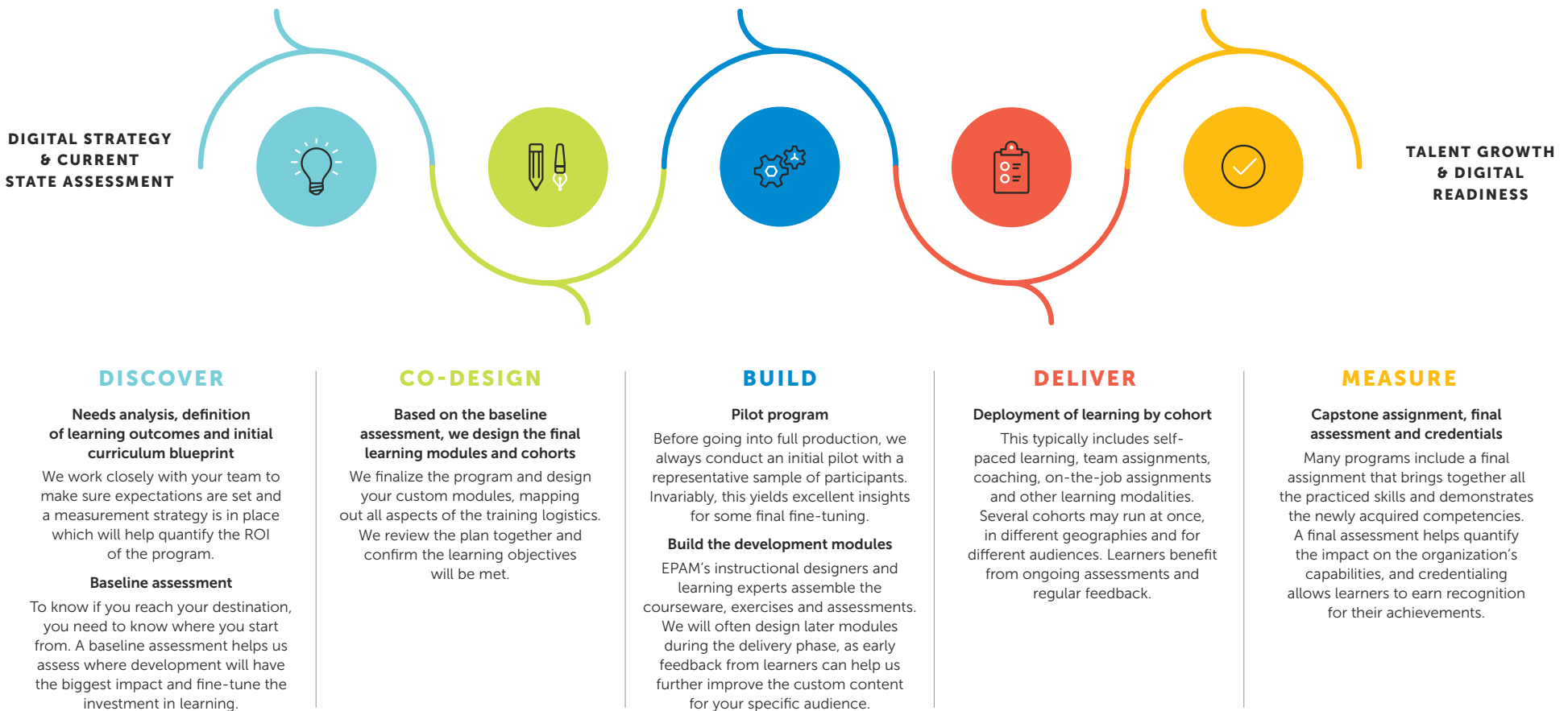
HOLISTIC APPROACH

Digital transformation goes beyond technologies and applications. It includes new approaches to organizational structure, project management and embracing a growth mindset. Our agile professional development suite brings you this broader perspective.

Our Approach: Bespoke Professional Development Programs, Not Off-the-Shelf Courses

Our approach aims to be truly transformational, not a tick-the-box training event. Our expert instructional designers build development programs that employ the best in learning science, assessments, hands-on experiential learning and on-the-job assignments to ensure that the information isn't just acquired, but that it is internalized and applied.

While every new program designed by EPAM is custom-built, the typical development effort proceeds as follows:



Highly Interactive, Time-Efficient Learning for Busy Professionals

Your leaders and technical experts are short on time, so we design the development effort to work on their terms. But we know that teamwork is an essential part of making the learning stick and important in building a common understanding. That's why our programs use many forms of interactivity and collaboration, including:



VIRTUAL TEAMWORK & CLASSROOM SESSIONS



GROUP COACHING & FEEDBACK SESSIONS



CLICKABLE GRAPHICS



ANIMATED VIDEOS



PRESENTER VIDEOS



ILLUSTRATIVE GRAPHS & INFOGRAPHICS



DIGITAL FLIPCARDS



DISCUSSION BOARDS & POLLING



REAL-WORLD EXAMPLES & CASE STUDIES

The Role of Professional Development in Retaining & Engaging Your Technical Talent

Did you know that professional development is also a major factor in retaining technical experts? According to a recent study, "59% of developers are open to new job opportunities,"* and if you don't invest in your technical experts, they are much more likely to leave. Beyond learning new skills, having the opportunity to work on cutting-edge technology is a major booster of engagement and retention.

*StackOverflow Talent Report

Explore the Curriculum: Examples of Learning Topics & Courses

With bespoke programs developed following the approach described above, EPAM's agile professional development suite for digital transformation encompasses a broad range of topics, from digital product conceptualization to agile software development and IT infrastructure. We also focus on learning for business-technology alignment by exploring organizational structures that are best suited for rapid and reliable digital delivery, as well as important leadership and soft skills that will allow your team to deliver optimal performance.

Here are just a few sample courses out of the dozens we offer to suit your organizational needs:

FREE & OPEN SOURCE SOFTWARE

In the digital age, open source is not an option; it's a requirement. Gain complete insight into the dos and don'ts of open source.

APIS

Find out what it takes to reap the benefits of the network effect by implementing an API architecture.

BIG DATA

Discover how to improve decision-making by leveraging existing and new data sources.

CLOUD & DEVOPS

Learn the ins and outs of cloud and DevOps, why they are critical to successful digital transformation, and how to deploy them efficiently.

CLEAN CODE & AGILE DEPLOYMENT

See how to achieve both speed and reliability in agile development with best practices in coding, testing and deployment.

DIGITAL PRODUCT MANAGEMENT

From ideation to product maintenance, learn how to effectively manage the development of your digital solutions.

IDENTITY & ACCESS MANAGEMENT

Explore proven strategies to ensure the right people are accessing the right applications at the right time for the right reasons.

LEADERSHIP

New digital platforms require a new breed of digital leaders to make them successful. Teach your leaders the necessary skills for digital success.

Who Can Benefit from Agile Professional Development?

The agile professional development experience is aimed at three critical audiences within your organization:



DIGITAL PRODUCT & ENGINEERING LEADERS

For technical business leaders who need to understand the technology landscape, create the vision and set the direction for digital transformation across the enterprise.



ENGINEERING & PRODUCT TEAMS

For product and engineering teams who aim to design and build the best possible digital solutions against demanding business specifications.



DIGITAL TRANSFORMATION BUSINESS LEADERS

For business leaders who aim to commission, deploy and adopt new digital technologies that will fundamentally transform how business is conducted.

While our agile professional development suite is built around the express needs of these three roles, digital transformation is a team effort. Therefore, our learning experiences bring these teams together in strategic ways to foster collaboration and alignment.

Examples of Learning Streams

Based on your areas of focus, we hand-tailor learning streams that engage professionals around key transformational topics:



DIGITAL PRODUCT & ENGINEERING LEADERS

- Agile Transformation
- DevOps Excellence
- Customer & Business Focus
- Digital Product Management
- Cloud Services & Architecture
- Big Data
- Security & Authentication
- Free & Open Source Software



ENGINEERING & PRODUCT TEAMS

- Understanding Business Requirements
- Agile in UX/CX
- Clean Code & Agile Deployment
- Testing for Rapid Deployment
- Design Thinking
- Scrum, Kanban & Adaptive



DIGITAL TRANSFORMATION BUSINESS LEADERS

- Cross-Functional Collaboration
- Digital Product Management
- Applying Intelligent Automation
- Making Digital Transformation Happen
- Leading through Digital Change
- Growth Mindset & Continuous Learning

And many more core topics!



Engage Our Agile Professional Development Team Today

Ready to equip your leaders and teams to achieve digital transformation with greater speed and agility? For more information, contact our agile professional development team.

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