

# Technical Talent Accelerators

## Helping Clients Develop In-House Technical Talent & a Culture of Engineering Excellence

Today, the role of IT organizations within companies has shifted to become a critical business partner and core driver for transformation, innovation and competitive advantage. However, many CIOs still manage traditional, siloed hierarchies and a workforce with outdated technology skills, poor data literacy and waterfall approaches to planning, budgeting and working. To keep up, IT employees need to quickly develop new capabilities in data, technology, process and people. But learning isn't a singular event – IT leaders must ensure employees' skills evolve and change with the business.

**EPAM's industry-recognized technology workforce ecosystem helps motivate and orient employees to build capabilities necessary to enable digital transformation. We offer our learning and talent management system components – training content, practical exercises, mentorship model, competency matrices, skill assessments and proprietary people platforms – as customizable accelerators to help you cultivate top technical talent and grow leaders at all levels.**

### **CREATE ONE INTEGRATED TALENT ECOSYSTEM TO CONTINUALLY DEVELOP THE SKILLS NECESSARY TO FURTHER YOUR IT STRATEGY**

A fully integrated, dynamic and business-driven talent ecosystem supercharges organizational transformation, creates a culture of continuous learning and ensures that you develop and maintain the capabilities necessary to be successful. It aligns core functions from HR and L&D to seamlessly and systematically orient and drive employees to develop new knowledge, skills, mindsets and ways of working.

## GET PEOPLE MOVING IN THE RIGHT DIRECTION



### Competency & Skill Matrices

Outline the knowledge, skills and abilities needed for employees to succeed, make growth goals and promotion criteria transparent, and connect talent to business objectives.



### Growth Plans

Identify specific support opportunities to help your employees prepare for the next stage of their career.



### Skill-Aligned Talent

Actively seek out people that will be happy to grow their skills on an ongoing basis with our talent sourcing techniques that look beyond technical skills.



### Progression Alignment

Guide and motivate employees with progression pathways that align authentic assessment to performance evaluation and promotion.

## DEVELOP THE RIGHT THINGS, THE RIGHT WAY & MEASURE SUCCESS



### Dynamic Curriculum

Support job-specific skill development with designed and curated training plans based on the resources used to train EPAMers.



### Social Support

Develop mentorship and coaching opportunities that provide advice, feedback and support.



### Effective Pedagogy

Improve learning program delivery with a combination of the right training content, practice, expert support and assessment.



### Authentic Assessment

Provide a holistic snapshot of skills with authentic, job-relevant assessment, portfolio and project review, peer observation checklists and curated certifications.

## TALENT INSIGHTS WITH TELESCOPEAI

TelescopeAI is a single system of engagement that layers on top of people databases, including HR, LMS and project systems. It consolidates data from these sources into a comprehensive, 360-degree view of individuals, teams and verticals, providing never-before-possible insights and predictive abilities. In combination with our talent accelerators, TelescopeAI can pull critical data points together to identify gaps in knowledge, recognize opportunities for upskilling, create mentorship connections and improve the health and performance of projects.

## HOW DO WE IMPACT YOUR BUSINESS?

Our goal is to help you save time and money, ensure your learning and talent ecosystem is cutting edge, and give you the skills and tools to expand and evolve your talent pool on your own. We can help:

<p><b>Increase your ability to find, develop and retain technical talent.</b></p>	<p><b>Streamline training and development investments.</b></p>
<p><b>Increase employee satisfaction.</b></p>	<p><b>Improve person-role fit indices.</b></p>

## TAKE YOUR IT ORGANIZATION TO A WHOLE NEW LEVEL

<p><b>A tested approach that works</b></p>	<p>EPAM shares its own ecosystem resources that helped us grow our world-class engineering talent and enable business success.</p>
<p><b>We are a tech firm, not a consultancy</b></p>	<p>Our on-the-ground insights and experience working with digital natives enable our practical understanding of business challenges and opportunities for building a successful engineering culture.</p>
<p><b>Tailored solutions—not off the shelf</b></p>	<p>We adapt the components of the talent ecosystem to the client's organization and ensure they are aligned to the business objectives.</p>

## AWARDS



To learn more about how we can help you establish the right capabilities the right way and see results, contact us at [LearningPractice@EPAM.com](mailto:LearningPractice@EPAM.com).