

Learning and Development



Learning and Development at Happiest Minds is a continuous process of creating value through a learning culture which is agile, creative, collaborative and technologically advanced in alignment with business and organizational goals

Key Highlights

Multiskilling Initiative

1,885 Happiest Minds covered as part of cross-skilling/multiskilling initiative across the BUs. 338 Happiest Minds deployed in the projects across BUs based on training of new skills. The additional skill base is enabling BUs to identify new opportunities, enhance current project work and increase efficiency.

Dotnet Full Stack	DevOps	Cloud Boot Camp, AWS DevOps, Azure DevOps, Networking	AI Fundamentals & Deep Learning
Angular 10	Cyber Security related trainings – Thycotic, CyberArk, QRADAR,	Azure DW, Modernization, Programming experts	AWS ELB, Cognito, Microservices
Cloud related trainings – AWS IoT, Azure IoT, Azure API Management etc.	Advance SOC Analyst	DataBricks	DDR4 Basics
SAP Hybris	ITIL Foundation	Kafka	JS Full Stack

Niche Skills Program

A learning initiative to identify and create an internal pool for niche skills that is currently in demand or is going to be the future skills. **36** Programs conducted for skills which are not readily available in the market and **448** Happiest Minds covered as part of the various programs.

Top Skills

- ServiceNow
- SAP HYBRIS
- AI@ Scale
- Reinforcement learning
- AWS & Azure DevOps
- Vue.js & Golang
- Labware LIMS

Happiest Minds Architect Academy Program

As part of our Talent strategy, a customized industry standard Architect program rolled out in FY22. 26 Happiest Minds aspiring to become future Architects completed the structured learning path and are being groomed for future projects opportunities.

D-Hub @Happiest Minds

D-Hub is a Domain learning initiative providing a framework to gain insights and expertise into various Business domains. Program curriculum design and roll out completed for two domains Retail and CPG.

Campus Programs

Collaboration with internal stakeholders for curriculum design, content creation and program launch planning. Also, as part of pre-joining engagement programs Tech Mind series, Quiz and fun events rolled out to the participants.

Role Transition Programs

IMPACT @Happiest Minds is a customized program for our new Managers who are taking the first step into managerial positions. The program focuses on building key skills on planning, delegating, managing, decision-making. Also, the program covers aspects of emotional intelligence, awareness of personality styles and communication skills empowering them to become confident managers. 60 first-time managers have completed the program in FY22.

Professional Development Programs

Competency based professional development programs focuses on people skills & personality attributes to enhance an individual's self-awareness, interpersonal skills, communication skills, social skills, job performance skills, character traits, managerial skills and leadership skills.

Soft Skills/Behavioral Programs

- Business Communication Skills
- Presentation Skills
- Customer Centricity
- Collaborating Across Cultures

Manager and Leadership Development Programs

- IMPACT Program for First Time Managers
- Ananta Values Leadership Program
- Building Leadership Muscle Program
- Interviewing Skills Program



Key Metrics

326

Total Programs completed

1,18,325

Total Training Hours
(excluding mandatory programs)

32

Training hours per Happiest Mind
(excluding mandatory programs)

8,512

Campus training hours

117 trainers facilitated
209 courses

Internal trainer pool

24

Trainings & Certifications

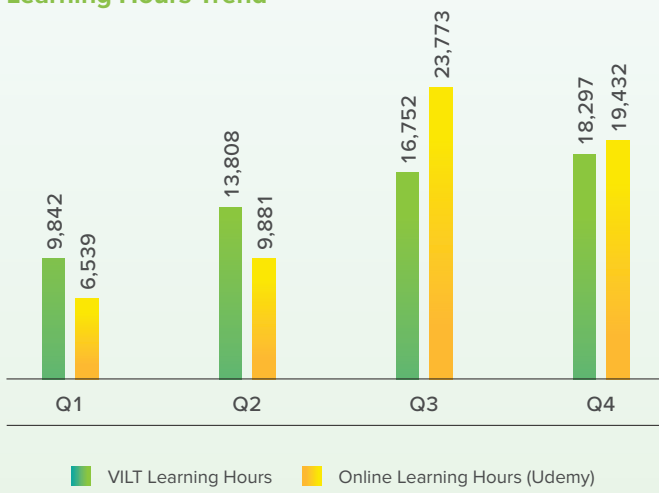
Training Hours Overview

Mandatory Programs	Professional Development Programs	Tech Talks	Technical
6,004	1,252	2,158	5,070

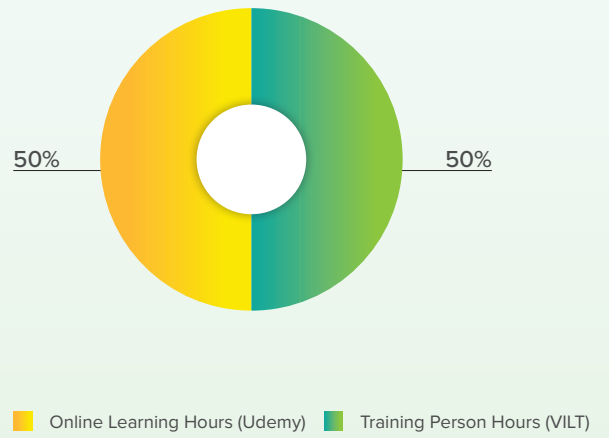
Happiest Minds Covered in Training (VILT)

BU	FY21		FY22	
	Online Learning Hours (Udemy)	Training Person Hours (VILT)	Online Learning Hours (Udemy)	Training Person Hours (VILT)
Total	37,625	35,081	58,699	59,625

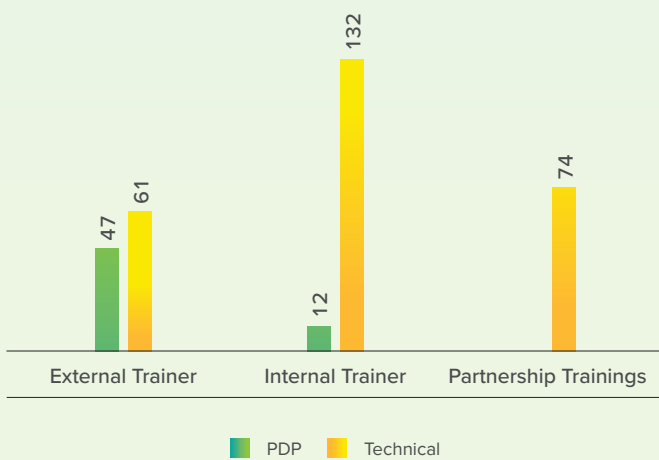
Learning Hours Trend



Learning Hours (Udemy & VILT)



Trainings Completed



Training Hours

