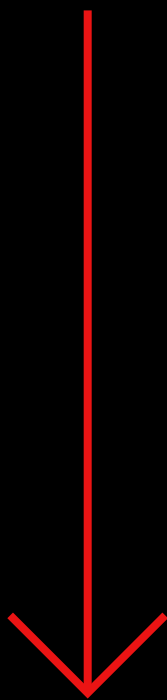




Academy

The goal of any organization is to serve a marketplace with valuable products and services. Today, an organization's competitive edge is based on how quickly and effectively the company can take its ideas to market. To do this successfully, the organization must have the ability to grow and maintain high-performing teams, building the right level of skills and capability to create products that customers love.

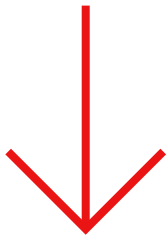
The amount and type of training available can often make growing the right skills and capabilities challenging. It is more difficult when many training programs are not designed to complement the other skills and capabilities needed or even support the delivery of the organization's goal. These training structures make it difficult to prove to senior leadership that the investment in time, effort, and money is a worthwhile undertaking. To compound these challenges, the time and effort to roll out education across an entire organization can often undo many large-scale transformations.



Introducing Academy

Academy is Emergn's work-based learning product designed to deliver product, agile and leadership skills, at enterprise scale. It provides the relevant skills and capabilities your teams need to adopt modern ways of working and deliver the transformational outcomes your organization needs.

Academy ...



Academy uses the best learning models to bring the learner in touch with their peers and experts to enable them to learn at a pace that suits them, as well as have access to experts and other practitioners when needed.

Academy creates a robust delivery capability that can scale across an organization at an increased, sustainable pace, creating an enabled workforce of product managers, delivery managers, employees, and leaders who can change and transform their organization.

Enables an holistic learning experience for all employees that includes online, in-person, community and work-based learning

Enables a scalable, organization-wide transformation journey

Custom content curation of courses, pathways, workshops, tools, and practices that assist in delivering HR strategies to support L&D workflows and critical business objectives

Ability to certify agile and product management practitioners

Our courses are designed to help you put theory into practice. Our material is based on the concept of "Learning by Doing". We believe that this is the best way to help people develop the skills and capabilities they need to thrive in the digital economy. Given our learning approach, we've taken the same approach to our validation process.

An Emergn Certification is a mark based on actual evidence of practice, action, and reflection. We've built them for practitioners and people who want to develop deeper expertise in actually doing what they learn. We offer more marks and weight for practical application evidence over book knowledge. Every submission is reviewed and marked by a practitioner and expert in the field, doing the work similar to your field of study.

Our practitioners and experts have been through what you're going through. They have studied and applied skills in the domain in their own companies or for other world-class companies.

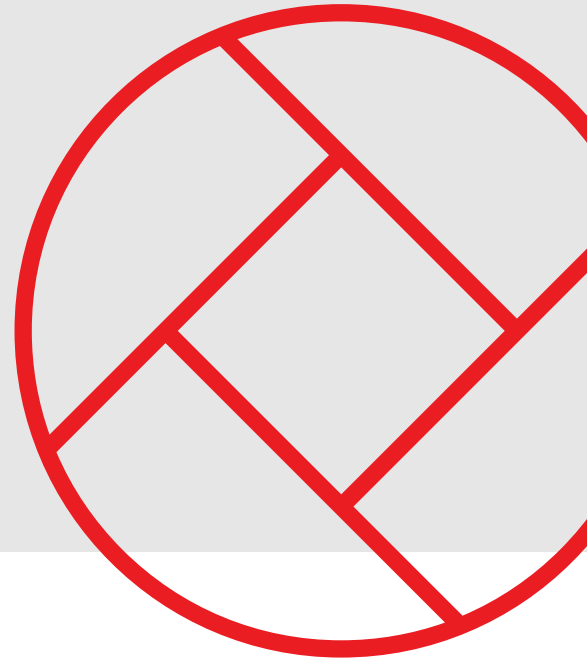
Current certification available in Academy:



One thing that disappoints us with the traditional certification process is the lack of feedback that learners get at the end of the journey. Whether someone has passed or failed, we believe a learner deserves feedback. Our validation process is a key part of the learning journey, and every submission will involve feedback loops that help a learner improve.

Who Academy is for

- Heads of Human Resources, L&D:
 - Seeking learning experiences that increase growth and profitability and improve customer and employee experience
 - Solving L&D challenges at scale using learning interventions and equipping teams with innovative curriculums and learning experience solutions
 - Seeking framework and content to build a high-performing, purpose-driven organization
- Executives leading organizational transformation:
 - Supporting the upskilling of teams at scale and improved ways of thinking and working across departments
- All employees at all levels undergoing organizational transformation, from individual contributors to c-suite executives



Academy was built to solve these problems

- Ensure Learning & Development (L&D) teams are supporting organizational change by identifying and providing the skills and capabilities teams need to succeed
- The enterprise-wide rollout of the right skills and capabilities to grow high-performing teams while not interrupting the flow of work
- To scale skills-based training at the speed that makes sense to the organization and its people
- To attract and retain the best talent

Skills and capabilities delivered by Academy

- A common language and approach to work that helps organizations successfully adopt new ways of working and create solutions that better meet the needs of customers
- Agile practitioners that know how to adapt agile to the context of the organization
- Product management and delivery skills to build products and services that customers love
- Leadership skills to shape an innovative and customer-focused environment

Benefits of Academy

- An improved workforce that understands and can apply modern ways of working
- An enabled workforce who can implement change to better achieve business outcomes
- Measurable ROI in weeks with increased business value delivered
- Self-guided and self-paced learning, scaling across the entire organization
- The creation a culture of continuous learning while working
- A combination of micro-learning, customized learning, and blended learning experiences
- The ability to easily create and add personalized custom content
- Access to experts when people need them

At Emergn, we believe that people and companies can improve the way they work and achieve better outcomes by following three guiding principles:

- Deliver VALUE early and often
- Optimize the FLOW of work end-to-end
- Discover QUALITY with fast feedback

Together, these principles reflect a pragmatic philosophy of the world of work that you can apply to transform your business or to grow professionally. To help you along the journey, we developed and continue to refine a trusted set of models, techniques and tools, along with unique guidance on concepts, frameworks and methods. We call it VFQ.

Academy is designed to bring VFQ to the participant and their work.

Value
Flow
Quality

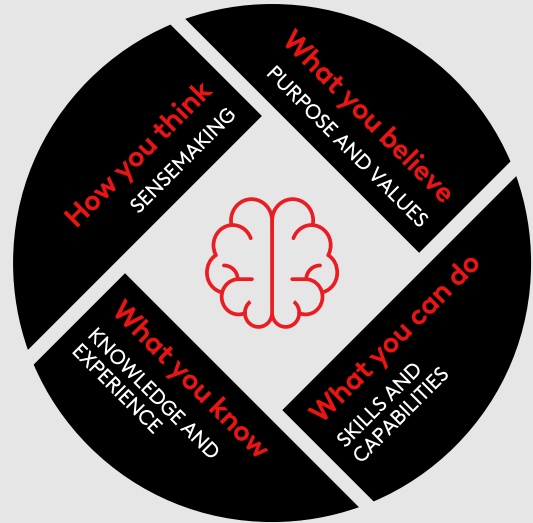


How Academy works



HOW WE DESIGN LIFE-LONG LEARNING

We build learning experiences that blend four distinct **modes of learning** that correspond to the way professionals learn.



HOW WE AFFECT LASTING CHANGE

We build learning outcomes that focus on **improvements in four arenas** that affect lasting change.

What's included in Academy

Academy creates a unique learning environment tailored to the organization's context to provide the best opportunity for learners to gain the skills they need to support the goals for the growth and success of the organization.

Academy is broken into three areas; setup, digital education platform, and support:

1

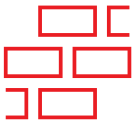
Academy Setup

The setup phase allows Emergn education experts to work closely with the organization to build assets to support the rollout across the organization. This can include bespoke messaging, video creation, and preparation of candidates for the Academy. The setup phase is vital to the smooth integration into the organization and to bring all participants into the 'why' of the skills and capabilities being deployed. As part of this, we'll work with you to create a communication plan to align any participants to the purpose of Academy within the context of the organization's goals. We will advise on the best starting points for differing capabilities and put in place measurements and reporting to ensure that you get the most out of Academy.

2

Digital Education Platform

The digital education platform is the heart of the learner's journey. It contains all the assets to grow and improve the skills and capabilities that make up high-performing teams. The content is designed using the best learning models to ensure that the learners can apply their skills to their daily work as they learn them. The content inside Academy includes:



VFQ Foundations

Underpinning most modern frameworks and methodologies for developing new products, services and software is a mindset of discovery. When bringing new ideas to life, there are many complexities to deal with, and they require a new way to manage work, lead teams and mitigate risk. The Foundations of VFQ provide three guiding principles and a set of essential practices that apply to leaders, managers, developers, and the business. They create a common language and approach to work that helps companies adopt new ways of working and develop solutions that better meet customers' needs. All our pathways and programs are built on the foundations of a discovery mindset.

On completion, participants will be able to confidently:

- Understand VFQ and how it can help you deliver better business outcomes
- Associate the impact our biases and heuristics have in your work
- Understand how to set goals within your context
- Identify why you should organize your work around value
- Understand the value of experimentation
- Identify why visualization is key to navigating complexity
- Relate to how we can optimize the flow of work end-to-end

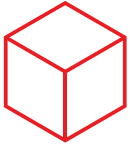


Agile Practitioner

There are many different Agile frameworks, methods, and tools. All have pros and cons. Some work well for organizations, and others do not fit into how teams work end-to-end. Our Agile Practitioner pathway develops practitioners who know how to adapt agile to the organization's context and create working processes for the team. Discovering what the right thing to build is, is critical. Learning how best to make it, is essential.

On completion, participants will be able to confidently:

- Analyze existing problems with the team, development process and wider organization
- Apply a thorough understanding of VFQ principles and specific Agile/Lean practices
- Select the most appropriate way to improve results for a specific circumstance or need
- Judge and craft appropriate adaptations to existing practices or processes depending upon analysis of typical problem
- Evaluate likely successes and formulate plans to manage likely risks or problems

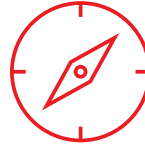


Introduction to Product Management

Whereas most product education in the industry further polarizes the roles of product delivery (typically known as the product owner) and product strategy (typically known as the product manager), this pathway aims to create a 'rounded' view of product management. Understanding the foundations of product management, what it means and why it's essential, and relating this to the problem to be solved within the organization.

On completion, participants will be able to confidently:

- Describe the VFQ guiding principles and essential practices
- Define a product and the role of product management
- Explain the difference between project-led vs product-led organizations
- Identify the benefits of a product mindset
- Understand the importance of vision, value and strategy to effective product management
- Explain the benefits of organizing your work around delivering value
- Recognize the product lifecycle and the practices and tools most frequently used to take an idea through the complete product lifecycle



Leadership

Designed to help leaders understand and develop the mindset, skills, and capabilities to shape an environment where people can become customer-focused, innovative, and agile. It supports leaders who are making the transition to support digital business models. The program's impact will focus on teams working on the most valuable initiatives and bringing them to market faster. The goal is to create an environment that raises the bar for everyone and engages the broadest possible audience to increase the productivity and motivation of the organization.

On completion, participants will be able to confidently:

- Apply principles and practices of agile leadership to ensure change is fully embedded in an organization
- Analyze how the organizational environment can affect the delivery of value end-to-end
- Identify, select and apply tools and techniques for removing demotivators that are blocking the successful implementation of change
- Implement techniques that improve communication, collaboration and coordination across an organization to improve digital delivery
- Evaluate and apply agile leadership techniques that will improve end-to-end delivery to market over time

3

Support

Learning does not happen in isolation and often requires experts to ensure that the learning sticks and leads to lasting change. Academy's support model brings learners access to Emergn transformation experts at their fingertips. For three months, learners part of Academy can call down on the expert knowledge of Emergn. This is available through channels such as Microsoft Teams, webinars, and lunch and learn sessions, all designed to give additional context and application of the learner's newly found skills.

Academy.

Help your teams embrace the change needed to transform your organization.



For more information about Academy, or any of our programs or pathways,
please contact us or visit emergn.com

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