![emergn]

Academy

Academy helps team to develop agile, product management, and leadership capabilities at scale through its work-based learning environment. It equips team members with the knowledge to deliver value early and often, optimize the flow of work end to end, and discover quality with fast feedback.

Academy offers exceptional learning content curated by industry experts, accompanied by personalized coaching. Our approach is a blend of self-paced online learning – through our world-class library of courses, books, and practical techniques – enhanced by expert coaching and community learning. It's a tailored learning journey that seamlessly integrates with your organization's unique context and objectives, allowing individuals to confidently apply their newfound skills for maximum impact.

- Create a more productive workforce that understands and can apply agile delivery and product management practices.

- Empower your workforce to implement digital transformation and achieve better business outcomes.

- Allow teams to manage risk and work effectively even in uncertain circumstances.

- Close the skills gap and supports a culture of continuous learning while working, which has been proven to contribute to employee retention*.

(*75% of learners said that strong workplace training would have a very high or high impact on their decision to stay with an employer. Source: The Pursuit of Effective Workplace Training, Emergn Survey Report.)

Who Academy is for

People in organizations undergoing a digital transformation who are in a product team, work alongside product teams, or need to work with product teams, either as a customer or business partner or as a manager.

These roles in particular benefit:

- Scrum Master
- Business Analyst
- Product Manager/Owner
- Delivery Manager
- Software Engineer

Academy was built to solve these problems:

- A skills gap in key areas around digital and business agility at scale.
- Teams needing guidance, coaching, and motivation through adopting agile delivery and product management practices.
- Lack of consistency in ways of working between teams across the organization.

Skills and capabilities delivered by Academy:

- A common language and approach to work that supports better collaboration and facilitates internal mobility, which can contribute to higher employee retention.
- 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.

At Emergn, we believe that people and companies can improve the way they work and achieve better outcomes by following the VFQ 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.

Academy is designed to bring these principles to the participant and their work.
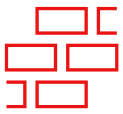
Value
Flow
Quality

What's included in Academy

Academy consists of three elements that work together to ensure that teams acquire new skills and can apply them to achieve your business outcomes:

1

Diagnosis and Academy Setup

Our expert coaches work closely with you to understand your business objectives and desired outcomes, defining the measures of success for Academy in your context. They will then collaborate with you to roll out Academy. This can include drafting bespoke messaging, supporting internal communications for Town Halls or team meetings, video content creation, and demos for learners.

2

Expert Coaching

Learning does not happen in isolation and often requires experts to ensure that the learning makes an impact and leads to lasting change. Academy coaches are seasoned agile and product practitioners who will invest time to understand each team's current ways of working and suggest suitable learning recommendations that can make the maximum impact. They will then guide them over a period of 3 months while they implement the improvements identified.

3

Digital Education Platform

The digital education platform is the heart of the learner's journey. It provides access to 4 courses, 21 books, 30+ quick-glance technique cards to help embed the improved ways of working, as well as self-assessment tools. We built our learning approach from the ground up. Bringing together insights and guidance from practitioners, thought leaders, clients, and experts. We used thousands of articles, books, case studies, and models to synthesize concepts and frameworks. And all this material provides the foundation for our courses, books, and techniques.
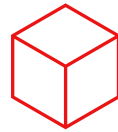
Academy includes the following courses:

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.
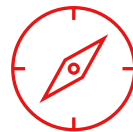
Agile Practitioner

To remain competitive in the digital age it is important to deliver value to your customers quickly, work effectively in uncertain circumstances, and connect your development teams directly with your customers. The Agile Practitioner course takes your teams through fundamental mindset shifts to learn how they can optimize the flow of their work to deliver value early and often to their customers.

Introduction to Product Management

This course covers the foundations of Product Management. It covers the necessary organizational structure, ways of working and mindset required to deliver experiences users love, to benefit your organization.
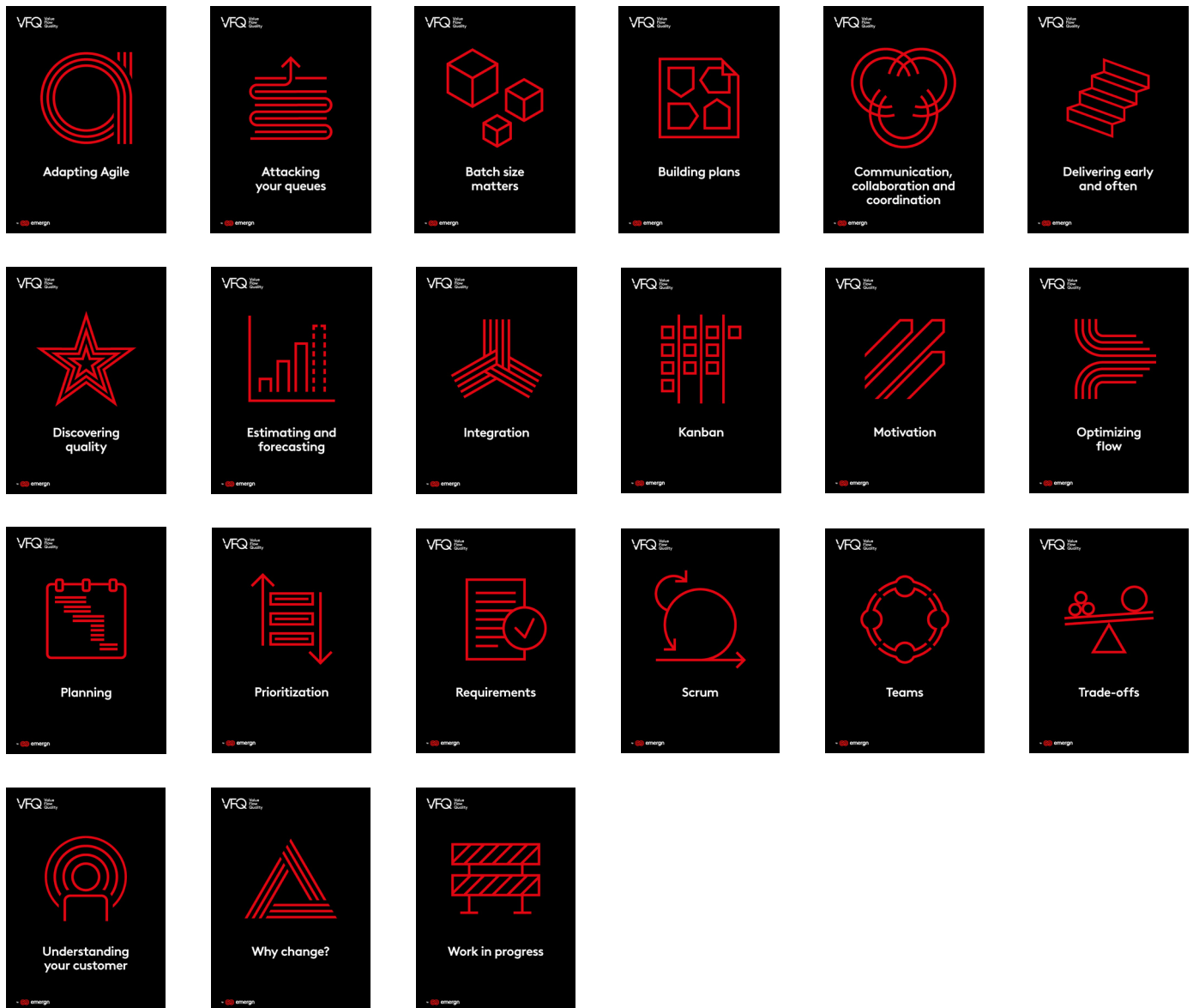
Leadership

Designed to help leaders understand and develop the mindset, skills, and capabilities required 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.
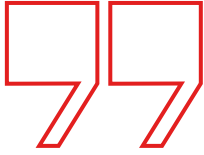
Books included with Academy

Unlock the full spectrum of expertise with VFQ's exclusive library of 21 books, thoughtfully curated to guide you through every facet of the idea-to-market lifecycle. From how to understand your market and customers, to prioritizing the most valuable work and collaborating with a team to deliver work in small batches according to Agile principles.

Adapting Agile	Attacking your queues	Batch size matters	Building plans	Communication, collaboration and coordination	Delivering early and often
Discovering quality	Estimating and forecasting	Integration	Kanban	Motivation	Optimizing flow
Planning	Prioritization	Requirements	Scrum	Teams	Trade-offs
Understanding your customer	Why change?	Work in progress			

Learners who complete the courses and pass a knowledge-based assessment will receive a digital badge to demonstrate their achievements. For those who want to go further, Academy is the starting point towards earning practitioner certifications in agility and product management with our support.

VFQ Foundations CERTIFIED

VFQ Agile Practitioner COMPLETED

VFQ Introduction to Product Management COMPLETED

Testimonials and awards

The courses are incredibly well-structured and provide relevant insights and examples to help contextualize what is being taught. We are embracing a new agile operating model, and Academy sets our team up for true success by making the adoption process much smoother.

PANDORA

2023 The EdTech Awards
Finalist corporate training solution

2023 Stevie Award Corporate Learning/ Workforce Development Solution
BRONZE STEVIE® WINNER

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

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

UK +44 808 189 2043   US +1 617 482 0830   Email info@emergn.com