A magnanimous LMS enables 5A’s of Learning

LTC 2019

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Learning to be effective “practice” is needed …

Bloom’s Taxonomy

- Remember
- Understand
- Apply
- Analyze
- Evaluate
- Create

Training

- Understand
- Remember

Lab Application Assignments

Application

- Analyze
- Evaluate
- Create

Projects
When one talks about “practice”…

…Guru Dronacharya’s Gurukul comes to mind!
How would have Dronacharya’s Gurukul looked like?
... a question that was best answered by Eklavya !!!

Location Independence
(Anywhere)

Time Independence
(Anytime)

Traditional "Gurukul"

Virtual "Gurukul"

Location Independence
(Anywhere)
But not every learner is Eklavya !!!

“Anytime Anywhere” learning solution in TCS
The 3rd A of learning... **Anyone!**

Inclusive Learning Pyramid - Enabling Continuous Development

- **Roles**
  - OUs Leaders
  - P&L Owners
  - Functional Heads
  - Delivery Heads
  - Client Partner
  - Chiefs Architect
- **Career**
  - Senior Leadership Programs
  - Advance Leadership Programs
  - Middle Level Leadership Programs
  - Entry Level Leadership Programs
  - Immediate Project Readiness

- **Technology**
  - Developers
  - ILP Trainees
  - Business 4.0
- **Leadership**
  - Agile DevOps
  - Domain Excellence
  - Digital Technologies
  - Domain Awareness
  - Domain Skills
- **Domain**
  - Business Skills
  - Articulation
  - ACE
  - FYE
  - Amb Corps
  - Transcend
  - Leader In You
  - EA Star

There is something in it for every TCSer to learn and grow in their career.
4th and 5th As of learning…

Any Content delivered through Any Device

6,500+ SMEs

Integrated LMS: iEvolve

iEvolve (Learning Channel)

iON (Collaboration Channel)

Fresco Play (Mobile Channel)

Content Source

Outcome Throughput

Competencies

Certificates

Courses

Hands-On

Assessments

Pedagogy Use

Nano

IRC

WBTs & External

Any Content delivered through Any Device
Transformation of Book Store … *leading to immersive knowledge*

**Papyrus Scroll Stores**
- Limited search & indexing capabilities
- Mostly for reference and not for borrowing
- Accessibility is for academia

**Books & Catalogue Library**
- Improved Cataloging & indexing processes
- Large volume of content
- Available for both reference & borrowing
- High maintenance

**Digital Library**
- Connected Content
- Digital Content Delivery
- Exponential Search capabilities
- Space & place is not a constraint
**IRC : in TCS Context** *(Information Resource Centre)*

- **69** IRCs Globally
- **220,000+** documents for consumption
- Specialized Centers for Business Needs

**Broadcast Services**
- Tailored Content Delivery & Pop-up Library
- Target Content delivery by Project Context
- Secured & plagiarism free Digital Content delivery

**Intelligent Search**
- Competitive Information
- Media Scanner
- Industry Insights
- Market Responses & Trends
- Query based Research

**Print, Digital & Multi-media Content**

**IRC : in TCS Context (Information Resource Centre)**
Key Performance Metrics

Learning Days/Associate

- FY15: 10.3
- FY16: 15.3
- FY17: 14.8
- FY18: 14.9

Competencies/Associate

- FY15: 2.6
- FY16: 5.8
- FY17: 6.1
- FY18: 8.7

Certifications/Associate

- FY15: 0.3
- FY16: 0.9
- FY17: 2.9
- FY18: 1.9

5A Learning delivering non-linear outcome...
Leaving behind footprints of a new learning culture…

An Integrated Learning Experience

- Faculty
- Learner

Work Place
Teaching
Course Material
Training Place

Learning Experience
- Discussion
- E-mail
- Websites
- Books
- Search Engines
- Audio/Video

Training @ Work place
Thank you!