



“ Our ‘Leader in You’ program’s success is due in large part to the quality of Skillsoft’s Leadership Development content which we offer to leaders and individual contributors at the middle management level worldwide. ”

**Damodar Padhi, Vice President & Global Head - Talent Development,
Tata Consultancy Services**

BUSINESS CHALLENGE

Tata Consultancy Services (TCS) provides end-to-end technology and business consulting services with over 400,000 of the world’s best-trained consultants in 46 countries. As a partner of choice for global companies driving digital transformation, TCS is at the forefront of helping customers reinvent, re-imagine, transform to be future-ready. TCS’s talent strategy of grooming leaders internally across the organization is key to success.

Changing business and industry dynamics require TCS’ leaders, especially those in the middle level, are trained on the latest leadership skills and competencies.

The diversity of needs and the scale at which leadership skills have to be harnessed called for a radical approach to implementing a learning solution. Changes in learning habits, trends in attention patterns and preferences for digital modes of learning, coupled with a desire for flexibility to complete the training programs at one’s own pace called for a new approach to training delivery.

HOW SKILLSOFT® HELPED

TCS used 41 Skillsoft Leadership courses as the basis for its Leader in You (LiY) program which aims to develop the critical leadership and management skills and competencies of middle managers, including leading teams, embracing change and demonstrating customer centricity.

TCS divided the Skillsoft content into three themes: Managing Your Business, Managing Your Teams and Managing Yourself. All are vital qualities for a scrum master and align with TCS’ goal of becoming 100% Agile by 2020.

Learners have the flexibility to select three courses related to each theme. Upon completion of all nine courses, the learner receives a certificate of completion.

KEY METRICS

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| 22k+ | 22,000+ managers and leaders registered |
| 9k+ | 9,000+ users completed the online learning modules |
| 7k+ | 7,700+ certifications achieved |
| ₹25m | ₹250,000,000 in cost savings due to an internally curated program available anytime, anywhere |

LIY's self-paced design allows learners to personalize their learning path by choosing the content most relevant to their development.

The learning solution is delivered through multiple channels to cater to multi-generational learning needs. This includes online learning, instructor-led virtual classroom and webinars by internal Subject Matter Experts (SMEs) in numerous time zones – to cater to the global workforce.

ABOUT TATA CONSULTANCY SERVICES

Tata Consultancy Services is an IT services, consulting and business solutions organization that has been partnering with many of the world's largest businesses in their transformation journeys for the last fifty years. TCS offers a consulting-led, Cognitive powered, integrated portfolio of IT, Business & Technology Services, and engineering. This is delivered through its unique Location Independent Agile delivery model, recognized as a benchmark of excellence in software development. For more information, visit www.tcs.com.

AWARDS & ACCOLADES

2018 Skillsoft India Innovation Awards:
Program of the Year

TISS Leapvault CLO Awards 2018:
**Gold for Best Leadership
Development Program**

Brandon Hall Group HCM
Excellence Awards:
**Silver for Best Advance in
Leadership Development**

Workforce Optimas Awards:
Silver for Training

