IT CAMPUS – qualification and development program for IT Experts at T-Systems.

Marius Kwasny, iTEC08
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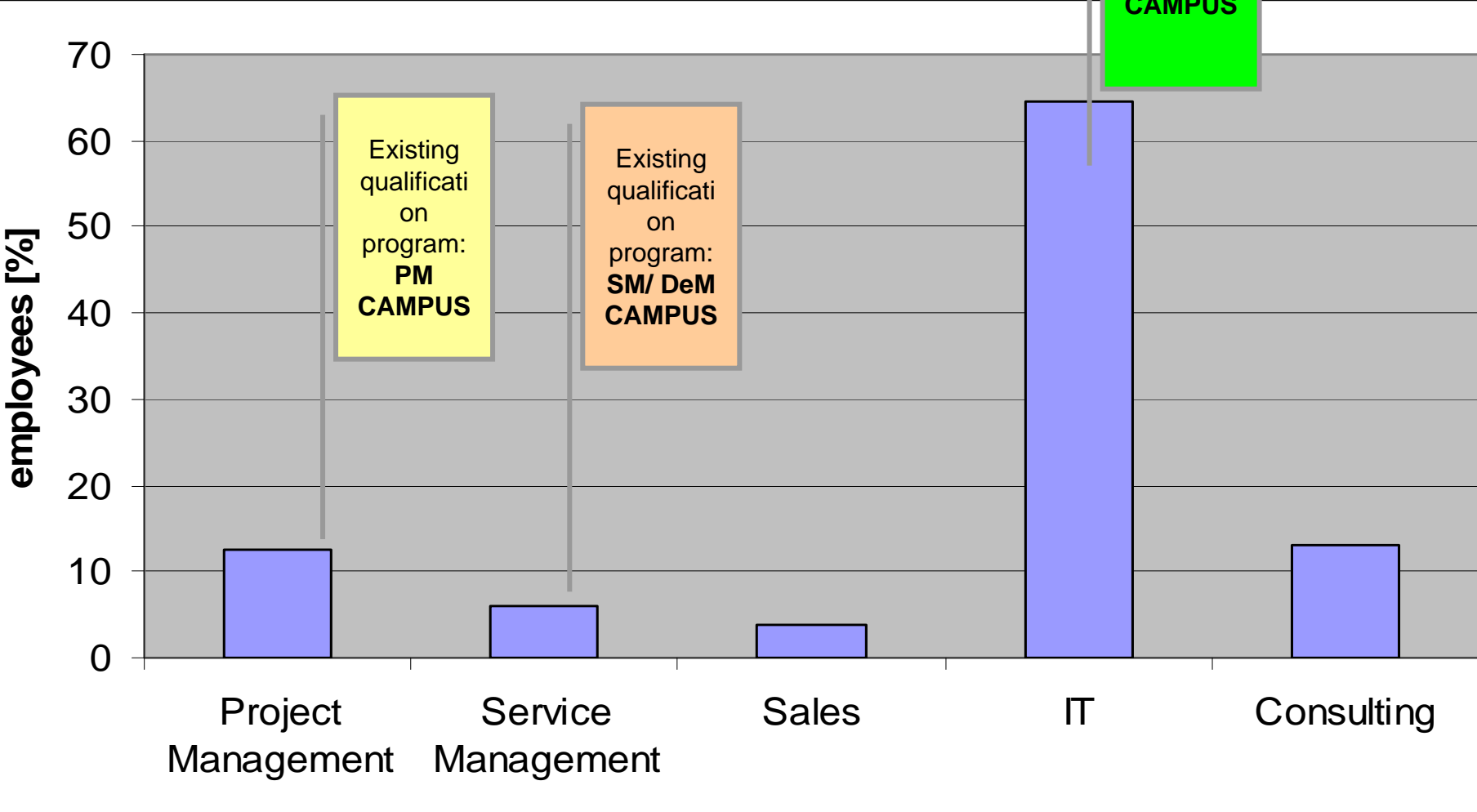
IT CAMPUS.
Need for an IT qualification program.

Situation three years ago
- Challenging Big Deal projects
  Demand: high level IT architects who are able to review the whole IT landscape of a large customer and who are able to give binding feasibility commitments.

- International Division of labor
  More and more work will be done in cost efficient countries like India, Brazil or Eastern Europe. Employees in central Europe must fulfill higher requirements in IT architecture and jobs close to customers' processes. Introduction of international standards/ processes.

- IT is the core business within T-Systems

- Existing qualification structure within the CAMPUS framework (connectivity to expert development, target groups, works council, etc.)

IT CAMPUS.
Profiles.

Target group for **IT CAMPUS**

employees [%]

Existing qualificati on program: **PM CAMPUS**

Existing qualificati on program: **SM/ DeM CAMPUS**

Project Management	Service Management	Sales	IT	Consulting

Y-axis: 0, 10, 20, 30, 40, 50, 60, 70

IT CAMPUS.
CAMPUS components and target groups.

CAMPUS components are linked to Go Ahead!, the expert development of T-Systems.

Expert Group	CAMPUS		
Expert Group 5	Executive	Rush up	Top Format for experts with long-term experience: reflection/ expert exchange for further development of key functional fields and advancement of Big Deal capabilities.
Expert Group 4	Professional		Camp Training for employees with multi-year experience: Intensification and expansion of core competency on the basis of expert knowledge and exchange of practical experiences.
Expert Group 3			
Expert Group 2	Foundation		Systematic development and expansion of core competence for employees with initial experience: modular-structured curricula and additional optional modules.
Expert Group 1	Rush up		Basic qualification for all employees in key functional fields, to facilitate accelerated familiarization with new processes and methods.

IT CAMPUS.
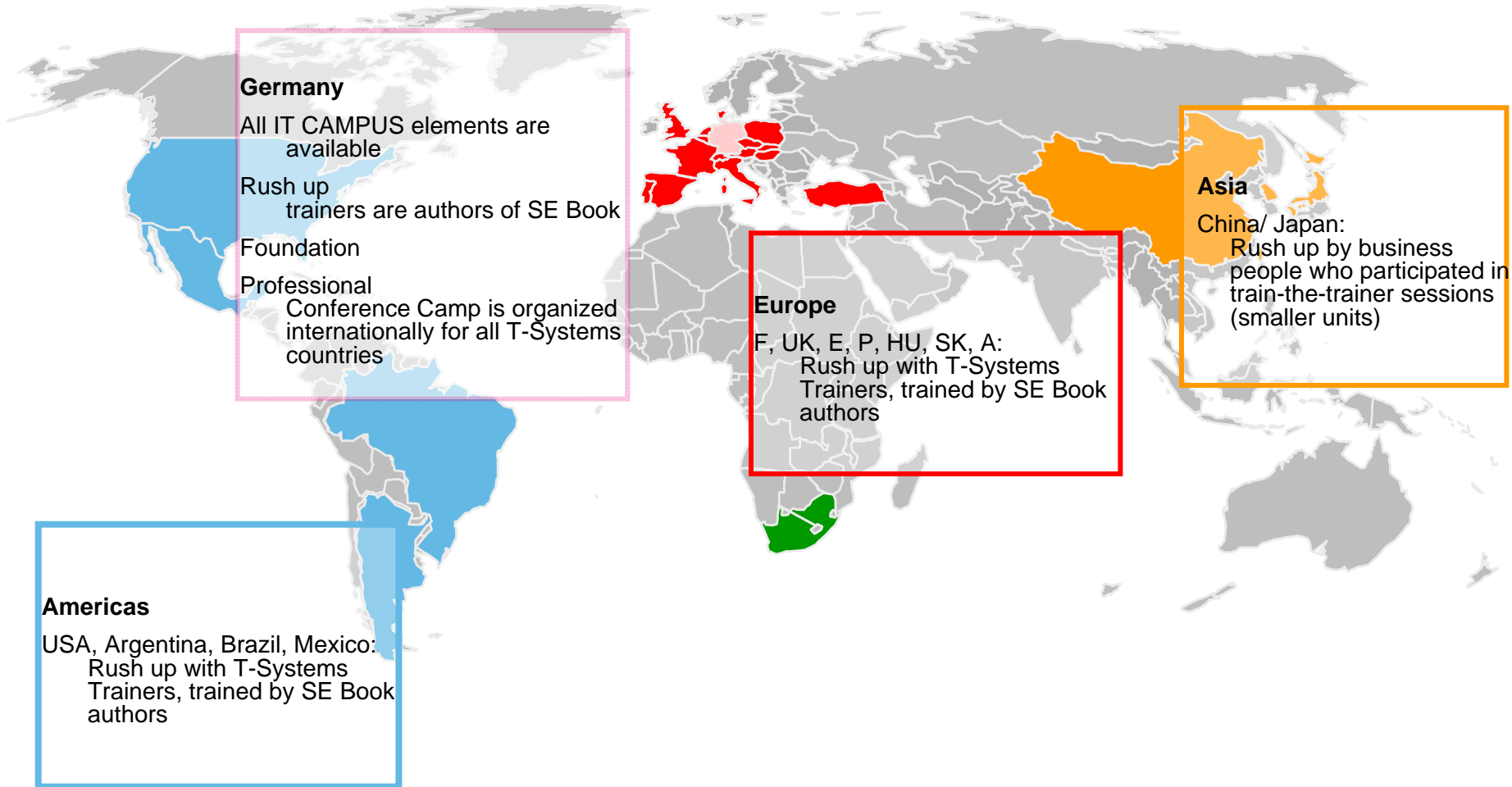# Content overview.

Professional	4 Modules:
	
	Developer Camp (5 days)
	Designer Camp (5 days)
	Analyst Camp (5 days)
	Conference Camp (3.5 days)
	
	No chain!
	Must be booked separately!
		▪ Developer Camp (Software- Engineering; C++ as well as Java)
		▪ Designer Camp (Software- Engineering; SAP & non-specific)
		▪ Analyst Camp (Software- Engineering)
		
		▪ Conference Camp:
		    - sessions in the plenum
		    - workshop sessions
		    >> integration of current issues

Foundation	**5 separate modules,** must be booked separately! 1 2 3 **+** 4 5 **2-3 days each**	module 1: presentation, moderation, technical writing module 2: project oriented work, IT law, data security module 3: customer orientation, economics module 4: structured programming , infrastructure, tests (Software Engineering) module 5: Managed Desktop Services (MDS)
Rush up	2 days (SE Book)	▪ Processes, interfaces ▪ Overview SE Book <u>with</u> in-depth exercises
Rush up Transfer	1 day **(SE Book)**	▪ Overview SE Book <u>without</u> in-depth exercises

IT CAMPUS.
Global activities

Germany

All IT CAMPUS elements are available

Rush up
trainers are authors of SE Book

Foundation

Professional
Conference Camp is organized internationally for all T-Systems countries

Europe

F, UK, E, P, HU, SK, A:
Rush up with T-Systems Trainers, trained by SE Book authors

Asia

China/ Japan:
Rush up by business people who participated in train-the-trainer sessions (smaller units)

Americas

USA, Argentina, Brazil, Mexico:
Rush up with T-Systems Trainers, trained by SE Book authors
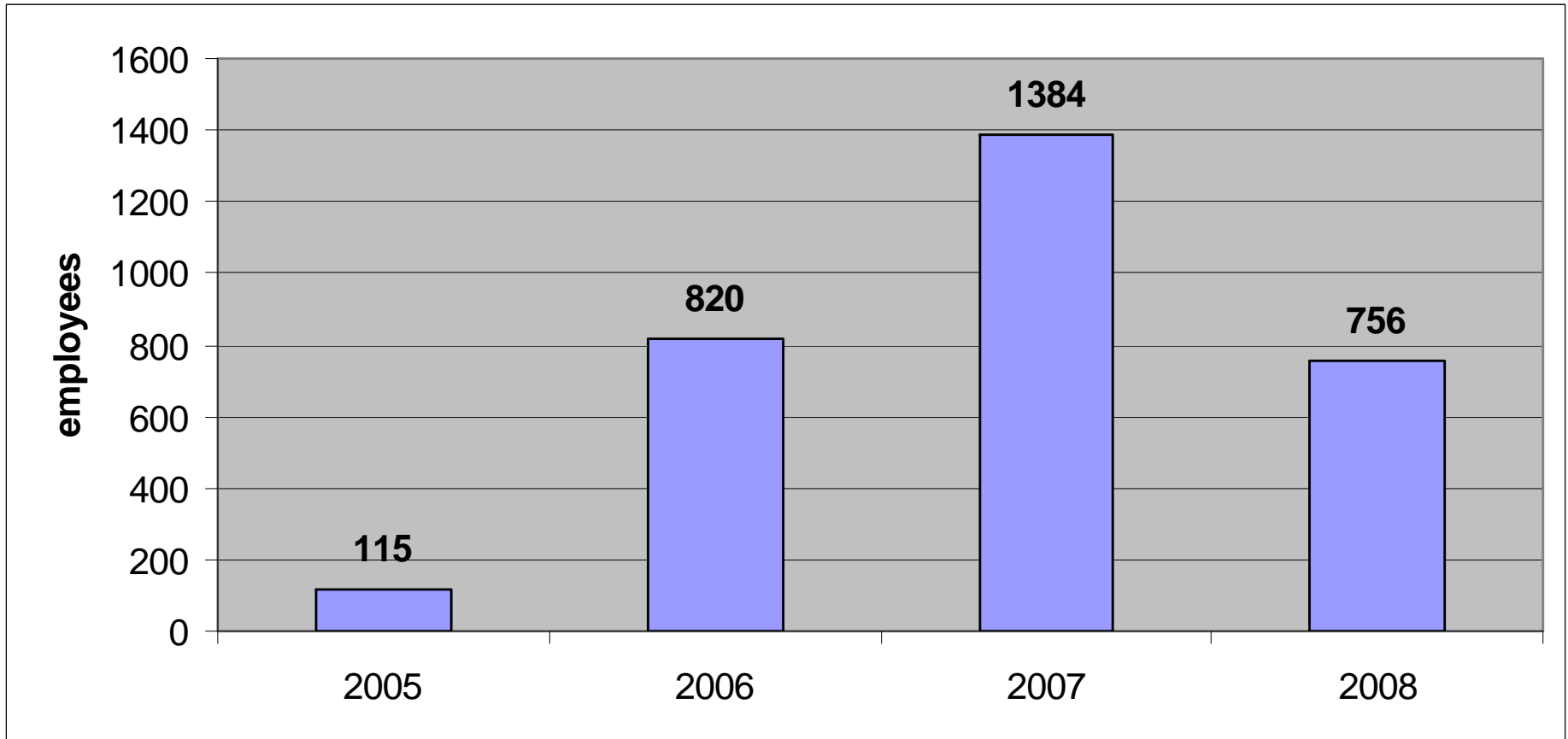
IT CAMPUS.
Participants.

IT CAMPUS.
Key experiences

- **Choice of trainers**
  - Internal experts with excellent IT know how. It is one piece to get ahead in Go Ahead!.
  - Caution: internal trainers have to be available for training sessions!
  - Must have: rules for internal payment and reasonable prices for trainers

- **Training method**
  - Theory sessions first, followed by practical exercises (e.g. group work with presentations)
  - Training is not a time to rest but to develop professional working skills for daily work!

- **Contents**
  - High level approach, not just programming training
  - Well known IT guru as promoter within the company

- **Co-operation between HR and expert department**
  - Together, not against each other!

- **Organization of getting participants in the seminars**
  - Involve line managers: make value of training program visible, because they send the employees to the seminars
  - Involvement of management board

Thank you for your attention!

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IT CAMPUS.
Key function areas and corresponding programs within T-Systems.

- Project Management - PM CAMPUS

- Service / Delivery Management – SM/DeM CAMPUS

- Sales – Sales CAMPUS

- IT – IT CAMPUS

- Consulting – Consulting CAMPUS

IT CAMPUS.
People development process.

Expert Career

	Assessment by the employee		
High-potential employee nomination by the executive manager		Nomination process for experts	
		Best fit	Jump
			Grow
		Potential	

Employee development discussion	
Assessment of employee by manager	

- T-Systems expert programs
- Corporate development programs
- On-the-job qualification
- CAMPUS
- On-the-job qualification
- Specific qualifications

CAMPUS

Qualification process