

Release notes for the learner (What's New)

November 2022



Downtime for Transform Registration

Exciting changes are coming to Genome Transform that simplify the registration process. Learners will access a new registration site from a single Transform Card on Edcast. The new site guides learners through every step of Transform: Register, Join, and Finish.

- These changes will not impact end of year Wave completion progress.
- Release is planned for last week of December, after all 2022 Transform Sessions are conducted. This release will require some downtime for Transform Registration.
 - Starting Friday, Dec 23rd at 11 am IST and ending: Tuesday, Dec 27th at 11:59pm IST.

During this downtime, you won't be able to submit pre-work for Guru Connects, and Guru Forums. Do not register for any Guru Connects or Large Scale Guru Connects on Edcast. All Guru Forums are closed during this time as planned, you will not be able to join forums. Communication for Transform maybe delayed during these five days.

*Please note this also applies to Guru Connects for Executives and Guru Forums for Executives

A simpler Transform is coming!

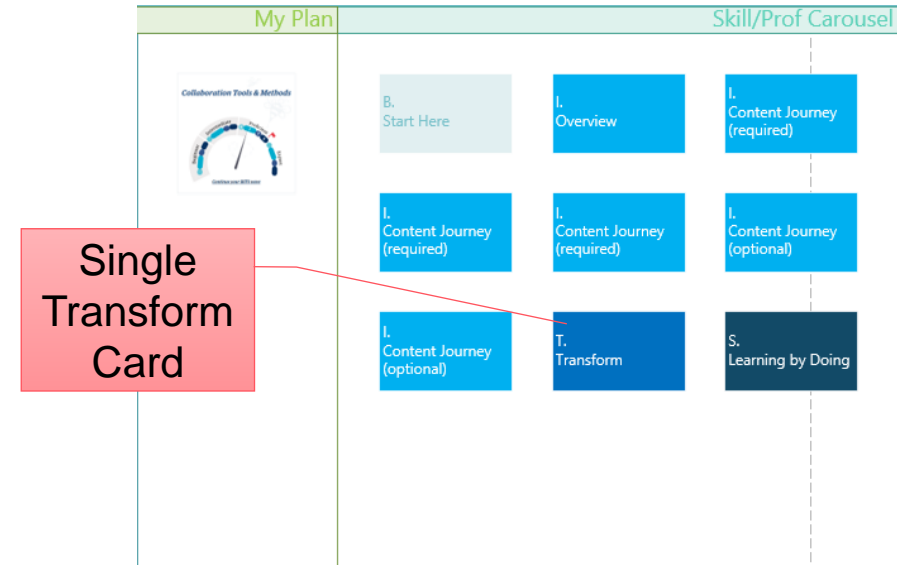
Go Live Date:
Dec 28th

Genome will be simplifying Transform by reducing Transform EdCast cards.
Making it easy to register and join one Transform Session in a Proficiency for a Skill

Current State:



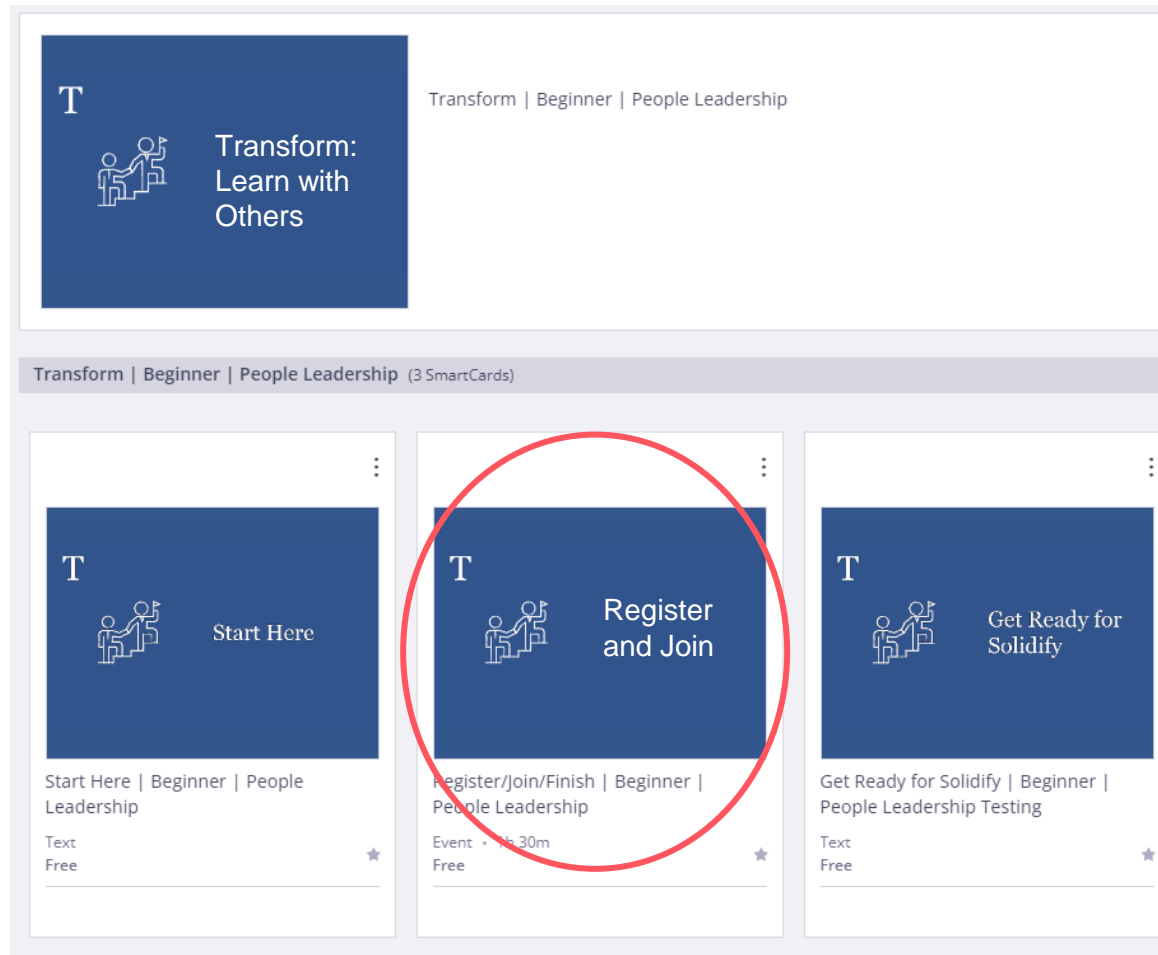
Future State:



Coaching you through Transform

Go Live Date:
Dec 28th

After reading “Start Here,” go to the “Register and Join” card and follow the link. You will land on the new registration site!



Inside the single Transform Card:

Go Live Date:
Dec 28th

New registration site will guide you through each stage of Transform. You'll **register** for a session, do pre-work/pre-reads. Then once its time for the session return to this site to **join** the session. If your schedule changes, this is where you will change or cancel registration. After the your session is conducted, the site will tell your steps to **finish** Transform.



It's a new simple one-stop site for everything you need to complete Transform!

Plagiarism check enhancement in Genome

#	Description
1.	Removed all explicit references to only Grammarly for plagiarism check
2.	Learners are to attach approval from Manager and /or HR and raise a helpmate ticket if they want to contest the plagiarism
3.	Once a learner contests Plagiarism, re-evaluation results will be communicated to the HR/ Manager
4.	Task-level plagiarism flagging - Distinguish between tasks where content originality matters versus those where some copying is acceptable
5.	New video version was released to educate learners on Plagiarism Refer video created to educate learners on Plagiarism here

Release notes for the learner (What's New)

October 2022



Executive Transform is here to stay!

Executive Transform is for Band 3 and above learners only. These Guru Connects and Guru Forums hosts live conversations or online discussions to address how leaders learn and apply the skill at the executive level.



On EdCast, you will see the banner “for Executives” this means only Band 3 and above learners can submit pre-work, register, and join these sessions.

More Guru Forums at Proficient and Expert!

Guru Forums offer you the flexibility to join Transform on your time. Answer your peer's questions and ask your own. More and more learners are choosing this way to do Transform; therefore, Genome is offering more Guru Forums.

In November, the following skills will start offering Guru Forum at Proficient and Expert.

▪ Accounts Payable (Generalist)	▪ Data Literacy	▪ Personal Effectiveness
▪ Agile	▪ Data Visualization and Insights Generation	▪ Record to Report (Generalist)
▪ Augmented Intelligence	▪ Energy at Work	▪ Record to Report (Practitioner)
▪ Banking and Capital Markets (BCM)	▪ Genpact Cora Platform and OneDigital Portfolio	▪ RPA for Delivery (Practitioner)
▪ Change Management	▪ Hi-Tech	▪ RPA for Operations (Generalist)
▪ Claims (Generalist)	▪ Industrial Manufacturing	▪ Source to Pay
▪ Client Relationships	▪ Insurance	▪ Storytelling
▪ Consumer Goods and Retail	▪ Invoice to Cash (Generalist)	▪ Supply Chain Management
▪ Customer Care	▪ Life Sciences and Healthcare	▪ Trust and Safety

More Guru Forums at Proficient and Expert!

Guru Forums offer you the flexibility to join Transform on your time. Answer your peer's questions and ask your own. More and more learners are choosing this way to do Transform; therefore, Genome is offering more Guru Forums.

In December, the following skills will start offering Guru Forum at Proficient and Expert.

- | | |
|--|---------------------------------------|
| ▪ AML / KYC (Practitioner) | ▪ Intelligent Automation |
| ▪ Business Process Orchestration | ▪ Media, Publishing and Entertainment |
| ▪ Commercial Lending and Leasing | ▪ Process Mining |
| ▪ Data Engineering | ▪ Regulatory Affairs |
| ▪ Digitally Enabled Process Reimagination (DEPR) | ▪ Sales and Commercial (Generalist) |
| ▪ Experience Design (Including Customer/User Experience) | ▪ Statistical Modeling |
| ▪ Information Security | ▪ Underwriting (Generalist) |

Release notes for the learner (What's New)

August 2022

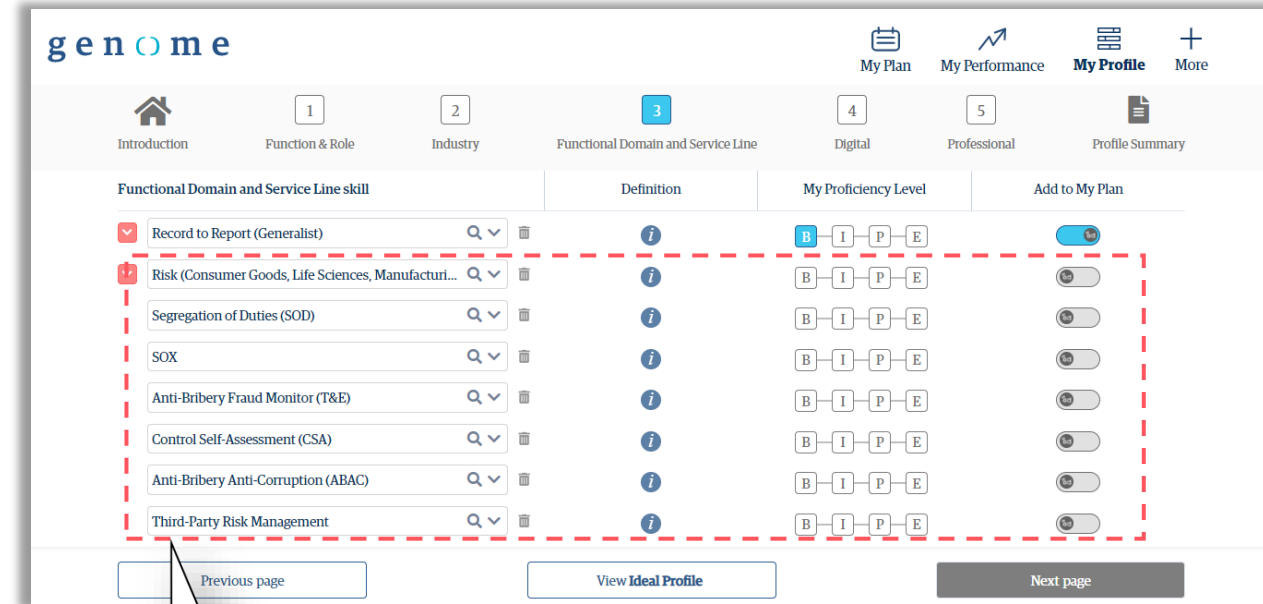


Genome brings new skills in August 2022

Risk (Consumer Goods, Life Sciences, Manufacturing, and Services) goes granular with six **new specialized skills!**

- Risk-Anti-Bribery Fraud Monitor (T&E)
- Third-Party Risk Management
- Anti-Bribery and Anti-Corruption (ABAC)
- Control Self-Assessment (CSA)
- SOX
- Segregation of Duties (SOD)

Choose a skill of your specialization in [My Profile](#), add to your [My Plan](#) and complete the B-I-T-S waves!



You can find new skills in the drop-down under Functional Domain and Service Line skills

Looking to sharpen your skills in Consulting?

Genome has added a new skill called **Consulting**.

This skill focuses on building consulting skills needed for sales & delivery effectiveness across the consulting lifecycle to drive growth, executive client relationships, value creation, and client delivery success.

The skill is available on My Profile > My Professional skills. Start your wave by diving into Immerse. Stay tuned for Transform and Solidify.

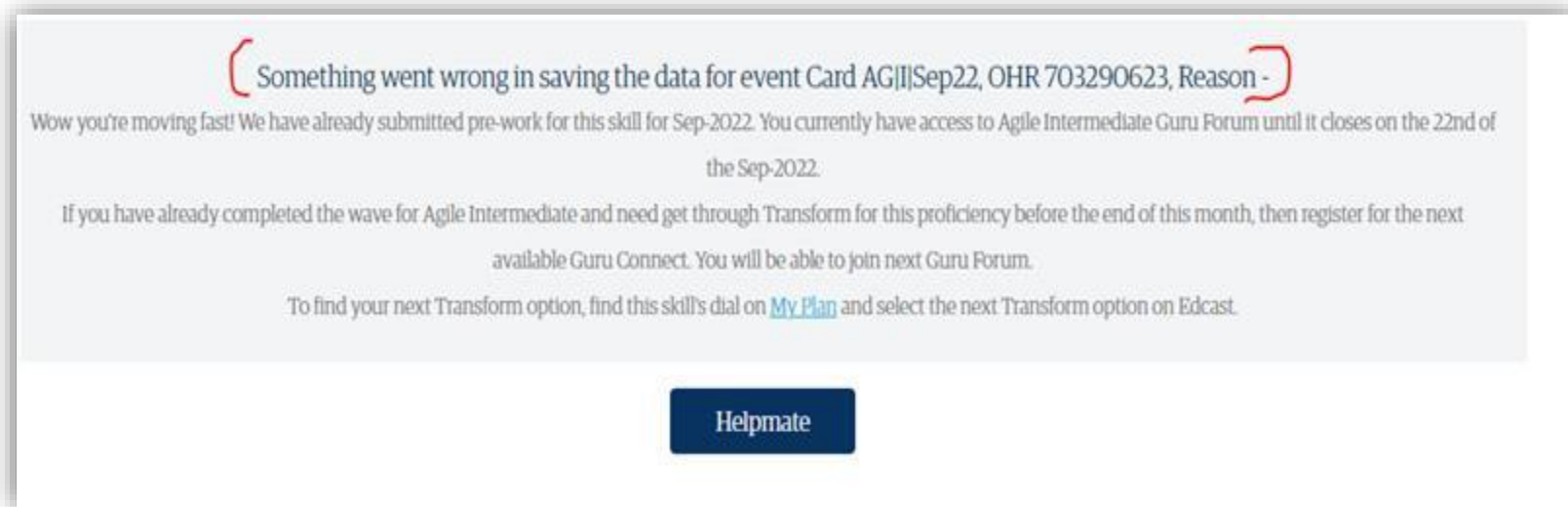
The screenshot shows the 'My Profile' page in the Genome system, specifically the 'My Professional Skills' section. The page is divided into several tabs: Introduction, Function & Role, Industry, Domain & Service Line, Digital, Professional, and Profile Summary. The 'Professional' tab is selected. Below the tabs, there is a table of professional skills. The skills listed are Change Management, Client Relationships, Diversity and Inclusion, Executive Presence, People Leadership, Personal Effectiveness, and Storytelling. Each skill has a proficiency level indicator (B-I-P-E) and a toggle switch to add it to the user's plan. The 'Consulting' skill is highlighted with a red dashed box, and a callout box points to it with the text: 'You can find Consulting in the drop-down under Professional skills'.

Professional Skill	Proficiency/Skill definition	My Proficiency Level	Add to My Plan
Change Management	i	B-I-P-E	<input checked="" type="checkbox"/>
Client Relationships	i	B-I-P-E	<input checked="" type="checkbox"/>
Diversity and Inclusion	i	B-I-P-E	<input checked="" type="checkbox"/>
Executive Presence	i	B-I-P-E	<input checked="" type="checkbox"/>
People Leadership	i	B-I-P-E	<input checked="" type="checkbox"/>
Personal Effectiveness	i	B-I-P-E	<input checked="" type="checkbox"/>
Storytelling	i	B-I-P-E	<input checked="" type="checkbox"/>
Consulting	i	B-I-P-E	<input type="checkbox"/>

You can find Consulting in the drop-down under Professional skills

Pre-Work Forms have gotten smarter to ensure you're doing the right Transform for you

- The directions are designed to direct you through each specific scenario, so read careful.
- Your Learning and Development lead is a great resource to coach you through confusion
- You can also raise a Helpmate ticket in case of any issue



Something went wrong in saving the data for event Card AG||Sep22, OHR 703290623, Reason -

Wow you're moving fast! We have already submitted pre-work for this skill for Sep-2022. You currently have access to Agile Intermediate Guru Forum until it closes on the 22nd of the Sep-2022.

If you have already completed the wave for Agile Intermediate and need get through Transform for this proficiency before the end of this month, then register for the next available Guru Connect. You will be able to join next Guru Forum.

To find your next Transform option, find this skill's dial on [My Plan](#) and select the next Transform option on Edcast.

Helpmate

HBR self-assessments and diagnostics

The screenshot shows a self-assessment interface for 'genome'. The header includes the 'genome' logo and a menu icon. Below is a large orange banner with the Harvard Business Review logo and 'PIT STOP Diagnostic'. The main title is 'How Well Do You Communicate During Conflict? (Harvard Business Review)...'. It is labeled as an 'Assessment • 10m' and is 'Free'. A small text block explains that results are not saved and provides instructions on how to find the article. At the bottom, there is a score comparison bar and a 'Good news' section stating 'You communicate fairly well'.

Learner reflection followed by Guru response

The screenshot shows a quiz interface for 'genome' titled 'Refresh Your Knowledge: Importance of Change Management'. It is a 'Quiz • 3m' and is 'Free'. Below the quiz is a dark blue banner with the title 'Refresh Your Knowledge: Importance of Change Management'. A 'Completed!' message is displayed, followed by the text 'Let's hear out what our Gurus have to say about this!'. The Guru response states: 'Change Management is managing the people's side of change – their awareness, expectations, motivation, behavior, acceptance, and adoption of the change to achieve the required business results.' It concludes with 'Happy Learning!' and a 'Submit another response' link.

GTalk short byte sized leadership videos

The screenshot shows a video player interface for 'genome'. The video title is '(Res) VK on Cloud - Domain Data Fabric'. It is a 'Video • 3m' and is 'Free'. The video content shows a complex diagram titled 'Here's how the Domain Data Fabric Manifests (S2P Example)'. The diagram illustrates a multi-layered architecture with various components like 'Single Point of Data - Unified Access Layer - API Layer', 'Interoperable Canonical Models - Physical Models', and 'Real Time, Multi-ACC, Streaming Ingestion - Source Agents Agent Layer'. The video player includes standard playback controls and a progress bar.

Added a nudges on S4 application to complete peer review

g e n o m e

Your peers are waiting on your Solidify review of - Beginner Consulting



Dear Khare, Monika,

You have submitted your Solidify task but have not finished doing your reviews. Your three reviews of your colleague's submissions is necessary for you (and them!) to complete Solidify. Do not leave them hanging, go complete your reviews ASAP by clicking [here](#).

For any issues, please click [here](#).

Cheers,
Genome Team



Genome Prod

BITS Funnel Reports

- 2022 YTD
- Cumulative since 2019
- Learners - Skill wise BITS Sta...**
- Academy Report
- Glossary
- Overall Academy Performanc...
- Immerse Journey Completion...
- Academy Solidify Report
- Overall BITS Wave Compari...
- Genome Compliance Report

genpact **Learners - Skill wise BITS Status Report** genome

Active Employee HC: 117,035

B-I-T-S Completed - Unique Learners Count

79,660 (68.1%) Genome Profiles Created	337 (0.3%) Immerse	10 (0.0%) Transform	52 (0.0%) Solidify	(0) Waves
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Learner OHR	Genome Profile Status	Skill	Proficiency	Immerse Status	Immerse Completion Date	Transform Status	Transform Completion Date	Solidify Status
302009439	Not Created	Client Relationships	Proficient	Not Started		Completed	05-Nov-20	Not Started
303009941	Not Created	Augmented Intelligence	Beginner	Not Started		Completed	26-May-20	Not Started
602000485	Not Created	Collaboration Tools & Methods	Beginner	Not Started		In-Progress		Not Started
606000289	Not Created	Client Relationships	Beginner	Completed	22-Oct-21	Not Started		Not Started
606000290	Not Created	Client Relationships	Beginner	Completed	18-Oct-21	Not Started		Not Started
606000292	Not Created	Client Relationships	Beginner	Completed	22-Oct-21	Not Started		Not Started
606000294	Not Created	Client Relationships	Beginner	Completed	25-Oct-21	Not Started		Not Started
606000295	Not Created	Client Relationships	Beginner	Completed	14-Oct-21	Not Started		Not Started
606000295	Not Created	Client Relationships	Intermediate	Completed	02-Nov-21	Not Started		Not Started
606000499	Not Created	Selling (for Sales Professionals)	Beginner	Not Started		Completed	31-Mar-22	Not Started
606000499	Not Created	Selling (for Sales Professionals)	Intermediate	Not Started		Completed	04-May-22	Not Started
703012408	Not Created	Lean and Six Sigma	Intermediate	Completed	28-Jul-22	Not Started		Not Started
703020774	Not Created	Consumer Packaged Goods (CPG)	Beginner	Completed	28-Feb-22	Not Started		Not Started
703025999	Not Created	Lean and Six Sigma	Beginner	Completed	17-Jun-22	Not Started		Not Started

Refresh Frequency : Daily | Last Refresh Date : 29 Aug'22

Excel export limit is upto 1.5L rows, Please apply filters before exporting data into excel

Filters

Search

Filters on all pages

- GETS/IO is (All)
- GETS Groups is (All)
- GETS Teams is (All)
- GETS Sub-Teams is (All)
- GETS GLC Leader is (All)
- GETS HR Leader is (All)
- SDO Code is (All)
- SDO Name is (All)
- COE Code is (All)

As an L&D I can view a list of people who have completed a downstream phase without having necessarily completed an upstream phase. For example : learners without Genome profiles with Immerse complete, learners with Solidify complete with Immerse not-started etc.

Immerse & Solidify Journey completion reports for Academies

Overall Academy Performance genome

Total Academies (Live + Archived): 1
Total Academies Live: 1
Total Learners w. Academy Wave (I/T/S complete across all modules): 53
Live

By Academy

● Cohort Size ● Academy Waves

Academy Name	Academy Cohort Name	Cohort Size	Academy Start Date	Academy End Date
Risk Bootcamp Academy - Beginner	Risk Bootcamp Beginner Academy	175	28-Feb-22	30-Jul-22
Total		175		

Refresh Frequency : Daily | Last Refresh Date : 29 August'22

Filters

Search

Filters on all pages

- Academy Start Year is (All)
- Academy Start Month is (All)
- Academy Name is (All)
- Module Name is Risk Bootcamp Beginner | Risk Bootcamp Beginner Academy
- Learner OHR is (All)

Drill through menu:

- Solidify - OHR Detail
- Immerse Journey Completion - OHR Detail**
- Academy OHR Details
- Module Summary
- Module OHR Details

As an Academy lead/owner I want to see how learners are progressing on the Immerse/ Solidify journey so that I can infer whether the academy is progressing on track or is delayed

Release notes for the learner (What's New)

July 2022



My Profile brings new roles and skills in July 2022

- **Genome brings new roles and skills for One AI business**
 - **21 new roles available** under **Digital Analytics and Business Technical Services** function for the **One AI business** (Data services, Enquero and the verticals). Click on [New roles for OneAI](#)
 - **12 new primary skills, ~680 sub-skills** under Functional domain & Service line and Digital available. Remember to use the search functionality in My Profile to find the skills. Click on the below links to view the consolidated list of skills for
 - [Functional Domain and Service Line](#)
 - [Digital skills](#)
- **Risk (Banking and Capital Markets) has been renamed to AML / KYC (Practitioner)**

Your My Plan skills dials and **wave credit has been transferred** on AML / KYC (Practitioner)

Additionally, there are three new skills available under the Functional domain & Service line on Genome -

 - Risk Banking and Capital Markets (Generalist)
 - Fraud (Practitioner)
 - Non-Financial Risk (Practitioner)

That means **3 new Waves to ride!**

Visit [My Profile](#) and [My Performance](#) to update/check your profile and your performance!

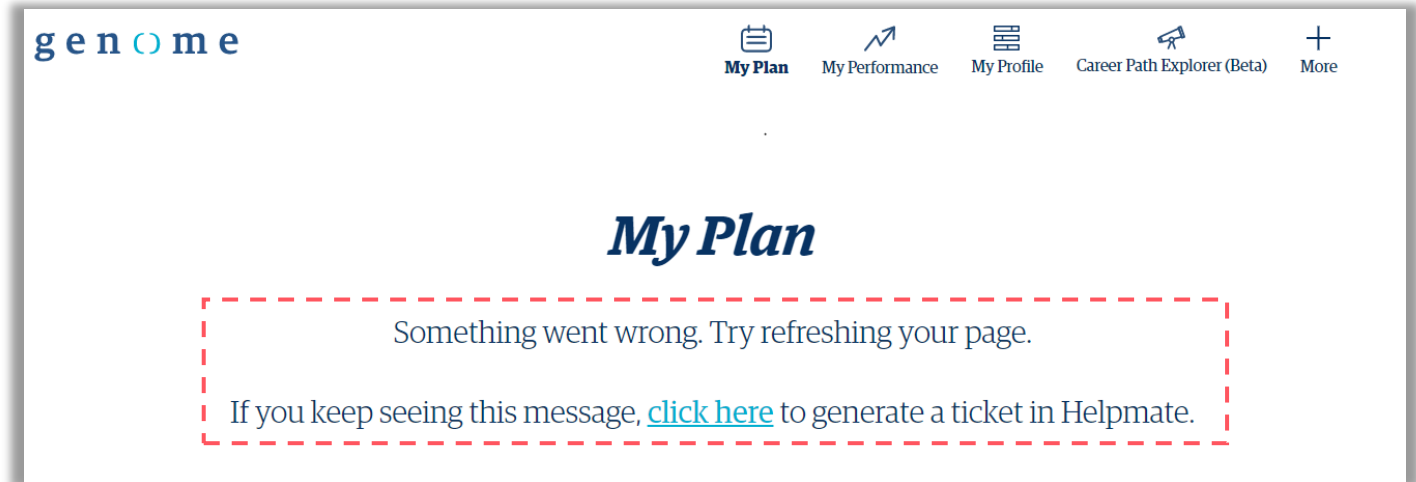
Product fixes – added a **tip** in the error message on Genome

Encountering a problem when accessing Genome and don't know what could you do from your end before reaching out to Helpmate?

Here is the tip!

- **Refresh your page** a few times
- If you still encounter the problem, raise a Helpmate ticket

We have added this tip in the error message on Genome!.


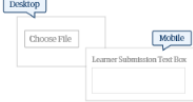



Start experiencing cohort in a new way!

Experience new cohort landing page and screen messages -Cohort screens, landing pages, and text messages are now more intuitive for learners based on their task assignment and peer / no peer reviewer strategy.

Beginner - Agile Solidify Support

Home Task Submit Under Review Done!

- 1**
Do a task
You will be assigned a task to complete. You must complete the task you are given.

- 2**
Submit the task
Submit by either uploading the task from your desktop or typing it in on a mobile device.

- 3**
Celebrate!
Once your task has been passed by a reviewer you will have finished Solidify!


Welcome to Solidify for \$skill_name\$ as part of \$cohort_name\$. Now is the chance to show off what you have learned while doing Immerse and Transform.
Before starting Solidify should have done the following:

1. Completed Immerse for \$skill_name\$
2. Done Transform for \$skill_name\$

Click **Go** to start your Solidify journey!

Go

Release notes for the learner (What's New)

June 2022



Guru Connects pre-work functionality now for Forums, no more selecting just confirm

genpact

Your Name
Your OHR

Guru Forum Pre-Work

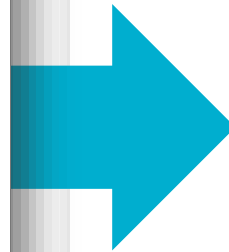
A Guru Forum is an opportunity to connect with your colleagues and Gurus to discuss questions you may still have, especially related to how to apply this skill to your job.

Guru Forum allows you to ask questions and get answers from other without a single time commitment. Remember to only register for only one Transform session.

In this form, you will confirm you have completed your prerequisites. Before you begin, go to [My Performance](#) to check. For Guru Forums you do not submit questions in pre-work, instead once your registration is complete go directly to the forum to begin actively participating.

Click on "Continue" to enter details. You are only able to submit the form once.

Continue



Check this is the skill, proficiency, and dates for the forum you want to join

genpact

Your Name
Your OHR

Guru Forum Pre-Work

Hi Noel, enter you Genpact ID or best work email address that we can use to notify you of your progress. If you don't have a Genpact email address, please use the client email or another email that you use.

Your OHR: #####

Your Genpact ID or best work email: Type best for you

The skill you are registering for: Agile

Proficiency Level: Beginner

Start Date: 2022-04-30

End date: 2022-05-22

Month: May-2022

I confirm that this is the same level of proficiency that is currently marked in My Profile for this skill.

Yes No

Submit

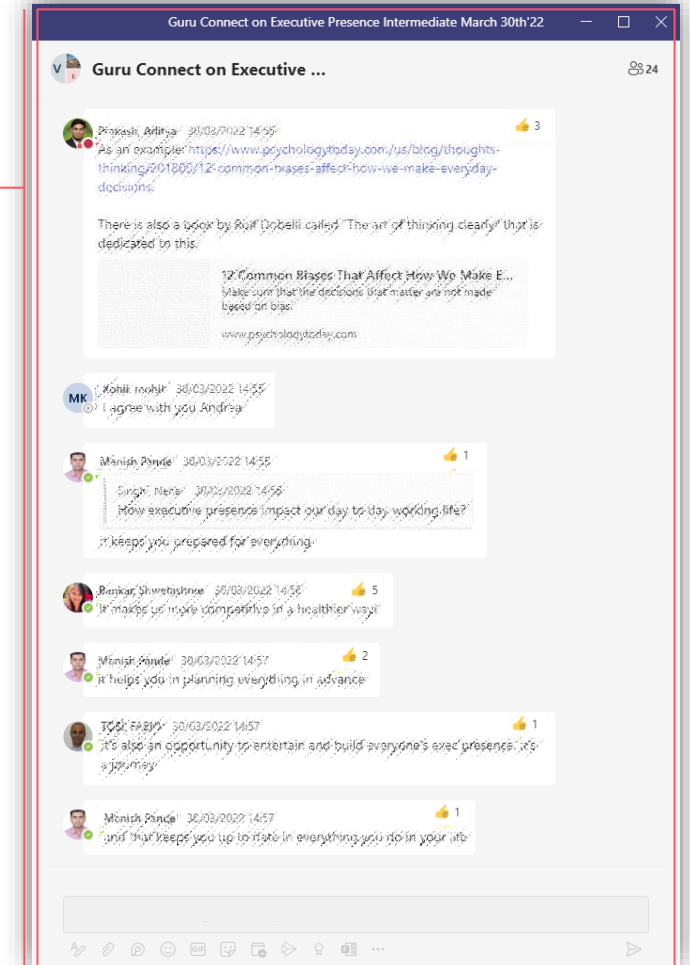
Engaging learners and sustaining conversations

Community Managers facilitate the first 30 to 60 minutes



Guru joins for
final 15 to 30
minutes

MS Teams Chat
opens at start of
live session and
remains open
until the end of
the 4th day





























10 Skills will now be offering Guru Forums for Proficient and Expert Learners

- Collaboration Tools and Methods
- Commercial Excellence
- Design Thinking
- Executive Presence
- Integrated Program Management
- Modernizing Operations
- People Leadership
- Cloud
- Risk (Consumer Goods, Life Sciences, Manufacturing and Services)



Some Guru Forums will run Quarterly

 Indicates when they've met active participation goal

	Week1	Week2	Week3	Week4
Q1. M1	1 st   Joins	 +Post  +Replies(x2)	 +Post  +Reply	 +Post  Joins  +Reply
Q1. M2	 Joins+Reply(x3)+Posts(x2)+Reply	 +Reply  Registers but does not contribute	 Starts Solidify	 Joins +Posts +Reply
Q1. M3	 +Reply  +Post	 Replies(x4)	 no participation  no additional participation	22 nd of last month of Quarter 
Q1. M3. Wk4	Transform Status:  Unsuccessful: No Show  Unsuccessful: Low Participation	 Successful  Successful	 Pending Prerequisites: Needs to correct their My Profile	

Overall Academy performance across live and archived academies



View summary across all academies that are live/ archived with the ability to drill down and see:

- Academy OHR details
- Module summary
- Module OHR details

GLOSSARY

- Archived academies : Academies having an end date lesser than today.
- Live academies : Academies having an end date greater than, or equal to today.
- Active Academies : Live academies having at least one learner assigned to them.
- Cohort size : Number of active learners assigned to an academy
- Academy Start Year/ Month : Filter for academies starting in selected year/ month.

For a selected academy, view OHR wise details

CDP Academy : OHR Level Detail Report

Summary Statistics:

- Total Learners: 1
- Total Modules: 1
- Academy Start Date: 31 July'22
- Total Learners w. Academy Wave (I/T/S complete across all modules): (Blank) | 0 %

Learner OHR	Academy Name	Academy Cohort Name	Immerse Completed	Transform Completed	Solidify Completed	Wave Status
002946	CDP Academy	CDP Academy	No	No	No	Status not available
008371	CDP Academy	CDP Academy	No	No	No	Status not available
009140	CDP Academy	CDP Academy	No	No	No	Status not available
009399	CDP Academy	CDP Academy	No	No	No	Status not available
010628	CDP Academy	CDP Academy	No	No	No	Status not available
010810	CDP Academy	CDP Academy	No	No	No	Status not available
011026	CDP Academy	CDP Academy	No	No	No	Status not available
011153	CDP Academy	CDP Academy	No	No	No	Status not available
011275	CDP Academy	CDP Academy	No	No	No	Status not available
002695	CDP Academy	CDP Academy	No	No	No	Status not available
003037	CDP Academy	CDP Academy	No	No	No	Status not available
012970	CDP Academy	CDP Academy	No	No	No	Status not available
027859	CDP Academy	CDP Academy	No	No	No	Status not available
000955	CDP Academy	CDP Academy	No	No	No	Status not available
001030	CDP Academy	CDP Academy	No	No	No	Status not available
002407	CDP Academy	CDP Academy	No	No	No	Status not available
001815	CDP Academy	CDP Academy	No	No	No	Status not available

Refresh Frequency : Daily | Last Refresh Date : 20 June'22

For each OHR in the selected academy, view a summary of learner status across I/T/S along with wave completion status

For a selected academy, view module-wise summary

CDP Academy : OHR Level Detail Report

Summary Cards:

- Total Learners: 1
- Total Modules: 1
- Academy Start Date: 31 July'22
- Total Learners w. Academy Wave (I/T/S complete across all modules): (Blank) | 0 %

Learner OHR	Academy Name	Academy Cohort Name	Immerse Completed	Transform Completed	Solidify Completed	Wave Status
002946	CDP Academy	CDP Academy	No	No	No	Status not availab
008371	CDP Academy	CDP Academy	No	No	No	Status not availab
009140	CDP Academy	CDP Academy	No	No	No	Status not availab
009399	CDP Academy	CDP Academy	No	No	No	Status not availab
010628	CDP Academy	CDP Academy	No	No	No	Status not availab
010810	CDP Academy	CDP Academy	No	No	No	Status not availab
011026	CDP Academy	CDP Academy	No	No	No	Status not availab
011153	CDP Academy	CDP Academy	No	No	No	Status not availab
011275	CDP Academy	CDP Academy	No	No	No	Status not availab
002695	CDP Academy	CDP Academy	No	No	No	Status not availab
003037	CDP Academy	CDP Academy	No	No	No	Status not availab
012970	CDP Academy	CDP Academy	No	No	No	Status not availab
027859	CDP Academy	CDP Academy	No	No	No	Status not availab
000955	CDP Academy	CDP Academy	No	No	No	Status not availab
001030	CDP Academy	CDP Academy	No	No	No	Status not availab
002407	CDP Academy	CDP Academy	No	No	No	Status not availab
001815	CDP Academy	CDP Academy	No	No	No	Status not availab

Refresh Frequency : Daily | Last Refresh Date : 20 June'22

Filters:

- Academy Live/Archived: is Live
- Academy Start Year: is (All)
- Academy Start Month: is (All)
- Academy Name: is (All)
- Module Name: is (All)
- Learner OHR: is (All)

For each module in the selected academy, view a summary of learner status across I/T/S

For a selected academy, view OHR-wise summary across all modules

CDP Academy : Module-OHR Details

Summary Cards:

- Total Learners: 302
- Total Modules: 1
- Total Learners w. Academy Wave (I/T/S complete across all modules): (Blank) | 0 %

OHR	Academy Name	Academy Cohort Name	Module Name	Immerse Status	Transform Status	Soli Status
2946	CDP Academy	CDP Academy	Citizen Development Program CDP Academy	Not-Started	Not-Started	Not-Started
8371	CDP Academy	CDP Academy	Citizen Development Program CDP Academy	Not-Started	Not-Started	Not-Started
9140	CDP Academy	CDP Academy	Citizen Development Program CDP Academy	Not-Started	Not-Started	Not-Started
9399	CDP Academy	CDP Academy	Citizen Development Program CDP Academy	Not-Started	Not-Started	Not-Started
0628	CDP Academy	CDP Academy	Citizen Development Program CDP Academy	Not-Started	Not-Started	Not-Started
0810	CDP Academy	CDP Academy	Citizen Development Program CDP Academy	Not-Started	Not-Started	Not-Started
1026	CDP Academy	CDP Academy	Citizen Development Program CDP Academy	Not-Started	Not-Started	Not-Started
1153	CDP Academy	CDP Academy	Citizen Development Program CDP Academy	Not-Started	Not-Started	Not-Started
1275	CDP Academy	CDP Academy	Citizen Development Program CDP Academy	Not-Started	Not-Started	Not-Started

Refresh Frequency : Daily | Last Refresh Date : 20 June'22

Filters

Search

Filters on this page

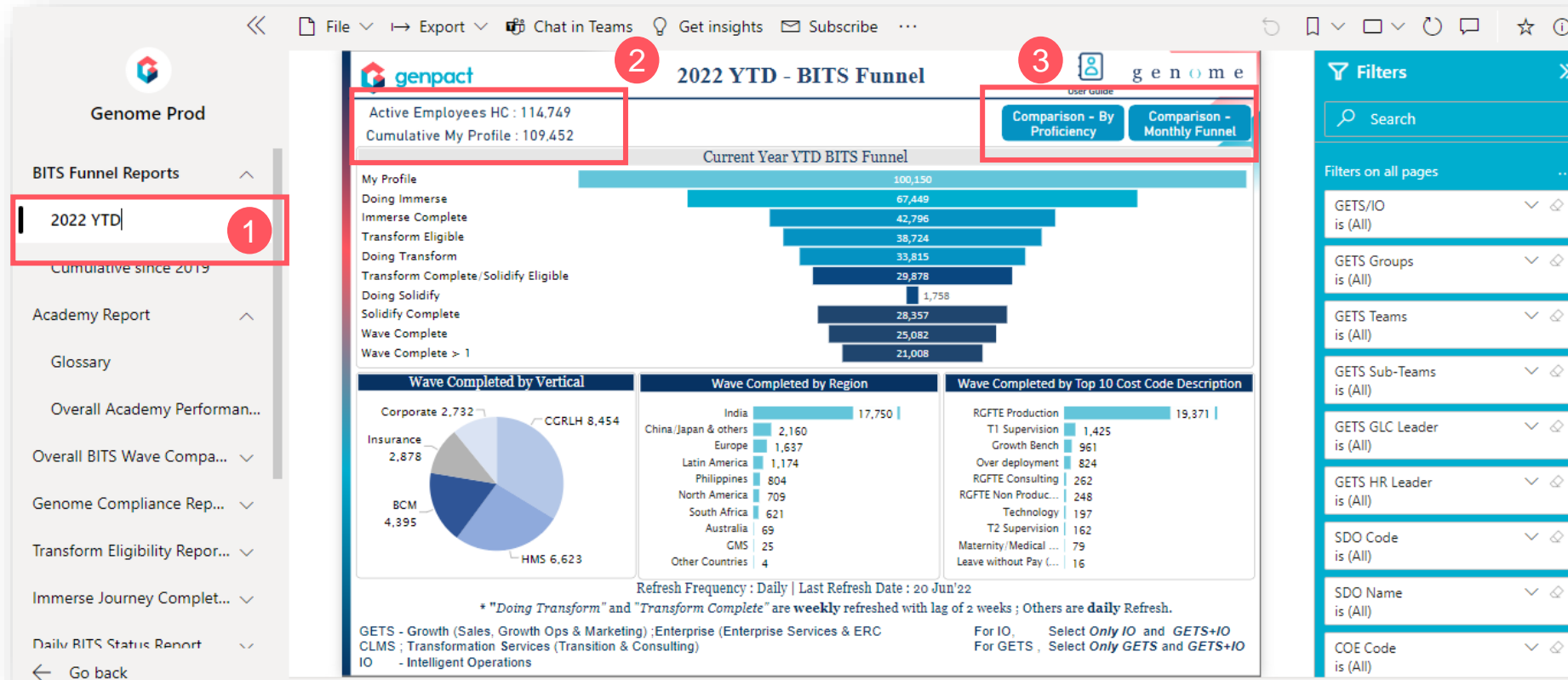
- Academy Cohort Name is CDP Academy
- Academy Live/Archived is Live
- Academy Title is CDP Academy
- Module Title is Citizen Development Program | CDP Academy

Filters on all pages

- Academy Start Year is (All)
- Academy Start Month is (All)
- Academy Name is (All)

For each OHR in the selected academy, view a summary of status across I/T/S and wave completion – in each module within the academy.

View only 2022 data as a sub-report in BITS Funnel Report



1. Default view of Funnel now 2022 YTD view. Monthly view toggle – no longer available. All data reflects daily view.
2. My Profile shown in YTD shows learners who have created/ updated profiles in 2022. Cumulative My profile shows count of learners who have created their Genome Profiles.
3. Comparison by Proficiency & Monthly funnel show daily performance against \ previous month & 3MP

Release notes for the learner (What's New)

May 2022



Digital skills refresh in Genome

Genome merges the following digital skills:

1. Customer Experience and Experience Design merges to **Experience Design (Including User/Customer Experience)**
2. Genpact Cora Platform and Genpact Digital Portfolio merges to **Genpact Cora Platform and OneDigital Portfolio**

Please note

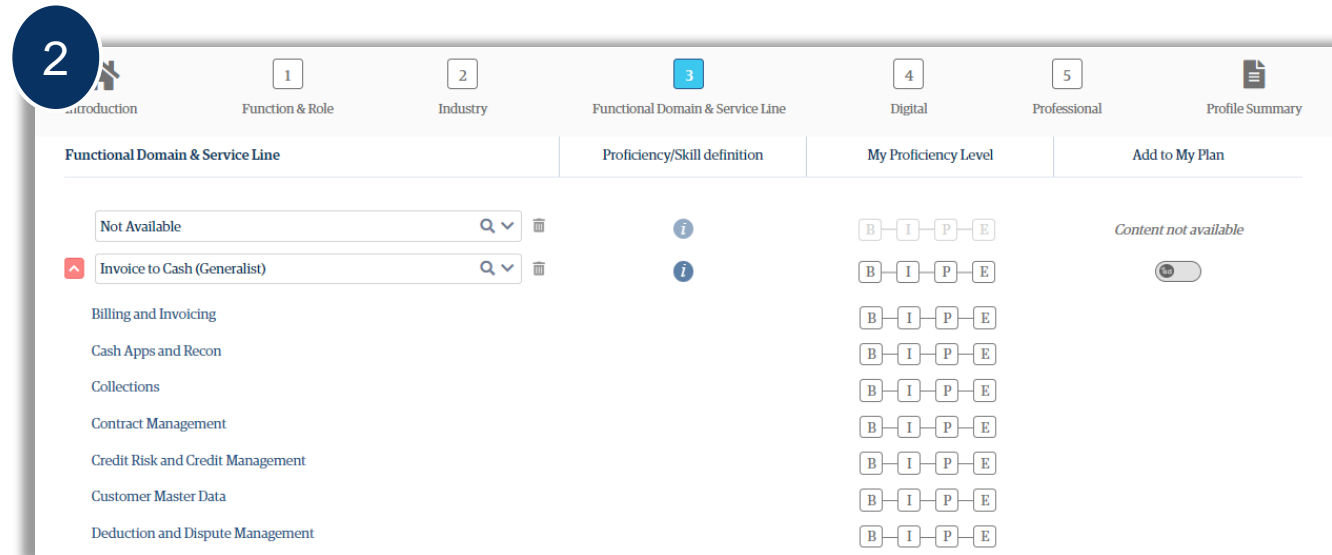
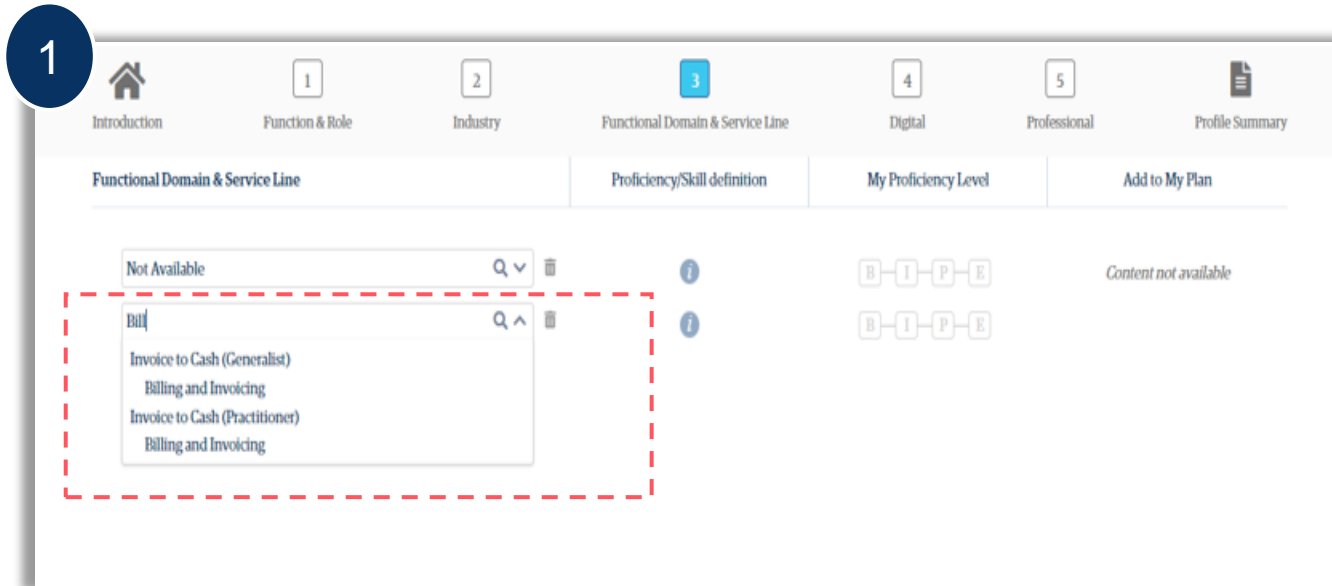
- If you have tagged on these skills in My Profile, you will be automatically tagged to the new merged skill. **Your learning credits and wave completion will not get impacted.**
- However, if you are in the middle of your learning journey for any of the older skills, **access these skills directly from Edcast and continue your learning** and complete the wave anytime before June 30, 2022.
- **Your Transform session will be available till the end of May 2022 only. Please complete your Immerse and Transform by May itself.**
- **Post Jun 30, the channels will no longer be available, and these skills will be removed from My Performance.**

Digital Skill	Proficiency/Skill definition	My Proficiency Level
Experience Design (Including Customer/User Experience)		B-I-P-E
Genpact Cora Platform and OneDigital Portfolio		B-I-P-E
Offerings Management		B-I-P-E
Sell		B-I-P-E
Solutioning		B-I-P-E

Skill search functionality in My Profile becomes advanced

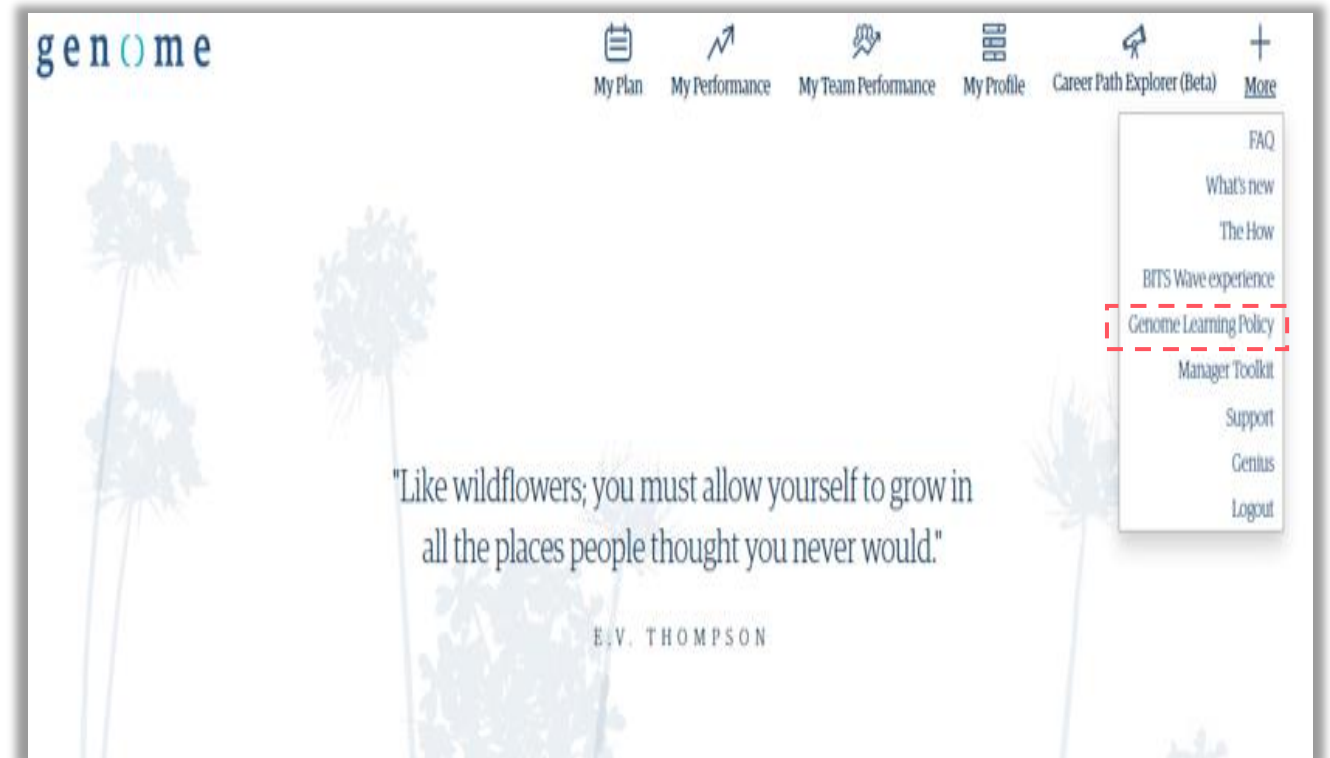
With this **advanced search** feature, when you are searching for a skill via the search box, the results will include primary skills as well as subskill.

Earlier search functionality was limiting because it only searched for primary skills.



Check out the addition under “More” in Genome

- **Genome Learning Policy** - This Learning policy now covers roles & responsibilities of different personas who access the Genome platform, do's and don'ts across BITS including irregular activities and plagiarism.
- **Genome 2022 for Learners** - Learners can get to know more of what Genome has to offer in 2022 by identifying their learning requirements, tracking their learning progress under Genome & much more.
- **Genome 2022 for Managers** - All a manager needs to know about making them better coaches, knowing what skills exist in Genome and what their teams can pursue to bridge any gaps. How to use My Team Performance data to help managers plan & advance in their team's careers & so much more.
- (please note Genome 2022 for Managers link is only applicable to managers)



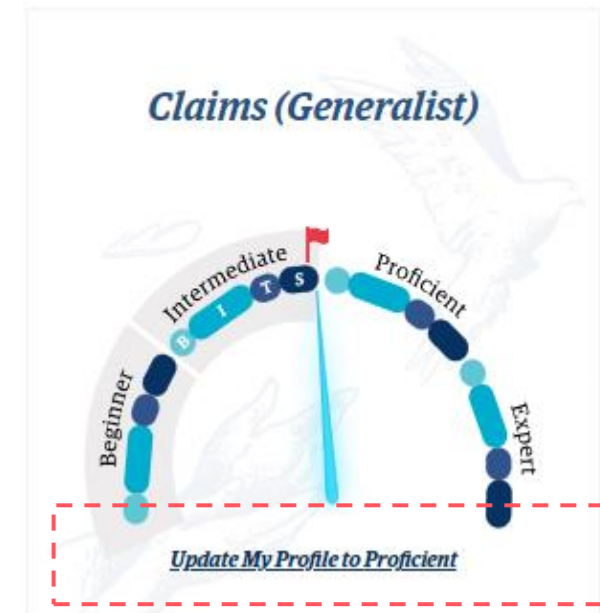
Have you been missing updating My profile after completing a wave?

We have made it easier for you!

My Plan guides you to update My Profile after you have completed Solidify.

Once you update your My Profile, My Plan gets updated in 24-48 working hours.

Functional Domain & Service Line ⓘ



Funnel Report : Including Genome Function & Role

- 1 We now allow Funnel Report users to filter the data based on Genome Function and Genome Role, SDO Code/ name and CoE Code/ Name. These details are also displayed in the OHR level view also.

OHR level view of Immense Complete

Active Employees HC : 58

Immerge Complete

Total Unique Learners : 24 | % of Active HC : 0.0% | Total Records : 41

Function	Account	Cost Centre Desc	Genome Function	Genome Role	Skill
Ops RGfte	Bose Corporation	RGfte Production	Digital, Analytics and Business Technical Services	Data Scientist	Cloud
Ops RGfte	Bose Corporation	RGfte Production	Digital, Analytics and Business Technical Services	Data Scientist	Data Engineering
Ops RGfte	Boehringer Ingelheim America	RGfte Production	Digital, Analytics and Business Technical Services	Data Scientist	Machine Learning
Ops RGfte	GE Aviation HQ	RGfte Production	Digital, Analytics and Business Technical Services	Data Scientist	Cloud
Ops RGfte	SANTANDER	RGfte Production	Digital, Analytics and Business Technical Services	Data Scientist	Data Visualization with Insi Generation

Filters

- Function is (All)
- Band is Band 4
- Cost Centre Group De... is (All)
- CC2 Desc is (All)
- CC2 Code is (All)
- Genome Function is (All)
- Genome Role is Data Scientist
- Account is (All)

- 2 The *Active Employees Head count* is now a metric outside the funnel that is governed by OfCon filters selected by the user.

genpact

BITS Funnel - Daily

User Guide

Active Employees HC : 58

Daily Monthly

1 2

- 3 The *filter panel* for the Skill refresh and the Gap Analysis report are now as granular as the Funnel report (incl. SDO/ CoE/ Genome function/ role).

Release notes for the learner (What's New)

March 2022



Digital skills refresh in Genome

1. Digital skills refreshed in My Profile

There are new skills and sub-skills added in the Digital skills category, and some sub-skills may be moved to different primary skills. If you have not updated your My Profile since Feb 10, 2022, now is the time to update your Digital skills!

[You can see the full list of all the changes here.](#)

2. A special call-out for two new Digital skills getting added in Genome

1. **Experience Design (Including User/Customer Experience)** – This skill is replacing the existing two skills Customer Experience and Experience Design.
2. **Genpact Cora Platform and OneDigital Portfolio** – This new skill is replacing the existing two skills Genpact Cora Platform and Genpact Digital Portfolio

Please note

- *These four skills Customer Experience, Experience Design, Genpact Cora Platform, and Genpact Digital Portfolio will sunset on Apr 29, 2022. The channels for these skills will be active for 6 weeks from now. Complete your wave before April 29 and get your wave credits. If you do not complete your wave by Apr 29, you can start your journey on the new skills.*
- *Your learning score, cards completion on Edcast will not get impacted by this change.*

Product Update Because

Download wave certificate from My Performance page

Now you can print your accomplishment from the My Performance page also.

Go to the wave completion table, click on “Wave certificate” and find the wave certificate pdf version in the Downloads folder.

Wave completion ⓘ

Completed

Skills	Proficiency	Because, Immerse, Transform and Solidify status	Wave completed (1) 🏆
Diversity and Inclusion	Beginner	B I T S	
Executive Presence	Beginner	B I T S	
Executive Presence	Intermediate	B I T S	
Executive Presence	Proficient	B I T S	
Lean and Six Sigma	Intermediate	B I T S	Aug 18, 2021 ↓ Wave certificate

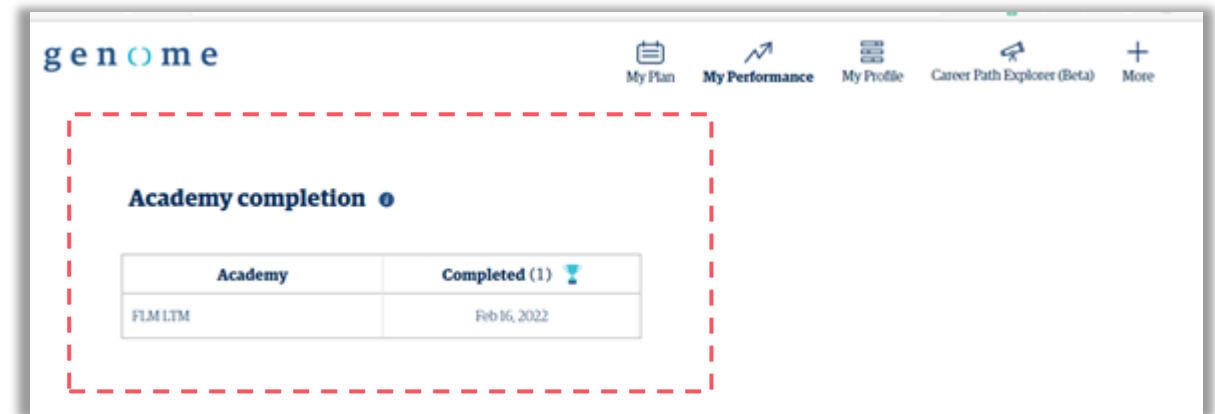
Download detailed BITS and wave completion data



Enrolled in an academy on Genome? Find them on My Plan and My Performance page

Just like the skills on My Plan page, you can continue your journey on academies by clicking on the respective academy on My Plan page.

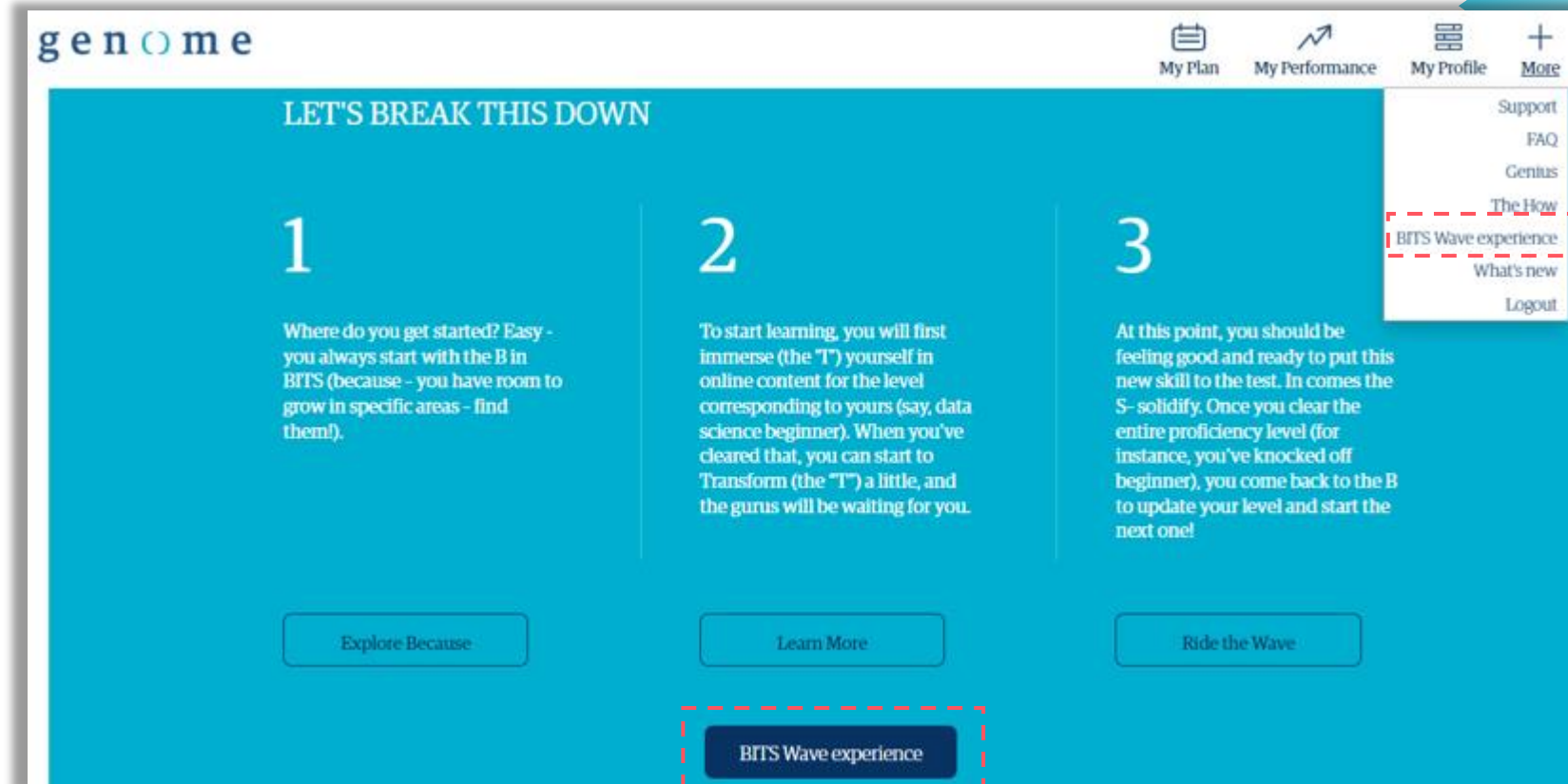
Once you have completed your academy, you can view/print your accomplishment and download the academy certificate from My Performance page.



Guide to step-by-step breakdown on how to complete BITS wave journey

This is your go-to guide on how to complete a BITS wave in Genome.

Access “BITS wave experience” from the main menu on the Genome website. Share this with your team, new joiners and make it easy to understand how Genome works!



Release notes for learner (What's New)

January 2022



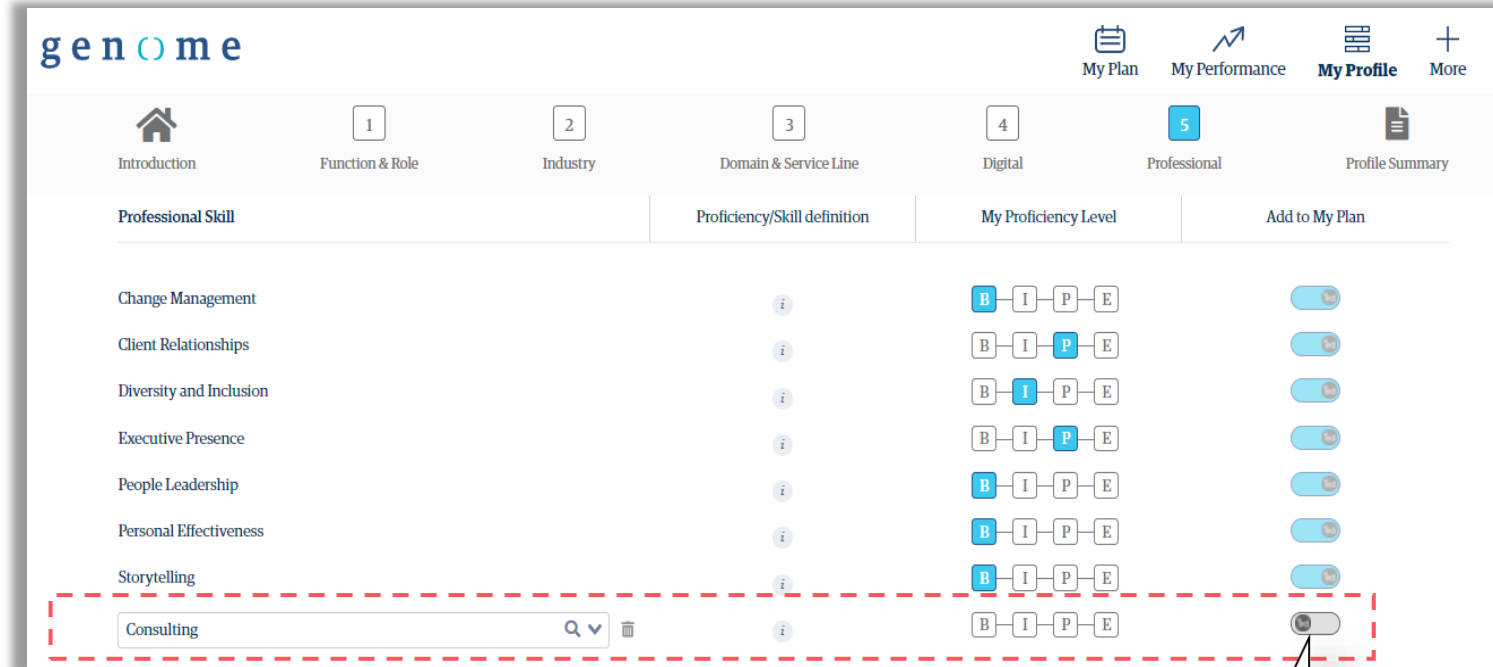
Looking to sharpen your skills in Consulting?

Genome has added a new skill called **Consulting**.

This skill focuses on building consulting skills needed for sales & delivery effectiveness across the consulting lifecycle to drive growth, executive client relationships, value creation, and client delivery success.

The skill is available on My Profile > My Professional skills. Immerse, Transform and Solidify will be available in the coming months.

Stay tuned for updates!



You can find Consulting in the drop-down under Professional skills

This toggle button "Add to My Plan" will be active when Immerse/Transform/Solidify content is available

New location for information on My Performance page

Find the data refresh timelines under the information icon.

Wave completion ⓘ

What's a wave? Doing a wave means completing BITS (Because, Immerse, Transform and Solidify) for a skill and proficiency level. To know more about the wave experience click [here](#).

Data refresh timelines

- Immerse, Transform and Solidify data is refreshed within 48 hours.
- Immerse status may reset if Transform is not completed within 12 weeks of completing Immerse. For more information, refer to [FAQs](#).

Completed

Wave completed (0) 🔄

Skills	Proficiency	BITS	Wave completed
Client Relationship	Beginner	B I T S	
Client Relationship	Intermediate	B I T S	
Diversity and Inclusion	Beginner	B I T S	
Executive Presence	Intermediate	B I T S	
Executive Presence	Proficient	B I T S	

Download detailed BITS and wave completion data

Learner score

71.9
Genome Score ⓘ
Calculated across BITS waves

You earned 13 points last month

0 day(s)
You completed learning activities

Across Immerse, Transform and Solidify
May 22 - June 20

60%
Middle
Score ranks in the 30-60 percentile

Average Genome score is 82.1

Last updated on June 20 and the next refresh will be on July 07

Skill category on Genome renamed

Domain & Service Line category renamed to “**Functional Domain & Service Line**”. There is no impact on learner data.

The screenshot shows a user profile page with a navigation bar at the top. The navigation bar includes: Introduction (home icon), Function & Role (1), Industry (2), Functional Domain & Service Line (3, highlighted with a red dashed box), Digital (4), Professional (5), and Profile Summary (document icon). Below the navigation bar, there are two dropdown menus: 'Function' with the value 'Enabling functions (HR, Finance, IT, etc.)' and 'Current Role' with the value 'HR Manager'. A link below these menus says 'Looking to update Language and Visa? Click here to update your details on My GSocial.' On the right side, there is a section for 'HR Manager' with a description: 'Responsible to develop and direct an HR agenda including hiring, learning and development, shared services, talent marketing that closely supports organizational goals'. Below this is a section titled 'Recommended skills for your role' with a blue header and a paragraph: 'Here are the recommended skill(s) for your role in Industry, Functional Domain & Service Line and Digital. Please add these skill(s) to your My Plan with any other skill(s) you want to learn. Professional skill(s) are automatically added to your My Plan'. At the bottom right, there is an 'Industry' section with the text 'Select any industry you want to upskill on' and a search input field.

The screenshot shows the 'My Plan' dashboard. At the top, it says 'My Plan' in a large, bold, blue font, followed by the subtitle 'Here's to the future you.' Below this, there is a row of five categories: 'Skills left' (with a plus icon), 'Industry', 'Functional Domain & Service Line' (highlighted with a red dashed box), 'Digital', and 'Professional'. Under each category, there is a large number representing the count: '0' for Industry, '1' for Functional Domain & Service Line, '0' for Digital, and '9' for Professional. Below the numbers are small blue icons: a person lying down for Industry, a person standing for Functional Domain & Service Line, a person holding a globe for Digital, and a person sitting at a desk for Professional.

Transform Pre-Work works for you!

Pre-work Updates:

Share your preferred work email in both Guru Connects and Guru Connects. If you are on a client site, be sure to use that email.

Pre-work | Beginner | Collaboration Tools and Methods

Register for the Guru Forum using the link below. The pre-work form will ask you to confirm your prerequisites, use My Performance to check which stages of B-I-T-S you've completed. If approved, you will receive an email giving you access to the Forum between the 1st and 22nd of the month.

View More

Published Date: 10 Dec 2021

Form - 15m
Free

★★★★★ Mark as Complete

Transform Pre-Work works for you!

Guru Forum Pre-work Updates:

- You can add a preferred work email
- Now the form does not ask you to submit a question. Ask your questions directly to the forum.
- First use the search function or read through previous posts to see if your question is already being discussed by your peers
- If not, post the question directly to the forum
- Registration for the current month's form is between the 1st and 15th. From the 16th onward, you will need to join the next month's forum.

The screenshot shows a registration form titled "Guru Connect Pre-Work". The form is set against a dark grey header with white text. Below the header, there is a white body with a light blue background. The form contains three required fields: 1. "Your OHR" with a text input field and a validation message "Number must be between 100000000 ~ 999999999". 2. "Your Genpact Email Id" with a text input field and a sub-instruction "If you do not have a Genpact email, please enter a client email at which you can receive Genpact communications". This field is highlighted with a red dashed border. 3. "Skill Name" with a dropdown menu. A red asterisk indicates that all fields are required.

Guru Connect Pre-Work

A Guru Connect is an opportunity to connect with other learners, and Gurus to discuss questions you might still have, especially related to how to apply the new knowledge to your job.

This is a precious opportunity, and we are investing time and resources in it so please respect these guidelines: register yourself only for the session you can attend, and remember attendance for the entire session is mandatory (else you will need to repeat Transform).

* Required

1. Your OHR *

Number must be between 100000000 ~ 999999999

2. Your Genpact Email Id *

If you do not have a Genpact email, please enter a client email at which you can receive Genpact communications

Enter your answer

3. Skill Name *

Select your answer

Transform Pre-Work works for you!

Guru Connect Pre-Work Updates:

- GC Forms have a new look
- Your personal and the session information is now prefilled
- If you are on a client site and don't have a Genpact email, you can enter in your client email address
- The session's skill, proficiency, date, and time comes filled in so you know your pre-work is for the right session
- Submit only one form per session
- Pre-work forms close 3 days prior the session's start

Guru Connect Pre-Work

A Guru Connect is an opportunity to connect with other learners, and Gurus to discuss questions you might still have, especially related to how to apply the new knowledge to your job.

This is a precious opportunity, and we are investing time and resources in it so please respect these guidelines: register yourself only for the session you can attend, and remember attendance for the entire session is mandatory (else you will need to repeat Transform).

In this form, you will confirm you have completed your prerequisites. Before you begin, go to [My Performance](#) to check. You will be required to submit a question to ask the guru. Asking a question will guide the discussion.

Click on Continue to enter details. You are only able to submit the form once.

Continue

What's New in December 2021

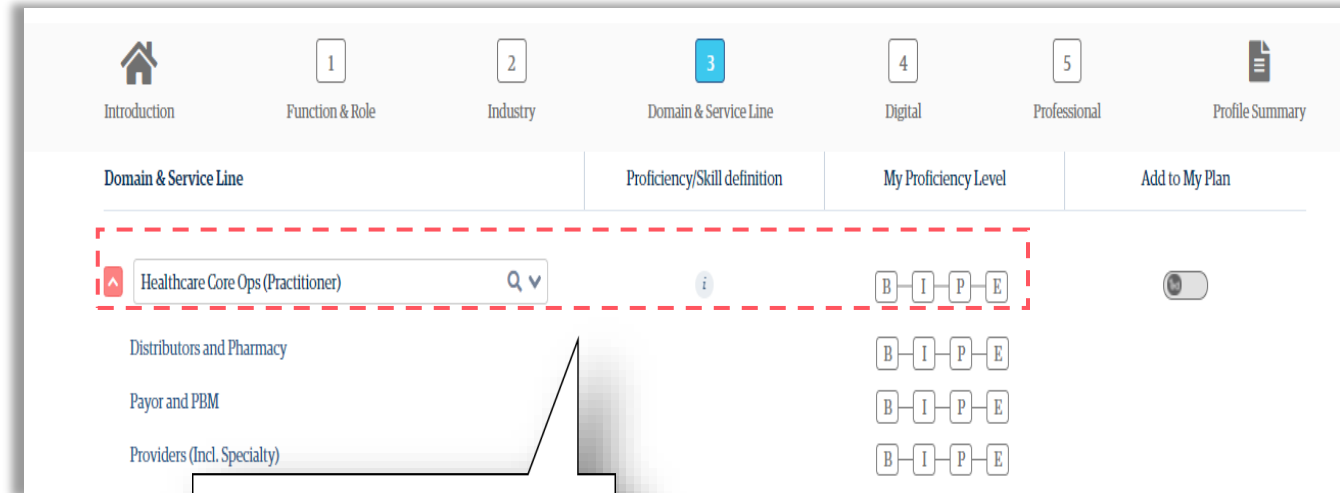


Healthcare Core Ops (Practitioner) – New skill available under Functional domain

Healthcare Core Ops (Practitioner) skill focused on providing deep, special knowledge in Healthcare Core Ops.

To know more about the skills, refer to skill and proficiency definitions on [My Profile](#).

This skill is available on My Profile and the channel is active for self-learning. Stay tuned for Transform and Solidify.



Add Healthcare Core Ops (Practitioner) primary skill from the drop-down under Domain & Service Line

See how the Genome Wave experience works

Check out the Genome website from your desktop / Genome app from your mobile to see how the **Genome Wave works**.

Reach there by clicking on More from Genome website or click on hamburger menu in Genome app > The How > Scroll all the way down and click on **Now, lets look at the details.**

The infographic is divided into three main sections, each representing a proficiency level: Beginner (B), Intermediate (I), and Solitary (S). Each section includes a title, a brief description, and a numbered list of steps with corresponding screenshots of the user interface.

- Beginner (B):** Focuses on personalized learning. Steps include: 1. Select your current skills, 2. Select your skills, 3. Start your current path items, 4. Add skills to My Plan, 5. Use My Plan every day, 6. Go to My Performance periodically.
- Intermediate (I):** Focuses on daily learning and mandatory items. Steps include: 1. Go to My Plan, 2. Select skills you want to learn, 3. Try activities to learn to use, 4. Complete all mandatory items, 5. Complete completion on My Performance.
- Solitary (S):** Focuses on learning by doing and peer review. Steps include: 1. Select a task, 2. Submit task, 3. Review your colleagues' work, 4. Celebrate!, 5. Participate actively, 6. Give My Plan to start Solitary.

Celebrate your wave completion with a certificate

- After you have completed BITS for a skill and proficiency (you can check completion status of BITS on My Performance), you will receive the wave completion certificate within 5 days.
- If you have completed solidify but Immerse or Transform is incomplete (check on My Performance page), you will receive a note from Genome stating wave not completed.
- If you have completed your wave anytime from Oct 1, 2021 onwards, you will receive the certificate.



Wave completion certificate

Solidify completed against skill and proficiency while wave not completed



Sorting made more advanced on My Plan page

- You can sort your learning plan using three filters and see a filtered view of your My Plan
 - Select any skill - Industry / Service Line / Digital / Professional
 - Select by progress - Immerse / Transform / Solidify
 - Select by content type – Audio / Video / <15 mins content

1

Your plan

Filter by Skills Progress Type of content

Legend 1 Because (My Profile) 2 Immerse (self-guided study) 3 Transform (connect with Gurus) 4 Solidify (learning by doing)

Industry

Banking and Capital Markets (BCM) Consumer Packaged Goods (CPG) Pharmaceutical and Life Sciences

Beginner Intermediate Proficient Expert

Continue your BTS work Go do Solidify Go finish Immerse

2

My Plan

Here's to the future you.

Skills left	Industry	Service Line	Digital	Professional
	0	1	0	9

Go do Solidify Go finish Immerse

Wave Completion table - addendum

Skills	Proficiency	Because, Immerse, Transform and Solidify status	Wave completed (0) 🏆
Client Relationship	Beginner	B I T S	
Client Relationship	Intermediate	B I T S	
Diversity and Inclusion	Beginner	B I T S	
Executive Presence	Beginner	B I T S	
Executive Presence	Intermediate	B I T S	

Download detailed BITS and wave completion data

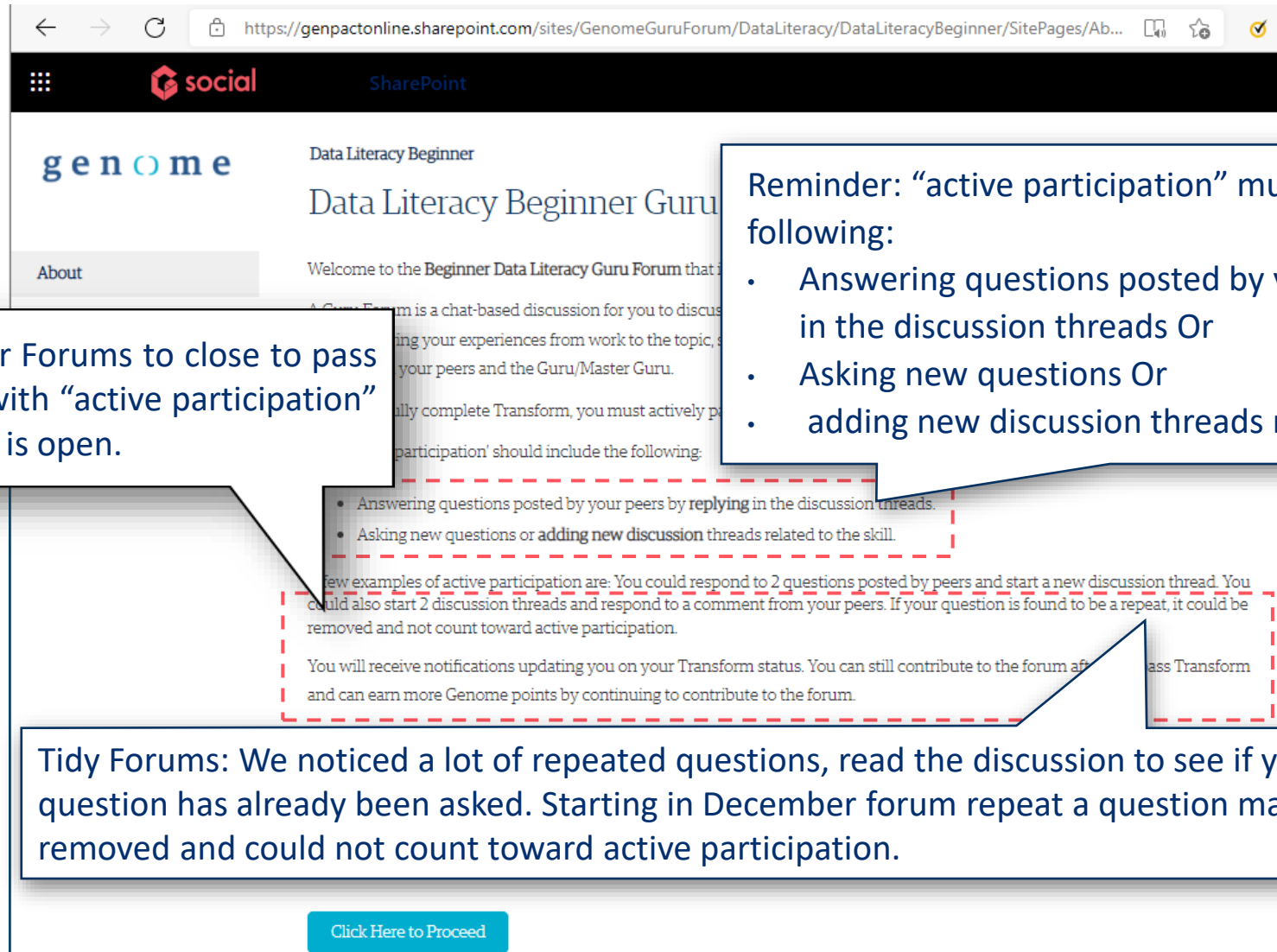
Immerse and Solidify data is refreshed within 48 hours.
Transform data as of July 26 and next update August 16.
Immerse status may reset if Transform is not completed within 12 weeks of completing Immerse. For more information, refer to [FAQs](#).

My Learning trend graph now resizes dynamically



Immerse status may reset if Transform is not completed within 12 weeks of completing Immerse. For more information, refer to FAQs

Now pass Transform Guru Forums with active participation!



You don't need to wait for Forums to close to pass Transform. You can pass with "active participation" everyday the Guru Forum is open.

Reminder: "active participation" must include the following:

- Answering questions posted by your peers by replying in the discussion threads Or
- Asking new questions Or
- adding new discussion threads related to the skill.

- Answering questions posted by your peers by **replying** in the discussion threads.
- Asking new questions or **adding new discussion** threads related to the skill.

few examples of active participation are: You could respond to 2 questions posted by peers and start a new discussion thread. You could also start 2 discussion threads and respond to a comment from your peers. If your question is found to be a repeat, it could be removed and not count toward active participation.

You will receive notifications updating you on your Transform status. You can still contribute to the forum after you pass Transform and can earn more Genome points by continuing to contribute to the forum.

Tidy Forums: We noticed a lot of repeated questions, read the discussion to see if your question has already been asked. Starting in December forum repeat a question maybe removed and could not count toward active participation.

[Click Here to Proceed](#)

genome

Guru Forum

You will notice some new notification once you register for Guru Forums:

If you registered for a Guru Forum before it opened, you will get a reminder to join the Forum the day it opens

Each day of the Forum (between 2nd and 22nd) your active participation will be evaluated:

- If you actively participate, you will receive an acknowledgment email with next steps in Transform
- If you did not join or have not actively participated, you will receive an email everyday to encourage you.
- If your close but have not yet passed the Guru Forum, you will receive a weekly email of encouragement.

Forums Close on 22nd of the Month (as usual)



Skills name on Solidify application are in alignment with Because, Immerse and Transform now across all proficiency levels.

#	Category	Old Name	Nomenclature appearing on Solidify application
1	Service Line	Order Management	Sales & Commercial
2	Digital	ADM Microsoft	ADM – Microsoft
3	Professional	Client Relationship	Client Relationships
4	Professional	Deal Management	Selling (for Sales Professionals)
5	Digital	Robotics Process Automation	Split into <ul style="list-style-type: none">• RPA for Operations (Generalist)• RPA for Delivery (Practitioner)

What's New in November 2021



Team's wave completion data available for Managers

- It's time to track your team's accomplishments in Genome. Check out wave completion for skill and proficiency on My Team Performance page.
- Download this data from web version of My Team Performance (see #2).
- You can also see team's current and previous scores along with wave completion (see #3)

1 Number of waves completed by team members

Name	Current Score (May 02)	Previous Score (May 02)	Waves Completed	View Profile Summary
	171.4	161.1	0	Unavailable; requires My Profile updation by team member
	39.2	37.8	0	
	121.7	97.7	0	Unavailable; requires My Profile updation by team member
	14.6	12.4	0	Unavailable; requires My Profile updation by team member
	28.8	28.8	0	Unavailable; requires My Profile updation by team member
	70.9	62.0	0	Unavailable; requires My Profile updation by team member
	21.9	21.9	0	Unavailable; requires My Profile updation by team member
	17.0	17.0	0	Unavailable; requires My Profile updation by team member

Leverage Manager Toolkit for team learning

Download detailed data

Download view

Sr_No	OHR	Name	Skill	Proficiency	Because (40)	Immerse (40)	Transform (11)	Solidify (15)	Waves_completed (11)
1			Agile	Beginner	Completed	Completed			
5			Lean and Six Sigma	Beginner	Completed	Completed	Completed (Aug 12, 2021)	Completed (Dec 09, 2020)	Completed (Aug 18, 2021)
6			Lean and Six Sigma	Beginner	Completed	Completed			
7			Client Relationship	Beginner	Completed	Completed			
8			Digitally Enabled Process Reimagination (DEPR)	Beginner	Completed	Completed			
9			Lean and Six Sigma	Beginner	Completed	Completed		Completed (Feb 23, 2021)	
10			Digitally Enabled Process Reimagination (DEPR)	Proficient	Completed	Completed			
11			Digitally Enabled Process Reimagination (DEPR)	Intermediate	Completed	Completed			
12			Lean and Six Sigma	Beginner	Completed	Completed	Completed (Aug 12, 2021)	Completed (Nov 25, 2020)	
13			Customer Experience	Expert	Completed	Completed			
14			Lean and Six Sigma	Beginner	Completed	Completed		Completed (Nov 25, 2020)	
15			Hi-Tech (Software and Internet)	Proficient	Completed	Completed			
16			Lean and Six Sigma	Beginner	Completed	Completed	Completed (Aug 12, 2021)	Completed (Nov 25, 2020)	

Sr_No	OHR	Name	Current Score (May 02, 2021)	Previous Score (May 16, 2021)
1			171.4	161.1
2			39.2	37.8
3			121.7	97.7
4			14.6	12.4

2

3

genome

Guru Connect + Guru Forum

You will notice some new timelines as you progress through Transform:

Closing Guru Forums and Guru Connects:

- Guru Connects acknowledgment of participation is now sent within 2 business days after connect ends.
- Guru Forums acknowledgement of participations go out on the 23rd of each month

Transform completion:

- After acknowledgment emails, learners will be told within 48 hrs whether they passed Transform or need to complete additional steps (prerequisites)
- A successful email will come to learners when they pass. Completion of Transform will be seen in My Profile and My Performance with 48 hrs of this mail.

Note timeline updates to Large Scale Guru Connect are coming soon...



genome

Guru Connect

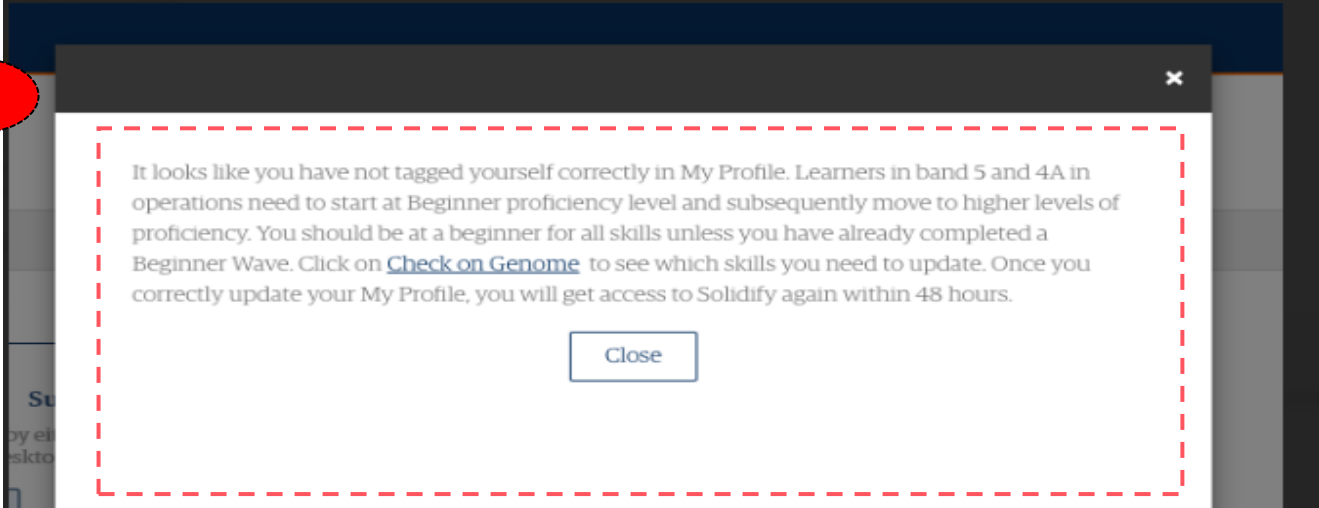


Some learners in band 5 and 4a need to correct their My Profile as direct on the Genome homepage.

For these learners who attempt to register for Proficient and Expert Guru Connects, their registration will only be approved if they have completed all previous proficiency levels. They must start at Beginner proficiency level for any professional, digital, and industry skill and only then moved to higher levels of proficiency (Beginner → Intermediate → Proficient → Expert).

- Band 5 and 4A learners in Operations need to start at Beginner proficiency level for Professional, Digital and Industry skills and only then move to higher proficiency.
- If you have not updated your proficiency correctly in My Profile, you will lose access to Solidify (see #1)
- Once you correctly update your My Profile, you will get access to Solidify again within 48 hours (see #2).

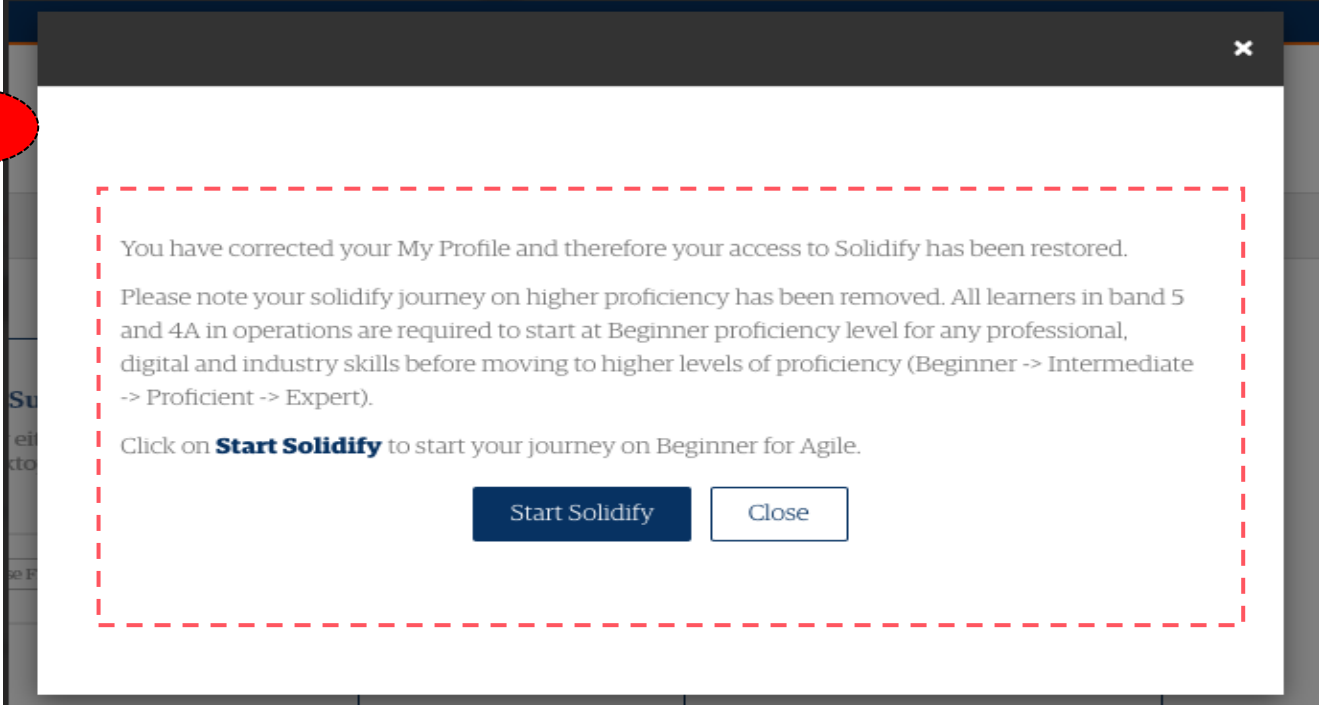
1



It looks like you have not tagged yourself correctly in My Profile. Learners in band 5 and 4A in operations need to start at Beginner proficiency level and subsequently move to higher levels of proficiency. You should be at a beginner for all skills unless you have already completed a Beginner Wave. Click on [Check on Genome](#) to see which skills you need to update. Once you correctly update your My Profile, you will get access to Solidify again within 48 hours.

Close

2



You have corrected your My Profile and therefore your access to Solidify has been restored.

Please note your solidify journey on higher proficiency has been removed. All learners in band 5 and 4A in operations are required to start at Beginner proficiency level for any professional, digital and industry skills before moving to higher levels of proficiency (Beginner -> Intermediate -> Proficient -> Expert).

Click on **Start Solidify** to start your journey on Beginner for Agile.

Start Solidify

Close

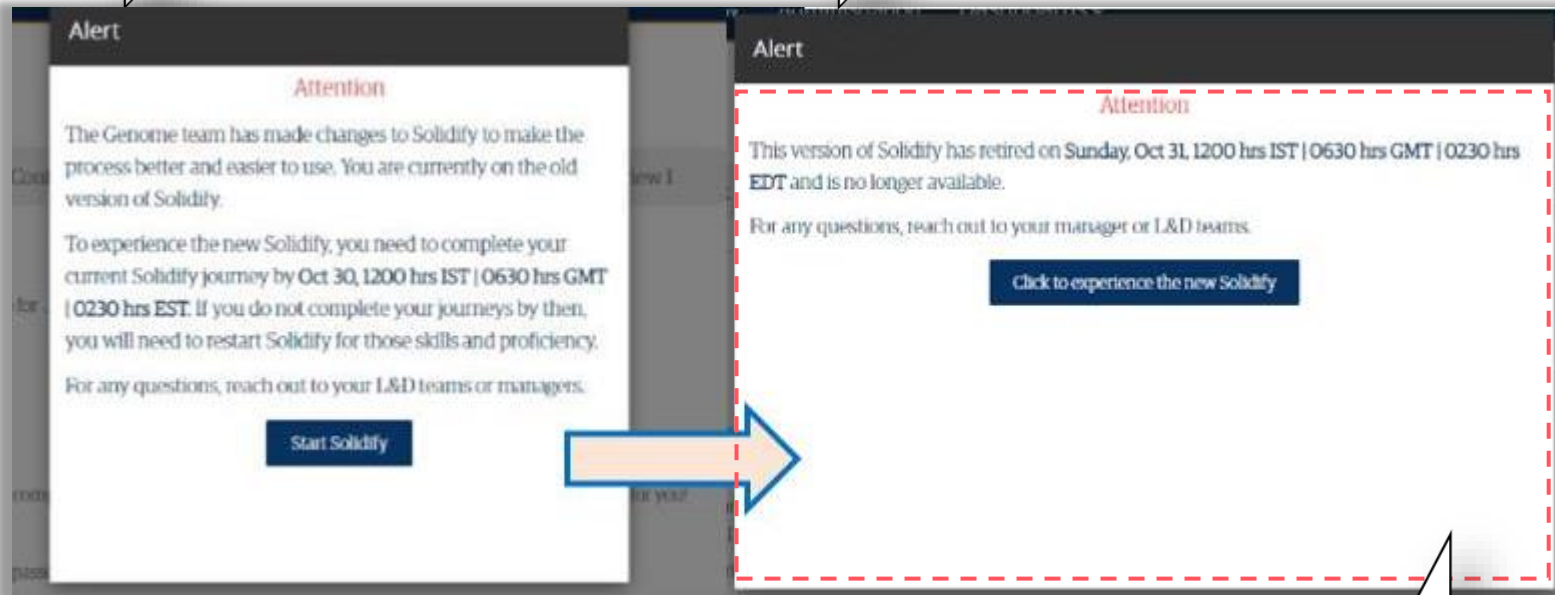
Old version of Solidify retired. Start experiencing new Solidify!

- Old Solidify is no longer available starting Oct 31, 2021.
- All skills and proficiency available now on new version of Solidify.
- If you have registered yourself on old Solidify, you will get an alert to continue your journey on new Solidify.

Please note if you have not completed your journey on old Solidify for any skill and proficiency, you may need to restart your journey on new Solidify.

Message on old Solidify before Oct 31

Message on old Solidify post Oct 31



This version of Solidify has retired on Sunday Oct 31, 1200 hrs IST | 0630 hrs GMT | 0230 hrs EST and is no longer available. For any questions, reach out to your manager or L&D teams

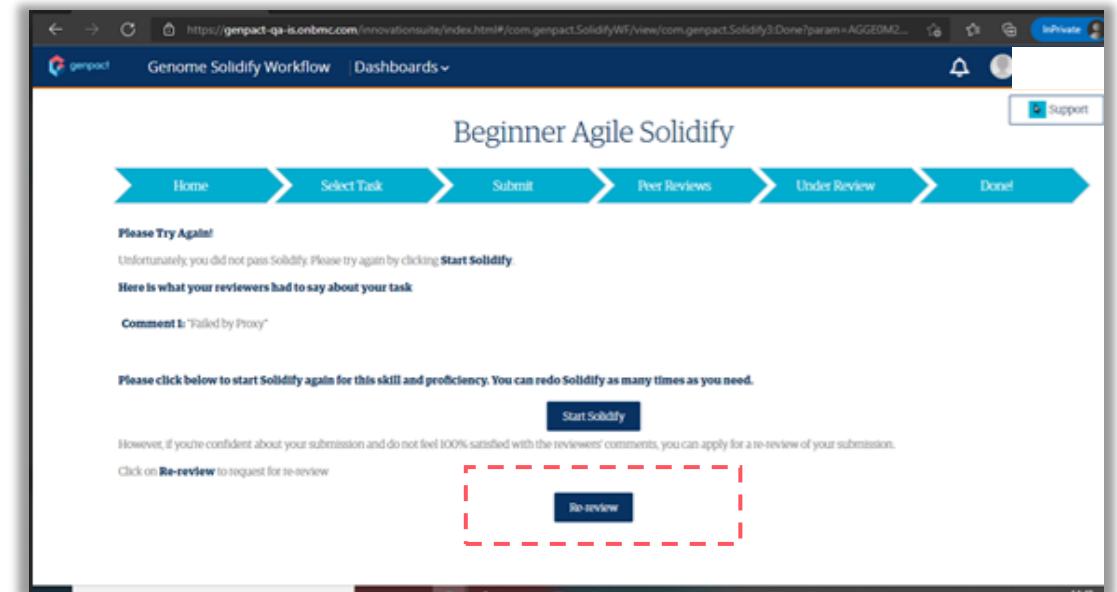
Genome offers band 3+ re-review option of Solidify tasks.

Requesting a re-review **does not guarantee** that your task submission will **pass**. It means that your **task submission will be reviewed** thoroughly **once again**.

Please note re-review requests are processed **only once** for a specific skill and proficiency. While your request is ongoing, you will **not be able to re-start Solidify** on the same skill and proficiency.

This can take up to **three weeks from submitting the request**.

You will receive an email once the re-reviews have been completed telling you if your **submission passed**, or if you will need to **redo Solidify**.



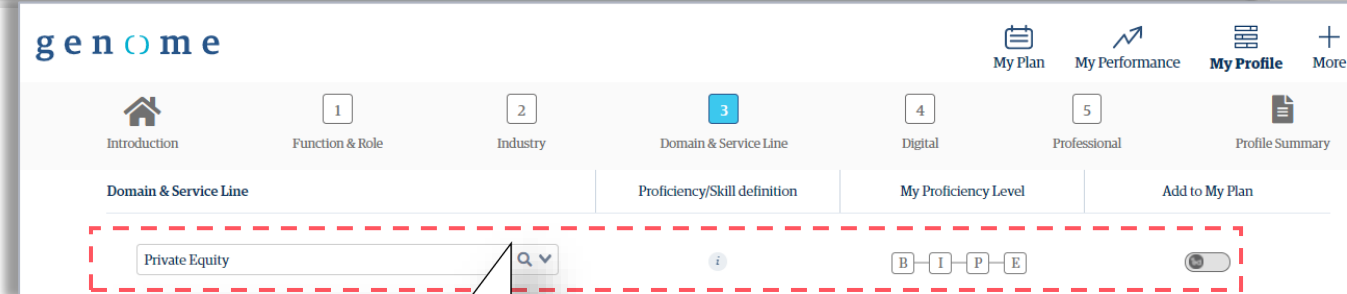
What's New in October 2021



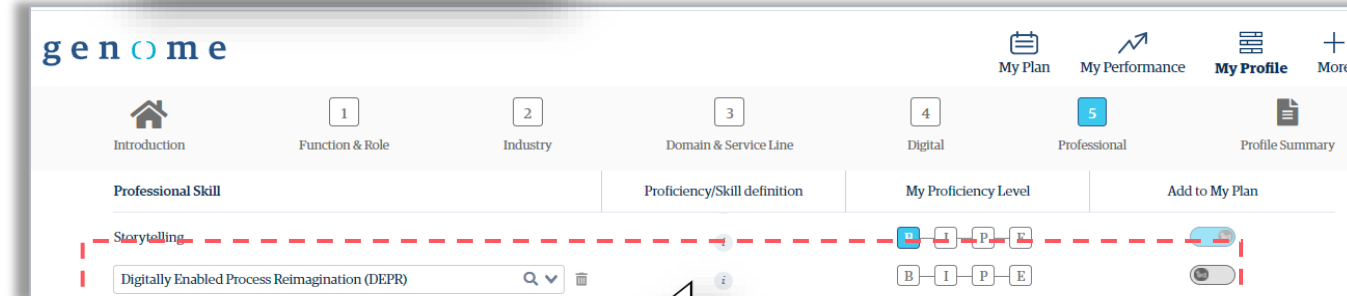
1. The Service Line skill **Transforming Private Equity for Portfolio Companies** has renamed as **Private Equity**
2. The Professional skills **Lean Digital for Transformation Services** is replaced by **Digitally Enabled Process Reimagination (DEPR)** and **Deal Management** by **Selling (for Sales Professionals)**.

Impact on the learners who have tagged themselves on these skills

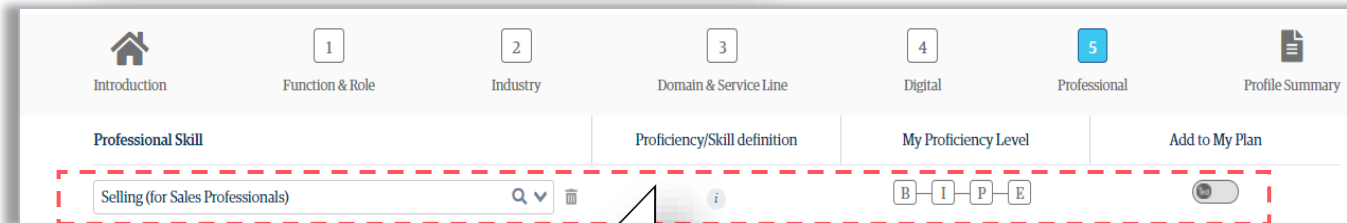
- Self tagging for these skills in My Profile will start reflecting on new skill name and skill dials will also populate accordingly.
- You Immerse, Transform and Solidify completion credit will now transfer on new skill name.
- If your Immerse completion does not appear under ITS completion table on My Performance page, go visit Ecast. In case of new content addition, finish your Immerse first and continue your wave completion journey.
- Any content completed will count toward your learner score.
- Review the skill and proficiency definition on My Profile for more updates.



Private Equity under Domain and Service Line



Digitally Enabled Process Reimagination (DEPR) skill under Professional



Selling (for Sales Professionals) under Professional

Wave completion in Genome

- It's time to track your accomplishment in genome through wave completion against skill and proficiency level on My Performance page.
- Download version captures your ITS completion date along with wave completion.
- Apply sorting on wave completion date to see your most recent wave completion in genome.
- If your BITS balloon is filled with blue colour i.e. you have completed that respective phase. If balloon is not filled wither you have not started journey or you are currently pursuing that.
- Managers can see now wave completion number against team member name on My Team Performance page.

Wave completion on My Performance page. Refer info icon for latest update.

Wave completion ⓘ

Completed

Skills	Proficiency	Because, Immerse, Transform and Solidify status	Wave completed (6) 🏆
Executive Presence	Beginner	B I T S	Feb 04, 2021
Client Relationship	Beginner	B I T S	Apr 12, 2021
Executive Presence	Intermediate	B I T S	Apr 25, 2021
Diversity and Inclusion	Beginner	B I T S	May 18, 2021
Client Relationship	Intermediate	B I T S	Jul 27, 2021

Download detailed BITS and wave completion data

Download view

OHR: 71
Downloaded on: Monday, October 4, 2021 4:34 PM

Skills	Proficiency	Immerse (6)	Transform (6)	Solidify (6)	Waves (6)
Executive Presence	Beginner	Completed	Completed (Jan 22, 2021)	Completed (Feb 04, 2021)	Completed (Feb 04, 2021)
Client Relationship	Beginner	Completed	Completed (Mar 22, 2021)	Completed (Apr 12, 2021)	Completed (Apr 12, 2021)
Executive Presence	Intermediate	Completed	Completed (Mar 16, 2021)	Completed (Apr 25, 2021)	Completed (Apr 25, 2021)
Diversity and Inclusion	Beginner	Completed	Completed (Apr 22, 2021)	Completed (May 18, 2021)	Completed (May 18, 2021)
Client Relationship	Intermediate	Completed	Completed (Jun 22, 2021)	Completed (Jul 27, 2021)	Completed (Jul 27, 2021)
Energy at Work	Beginner	Completed	Completed (Jul 22, 2021)	Completed (Jul 28, 2021)	Completed (Jul 28, 2021)

What's New in this?

- Improved scroll on My Performance page
- You can see “view by” sorting option on My performance page.
- Access any of the section by clicking on link, it will direct you on respective section.

Find the “view by” option on My Performance page with three options:
Learner score ,Wave completion and Learning trend. Click on any one the link to access the sections on the page



Product Update Because

Bug fixes and product feature enhancements

Freeze ideal profile header and make scroll more intuitive for learner on IOS

genome

Recommended skills for your role **HR Manager**

Industry
Select any industry you want to upskill on

Domain & Service Line
Select any domain & service line you want to upskill on

Digital
Add at least one of the following digital skill(s) to your My Plan

- Augmented Intelligence **B**
- Customer Experience **B**
- Data Literacy **B**

Genome app is responsive now on ipad and tablet.
Feel same experience on these devices also and track your learning journey from anywhere anytime.

genome

My Plan
Here's to the future you.

- 0 Industry *update pending*
- 0 Service Line *update pending*
- 0 Digital *update pending*
- 14 Professional *update pending*

Let's Get Specific
You've rated yourself, you've chosen the skills.
Click to choose which wave you ride today, based on the personalized plan Genome can now give you. What is a wave, you said? Click the icon below to find out.

Industry	Service Line
0/0 Waves left	0/0 Waves left
Digital	Professional
0/0 Waves left	15/15 Waves left

Incorrect video url in Solidify 3.0 registration email

Dear ,

You have successfully registered for the Solidify task below. Please complete the task as soon as possible to continue your Solidify journey and complete your BITS Wave! In order to successfully complete the BITS Wave, after you submit your task, **you will need to do three peer reviews.**

You have selected the following task:

Improve Communication using the Meeting Plan

Task Description:
Complete all the activities listed below and submit them in a single file (i.e. Word Doc, Excel file, PPT)

Prepare for an upcoming client/ internal stakeholder meeting using the Genpact Meeting Plan ([Download template](#)) and submit the following:

1. One sentence that describes the intent of the upcoming meeting you are planning for.
2. Provide the client/stakeholder details including relationship type, designation, buying center, and business function/process of your work team.
3. Your defined MEETING PURPOSE.
4. Your defined MEETING AGENDA.

Click [here](#) to submit your task.

If you have questions, watch this [video](#).

For any issues, please click [here](#).

Attention message on Solidify 2.0 application

The screenshot shows the 'Genome Solidify Workflow' dashboard. A red dashed box highlights an 'Alert' message that reads: 'Attention: The Genome team has made changes to Solidify to make the process better and easier to use. You are currently on the old version of Solidify. To experience the new Solidify, you need to complete your current Solidify journey by Oct 30, 1200 hrs IST | 0630 hrs GMT | 0230 hrs EST. If you do not complete your journeys by then, you will need to restart Solidify for those skills and proficiency. For any questions, reach out to your L&D teams or managers. Start Solidify'.

The Genome team has made changes to Solidify to make the process better and easier to use. You are currently on the old version of Solidify. To experience the new Solidify, you need to complete your current Solidify journey by Oct 30, 2021. If you do not complete your journey by then, you will need to restart Solidify for those skills and proficiency.

What's New in September 2021



Product Update Because

Bug fixes and product feature enhancements

My Learning Trend graph not auto loading after login first time in genome app



On skill dials, replace textual information "Almost done with Immerse, go finish it" by "Go finish Immerse" in My Plan



Sync up list of values under More on web and app versions

Support

FAQ

HR Buddy

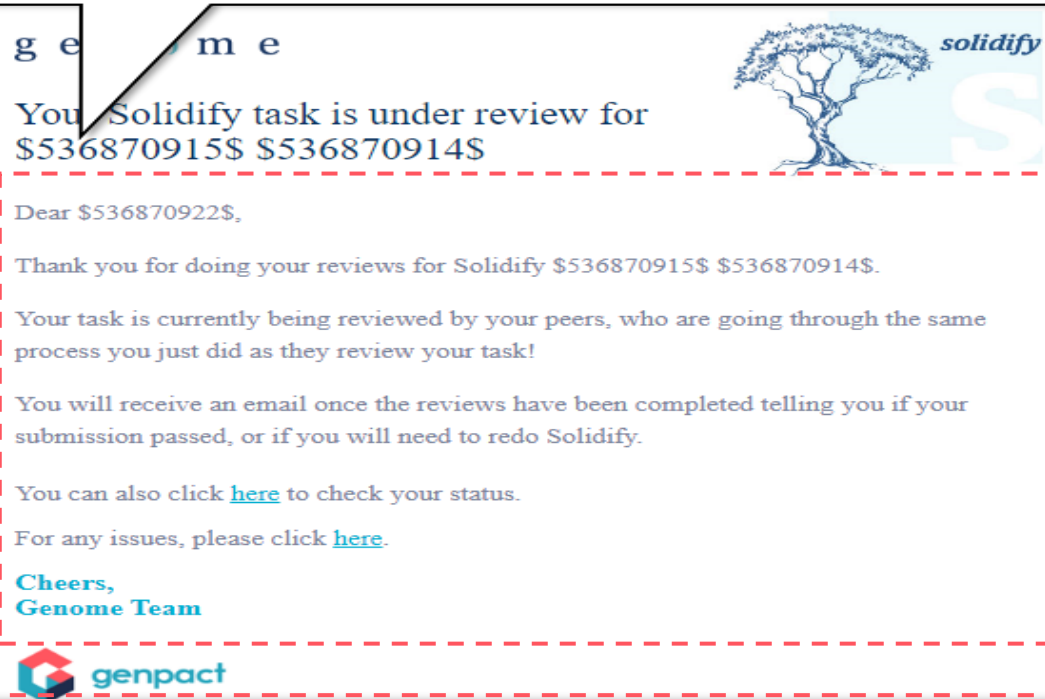
The How

What's new

Logout

Modify Screen text and Email template based on business recommendation

Note: Sample email template and screen text attached



The image shows a sample email template and screen text. The email template is enclosed in a dashed red box and contains the following text:

g e n o m e

You Solidify task is under review for \$536870915\$ \$536870914\$

Dear \$536870922\$,

Thank you for doing your reviews for Solidify \$536870915\$ \$536870914\$.

Your task is currently being reviewed by your peers, who are going through the same process you just did as they review your task!

You will receive an email once the reviews have been completed telling you if your submission passed, or if you will need to redo Solidify.

You can also click [here](#) to check your status.

For any issues, please click [here](#).

Cheers,
Genome Team

The screen text is enclosed in a solid black box and contains the following text:

genpact

Before starting Solidify you **must have done the following**:

1. Marked yourself as **Beginner Client Relationship** in [My Profile](#).
2. Completed **Immerse for Beginner Client Relationship**.
3. Completed **Transform** by attending a **Guru Connect** or a **Guru Forum** for **Beginner Client Relationship**.

You can check that you have done the prerequisites by visiting [My Performance](#).

If you have not completed the prerequisites please **do so now**, otherwise you will not complete a Wave.

Any questions on Solidify? Watch this [Video](#).

Click **Go** to continue!

Bug Fixes

- Fix grade calculation issue as few of the learner got fail specifically in Change Management and Insurance skills.
- Learner's Task status changing to "Pass" when 3 reviewers had completed the review for a Learner and the Learner had not reviewed any task.
- Restrict learners to register tasks on one proficiency in Solidify 2.0 & complete tasks on different proficiency in Solidify 3.0
- Backend fixes for learners who are waiting under "Awaiting for Reviewed Assignment" state.

What's New in August 2021



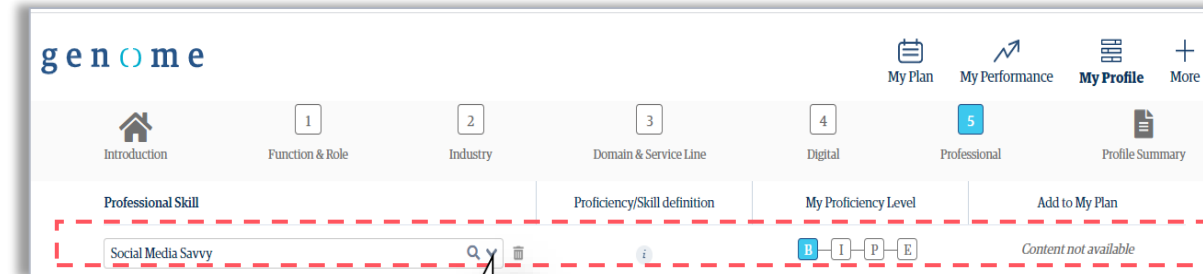
Say goodbye to Professional skill - **Social Media Savvy** and Digital skill - **Ambient Computing** from Genome

Businesses have revisited the priority for these two skills and are deactivating these from the prioritized skills list.

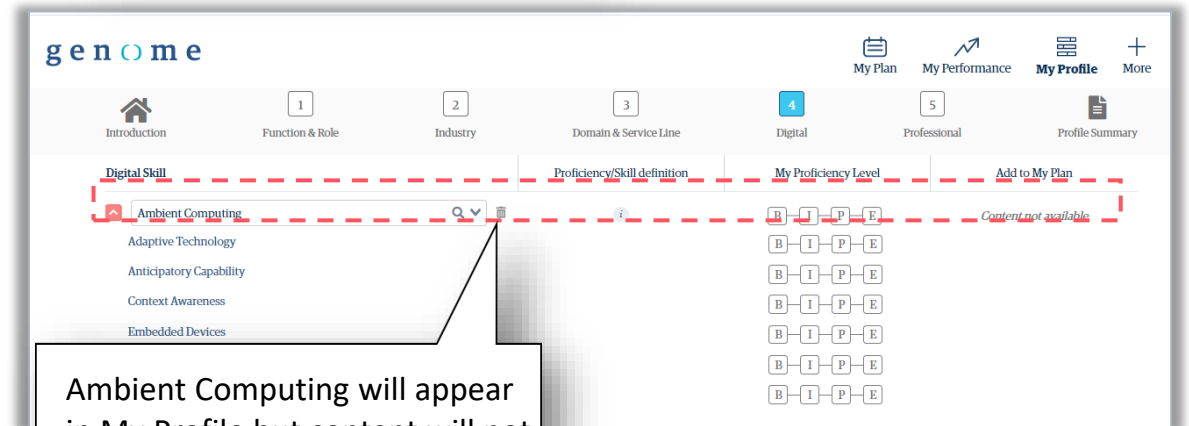
These skills will exist in My Profile. However, the channel is being discontinued after Aug 31, 2021.

Impact on the learners who have tagged themselves on these skills

- These skills will continue to appear in My Profile but there will not be any content available for these skills.
- Skill dials will not show on My Plan page. Skill will not show on My Performance page.
- Any content completed will count toward your learner score.



Social Media Savvy will appear in My Profile but content will not be available for this.

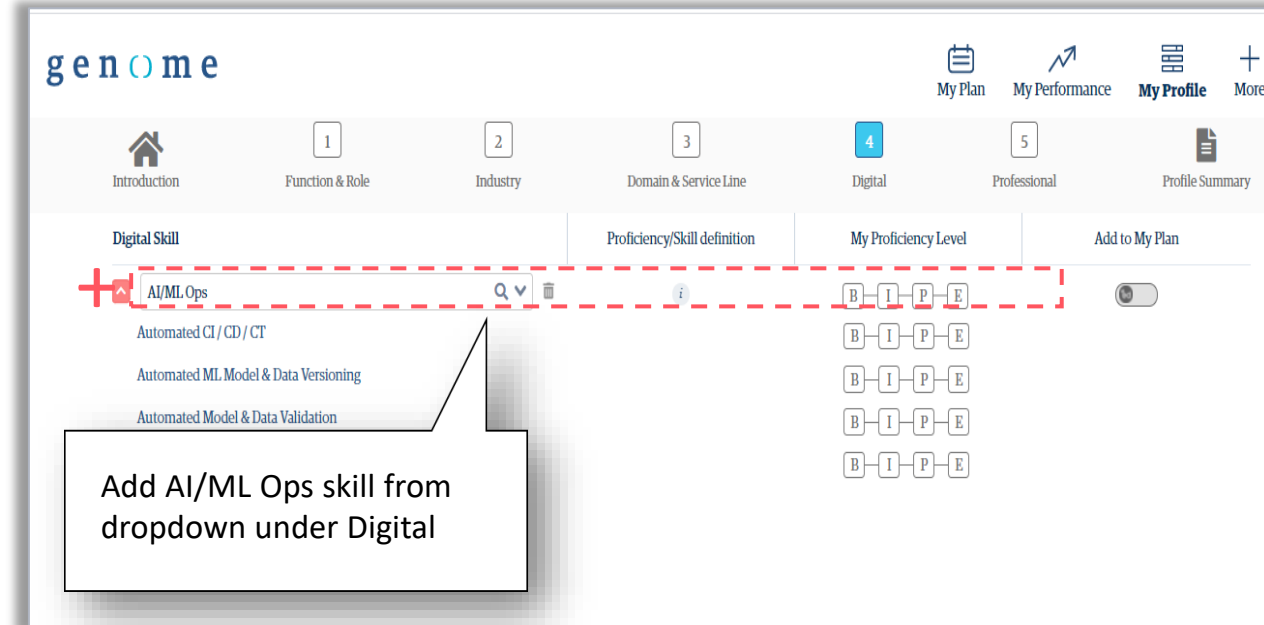


Ambient Computing will appear in My Profile but content will not be available for this.

AI/ML ops is a discipline focused on the deployment, testing monitoring and automation of ML systems in production.

This skill is mainly targeted for the following roles
Data Scientist, DevOps Specialist, Developer/Engineer, Engineering Manager, Solution Architect, Technical Architect, Technical Consultant, Cloud Engineer

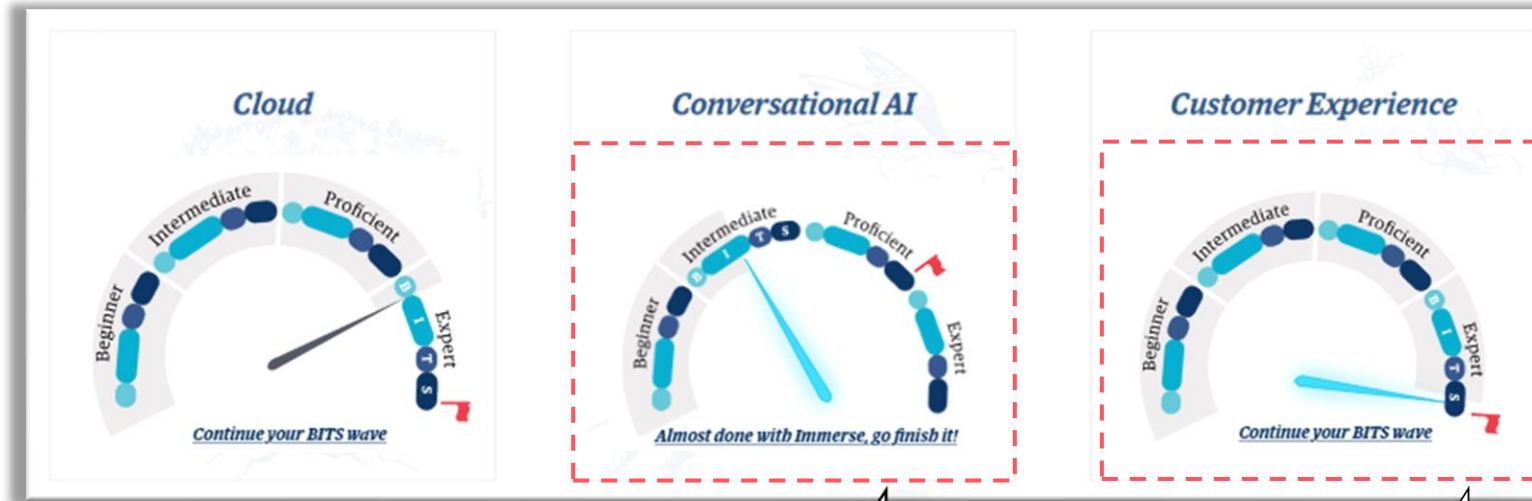
Note: This skill is available on My Profile and the channel is active for self-learning. Transform and Solidify – coming soon



What's New in this?

The skill dials with a glowing needle represent you have very little left to complete in Immerse and you are closer to finishing a wave than the other skills.

So get on to those skills first and start completing waves!



When Immerse is $\geq 75\%$ completed, needle will have a blue glow effect and text, "**Almost done with Immerse go finish it!**" Clicking on the text will take you to Immerse of this particular skill and proficiency level

The needle will glow until the wave is completed for that level

Download/Print the list of skills completed under I, T and S on My Performance

- You can now print your achievements and put it on your wall 😊
- Don't miss out on the important information on the info icon. For any questions, reach out to Support.

Skills are sorted in alphabetical order. Use scroll bar to view the list
If you find a skill has disappeared from Immerse. It means that new content has been added. Please check Edcast to see the new content

Completed Immerse, Transform and Solidify for the following skill(s) and proficiency level(s) 

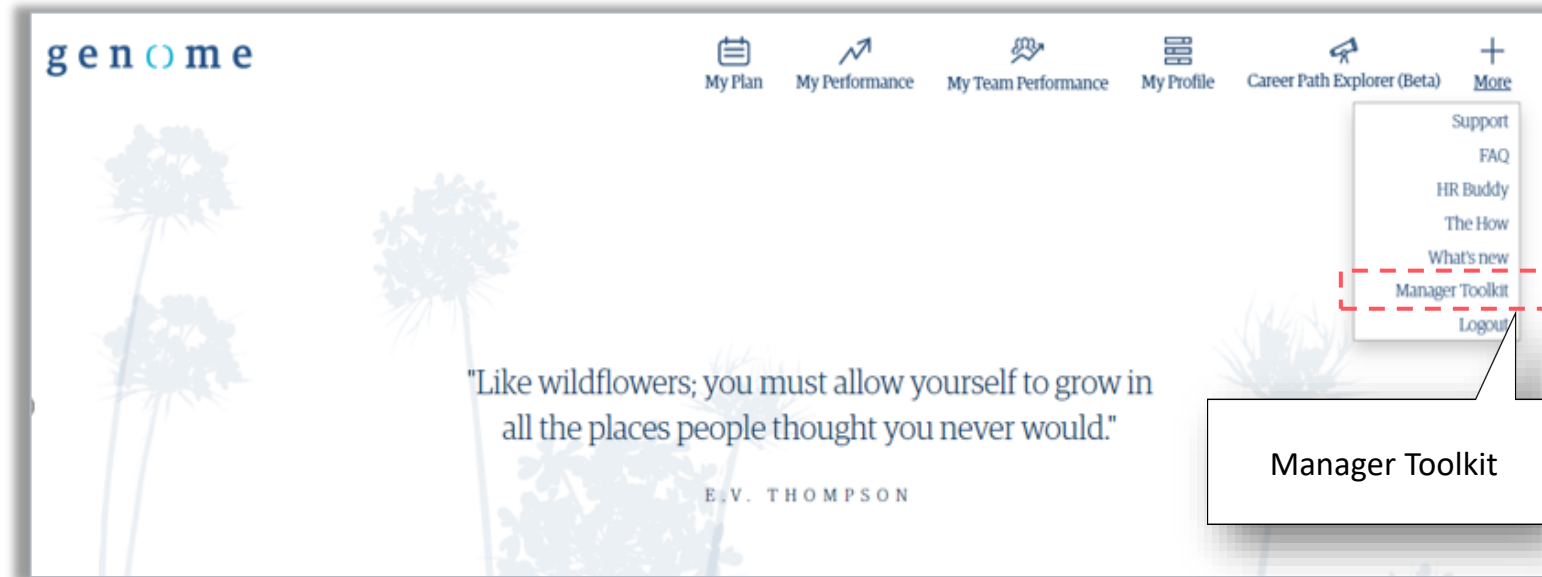
Skills	Proficiency	Immerse (5)	Transform (5)	Solidify (4)
Client Relationship	Beginner	Completed	Completed Mar 22, 2021	Completed
Client Relationship	Intermediate	Completed	Completed Jun 22, 2021	
Diversity and Inclusion	Beginner	Completed	Completed Apr 22, 2021	Completed
Executive Presence	Intermediate	Completed	Completed Mar 16, 2021	Completed
Executive Presence	Beginner	Completed	Completed Jan 22, 2021	Completed

 Download

Download

Manager Toolkit is now available on Genome home page

- This link will be visible to managers only.
- You can access the Manager Toolkit from My Team Performance page also.
- Accessible through browser as well as Genome app



New Solidify brings to you a faster way to complete your Solidify journey!

- New landing page to understand what all do you need to do to complete your solidify journey
- Submit your task and become a reviewer. No more wait time between doing a task and reviewing a task
- Could not finish the review in four hours for some reason, the task gets assigned to some one else and you get a new task to review
- Perform 3 reviews, a more balanced approach to reviews

Genome Solidify 3.0

Beginner - Client Relationships Solidify

Home Select Task Submit Peer Reviews Under Review Done!

- 1 Select a task**
Select a task to complete. If you are in a client-restricted environment, we have mobile-friendly tasks marked specifically for you!
- 2 Submit the task**
Submit by either uploading the task from your desktop or typing it in on a mobile device.
- 3 Review someone else's work**
Learning happens when you can evaluate someone's work! We will guide you on how to give feedback.
- 4 Celebrate!**
Once your task has been passed by your colleagues and you have done your reviews, it will be time to change your proficiency in My Profile!

Before starting Solidify you **must have done all the following**:

1. Marked yourself as **Beginner Client Relationships** in [My Profile](#)
2. Completed **Immerse for Beginner Client Relationships**
3. Completed **Transform** by attending **either** a Guru Connect **or** a Guru Forum for **Beginner Client Relationships**.

You can check that you have done the prerequisites by visiting [My Performance](#)

If you have not completed the prerequisites please **do so now**, otherwise you will not complete a Wave.

Any questions? Watch this [video](#).

Click **Go** to continue!

Go

Note: We are in the process of migrating all the skills to the new solidify application. You may still be on old application for some skills. Continue your journey but make sure you finish it by Oct 30, 2021.



Thank you