UNIVERSITY

TRAINING & DEVELOPMENT DIRECTIONS

Leadership Development Center

The purpose of our Leadership Development Center is to enable colleagues to become better managers by:

- Providing in-depth leadership development according to SoftServe's needs and business requirements;
- Constantly strengthening the professional skills of managers at all levels;
- Developing the managerial skills of future leaders;
- Creating training programs to improve leadership and management skills; and
- Implementing comprehensive and targeted training solutions.

We have created a flexible platform and intensive training solutions for new managers to fast-track their development and for existing leaders to enhance their capabilities. Our innovative leadership development programs combine diverse learning formats such as classroom training, practical tasks, meetings with experts, virtual sessions, team projects, and work with mentors. Using special projects and world-class specialists, we help colleagues to continually improve their managerial skills. Developed with input from top-flight leadership development experts, our learning solutions are of an uncompromisingly high quality. Our teaching methods focus on helping colleagues to form leadership approaches and gain new managerial skills through practical experience in a positive environment. In this way, they develop their strengths and learn to lead a team to success.

softserve

Our leadership development program covers:

- Global business perspective;
- Leadership styles and management functions;
- Effective communication and negotiation for managers;
- Personal effectiveness and self-awareness;
- Team creation and talent development;
- Change management;
- Financial literacy;
- Innovations and re-engineering;
- Analytics and strategy;
- International marketing; and
- Managing and cooperating with clients in an IT field.

Benefits

Reviews, expert advice, group work, and open communication helps team members to understand even the most difficult topics. We focus on the individual training needs of our team members, and help them to become competent and confident leaders. We recognize that their success will be beneficial to our entire business.

Mentorship Office

We create unique opportunities for colleagues to learn from expert team members sharing their knowledge.

Working with a mentor provides those who are less experienced with access to unique knowledge, effective solutions, and proven practices. Mentoring sessions also develop co-working, communication, and social skills.

The Mentorship Office works to:

- Help colleagues adapt to/learn new tasks;
- Provide training to prepare a team member for a career change;
- Improve functional skills;
- Retrain specialists;
- Help integrate new team members into the corporate environment;
- Transfer management skills and experience; and
- Aid the personal development of experts.

Mentoring is a proven way of structuring professional development, raising awareness, and improving skills. It enables team members to obtain answers to difficult questions, become more confident, better understand their career progression prospects, and transform their strengths into a great performance.

The Mentorship Office enables you to:

- Ensure more of your team qualify;
- Help team members further their careers;
- Facilitate knowledge, skills, and experience sharing;
- Train future and current mentors; and
- Promote the professional growth of individual team members.

Benefits We have created a unique opportunity for colleagues to plan their success and synchronize their career goals with SoftServe's business objectives. Our company's team members tell us that mentoring not only helps them to achieve a new level of professional competence, but also contributes to their understanding of their own potential and how it can be realized.

Training Management Group

The Training Management Group functions to improve team members' professional competence. It serves to:

- Develop and provide training programs for new team members according to the requirements of their position and aligned to the company's business objectives;
- Help team members develop their skills and progress their career;
- Teach team members how to work in support of the company's business objectives; and
- Introduce new working practices and how to implement them effectively.

We update and adapt our curricula according to current market trends and implement specific training solutions.

Trainings, seminars, online courses, virtual learning, projects, and other educational formats and initiatives are used to ensure our team members learn effectively. We also provide expert advice on how to develop their competence further.

We provide team members with access to extensive information that includes: an archive of educational videos, a library of professional literature, articles by internationally recognized experts, and a dynamic list of other useful resources.

The Training Management Group provides training solutions that cover:

- Software development;
- Testing and quality control;
- Project management;
- Business analysis;
- Product management;
- System architecture;
- Data science;
- Design;
- IT industry processes;
- Business competence;
- Agile methodology;
- Professional communication;
- Teamwork; and
- Personal effectiveness.

Benefits

We collaborate with our company's experts, and attract the best international trainers and consultants. SoftServe team members regularly participate in applicable conferences and seminars, communicate with leading experts, and have the opportunity to share their experiences with each other in the scope of educational projects and professional communities.

Every month, more than 500 SoftServe team members learn something new by participating in courses and training programs provided by the Training Management Group.

ABOUT US

SoftServe is a global digital authority and consulting company, operating at the cutting edge of technology. We reveal, transform, accelerate, and optimise the way large enterprises and software companies do business. With expertise across healthcare, retail, financial services, software, and more, we implement end-to-end solutions to deliver the innovation, quality, and speed that our clients' users expect.

SoftServe delivers open innovation – from generating compelling new ideas, to developing and implementing transformational products and services. Our work and client experience is built on a foundation of empathetic, human-focused experience design that ensures continuity from concept to release.

Ultimately, we empower businesses to re-identify their differentiation, accelerate market position, and vigorously compete in today's digital, global economy.

Visit our **website**, **blog**, **Facebook**, **Twitter**, and **LinkedIn** pages.

USA HQ
Tel: 1-512-516-8880
Toll free: 866-687-3588

EUROPEAN HQ
Tel: +380-32-240-9090
Toll free: 0-8006-0-8006

info@softserveinc.com
www.softserveinc.com

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