



Scaling Excellence

How Agilisium's Learning Culture
Fuels Talent, Trust, and Transformation





Executive Summary

In today's rapidly evolving digital world, the ability to learn faster than change itself is the ultimate competitive advantage. At Agilisium, we've built a high-performance learning culture rooted in the belief that empowered employees deliver empowered solutions.

With 98% of our workforce certified across GenAI, Cloud, and Data Engineering, and every Agilisian receiving ₹75,000 annually through our Professional Development Fund, learning is no longer optional - it's embedded into our DNA.

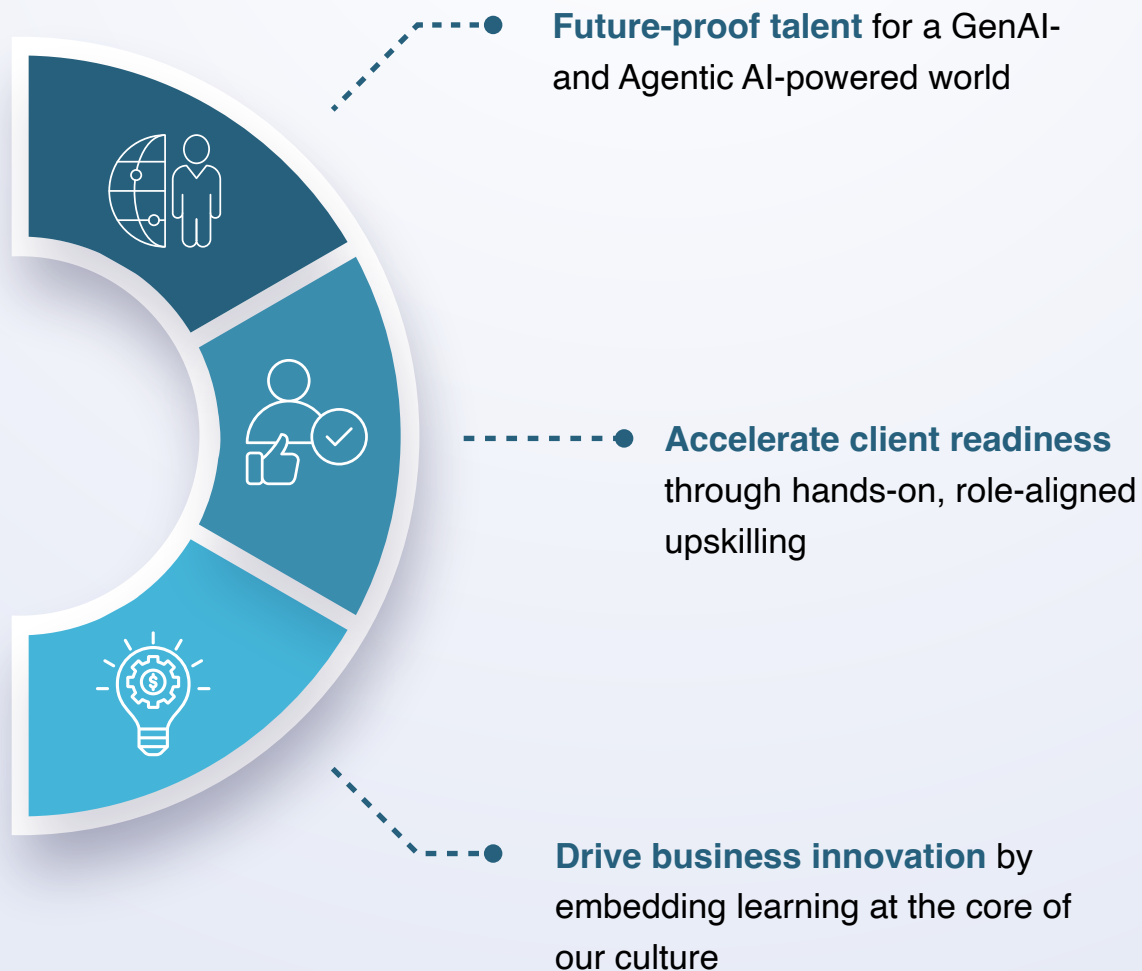
This whitepaper outlines how our learning-first approach drives business innovation, builds inclusive talent pipelines, and creates a magnetic employer brand for the future.

The Why

At Agilisium, we operate at the intersection of Data, Cloud, GenAI, and Autonomous Agentic AI to reshape the life sciences value chain. In this rapidly evolving landscape, our people are not just enablers; they are the catalysts of innovation.

We recognized that staying merely employable in the age of AI is not enough - we must empower our workforce to remain exceptional.

The need was clear



This is not about training for the sake of it. We set out to build a learning-first, innovation-ready culture that scales both human potential and business outcomes, and positions Agilisium as the employer of choice in life sciences and AI.

Our L&D Philosophy and Objectives

At its core, we believe Empowered employees deliver empowered solutions.

Our Objectives

At Agilisium, we believe that empowered employees deliver empowered solutions. Our learning philosophy is rooted in a simple but powerful vision

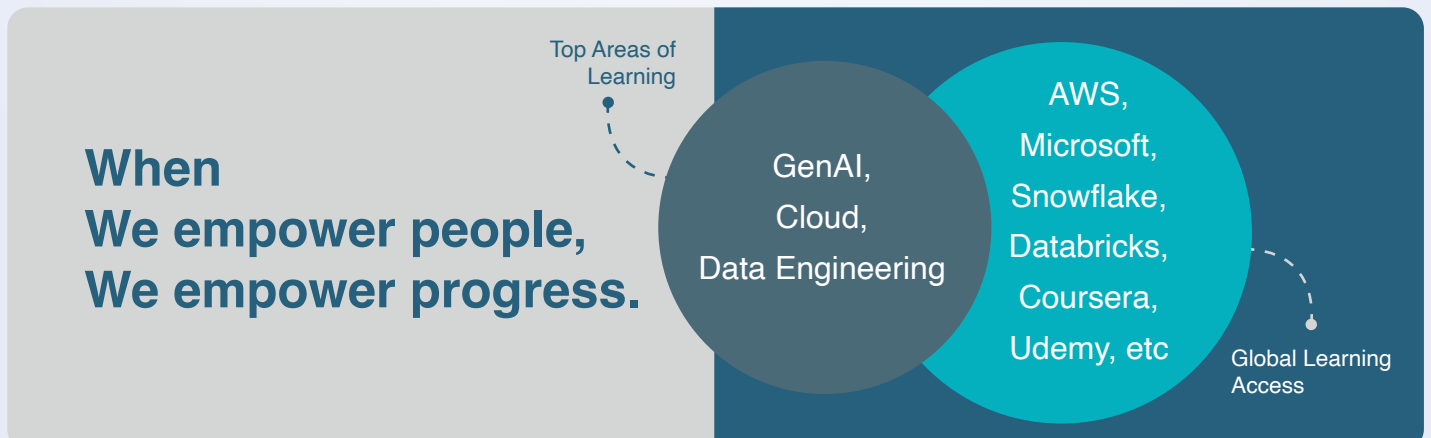
- **Empower every employee** to take ownership of their upskilling journey
- **Shift the mindset** from training delivery to career enablement
- **Invest meaningfully** in individual growth through tangible benefits like the ₹75,000 Professional Development Fund (PDF)

We view learning not as a one-time activity but as a continuous, evolving mindset. Our goal is to go beyond traditional training models and cultivate a high-performance learning culture where skill development becomes part of every employee's professional identity.

We aimed to move from mandate to motivation aligning personal aspirations with business goals, ensuring that every certification earned directly contributes to building a client-ready, innovation-first workforce.

To bring this vision to life, we launched the Agilisium Professional Development Fund (PDF). Every Agilisian receives an annual learning allowance of ₹75,000 to invest in their growth whether through global certifications, expert-led programs, or deep-dive specializations. This initiative has made learning both accessible and employee-owned.

Today, learning is embedded into our daily rhythm integrated with goals, projects, and performance. Learning is no longer just an HR initiative; it is a business imperative. And at the heart of it lies our belief





98% of our employees are now certified across GenAI, Tech, and Domain learning paths and that number is more than just a metric. It reflects our unwavering commitment to building a culture where learning never stops and progress never slows.

We believe that when you invest in people, you unlock limitless potential. And as we keep walking forward, we do so with one belief when people grow, innovation follows.

Raj Babu,

Founder & CEO, Agilisium

Our Approach: Learning Strategy and Execution Model

Turning vision into reality required a structured yet flexible execution model. At Agilisium, we adopted a multi-layered approach focused on ownership, enablement, and visibility, which led to a 98% organization-wide certification rate 338 out of 345 employees successfully certified.

Here's how we made it happen

1. HRD as the Strategic Driver

The Human Resources Development (HRD) team led this transformation end to end. With a clear mandate to build a high-performance learning culture, HRD



Curated certification pathways for all 8 practice areas



Partnered with leading training institutions to deliver 300+ hours of expert-led instruction



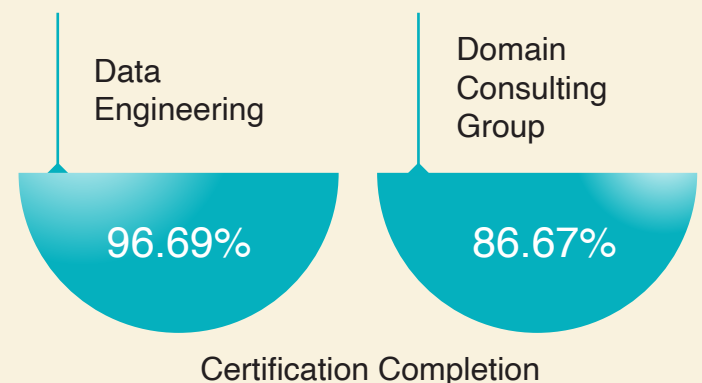
Enabled 106 employees through structured external training programs



Provided certification vouchers and hosted peer-led knowledge-sharing sessions

2. Practice-Wise Targets and Ownership

Practice leaders set specific certification targets and drove weekly progress reviews. This approach resulted in 100% certification in 6 practices, including Advanced Analytics, DevOps, Application Engineering, QA, Labs & Solutions, and Product & Platform.



3. Certifications Aligned with Practice Needs

Each practice identified industry-recognized certifications mapped to business priorities, client expectations, and emerging tech demands. This ensured learning was purposeful and project-aligned.



78 Databricks Certified
Data Engineer



64 GenAI
Certification



52 AWS Cloud
Practitioner



35 Power BI
Data Analyst



44 AWS
ML Engineer

4. Learning as a Shared Responsibility

Rather than mandate learning from the top, we fostered a co-owned model. Teams organized prep huddles, peer-learning circles, and internal sessions promoting collaboration and shared success.

5. Empowered by the PDF

Every Agilisian received **₹75,000** annually through our Professional Development Fund. 300+ employees used the PDF to pursue certifications of their choice, contributing to a total investment of **₹11,63,635**.

6. Learning as a Celebration

Certification success was showcased across internal channels - leaderboards, recognition forums, and social platforms. Learning became visible, aspirational, and proudly celebrated.

Measurable Impact and Success Metrics

We set an ambitious goal Make external certification a cultural norm.

We wanted our workforce to not only be hands-on with modern technologies but to demonstrate credible, industry-recognized expertise.

Organization-Wide Completion



Industry-Relevant Certifications at Scale

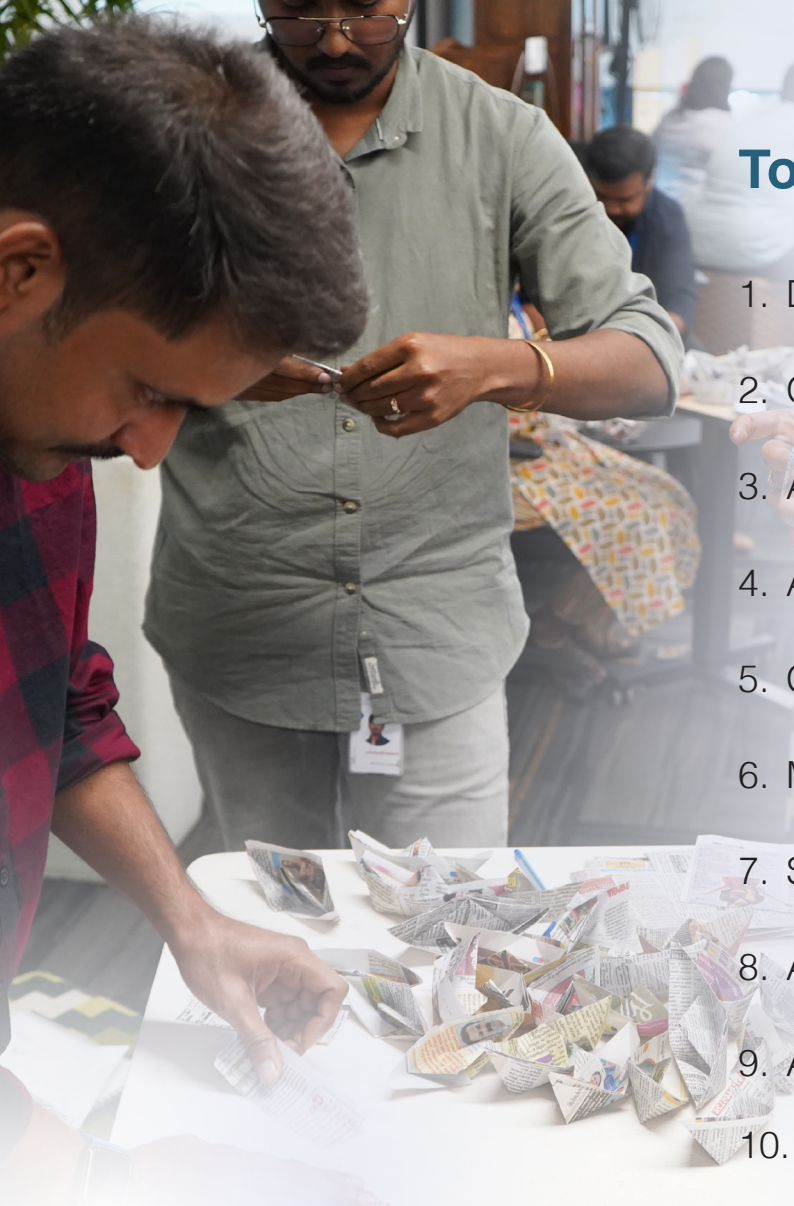
87% external certifications across global platforms such as AWS, Microsoft, Snowflake, and Google Cloud.

11% opted for curated Udemy certifications based on project relevance and learning goals.

Enabled and Empowered Learning

- Insights on **training program coverage**
- Insights on **Udemy course**
- Insights on **PDF**

Details breakdown of the certification coverage		
Practice	Certified Employees	Completion Rate
Advanced Analytics	60	100%
Application Engineering	69	100%
DevOps	15	100%
Labs & Solutions	2	100%
Product & Platform	8	100%
Quality Assurance	25	100%
Data Engineering	146	96.69%
Domain Consulting Group	13	86.67%

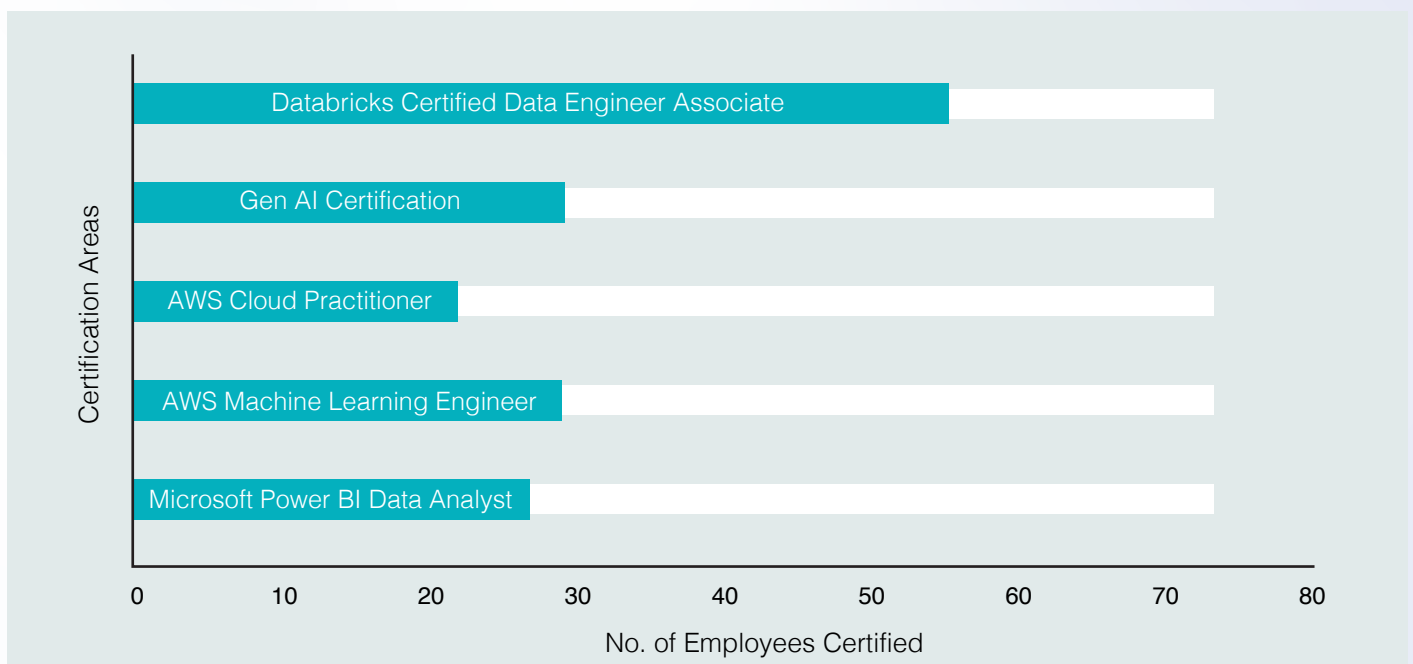


Top 10 Focus Areas

1. Databricks Certified Data Engineer
2. GenAI Certification
3. AWS Certified Cloud Practitioner
4. AWS Certified Machine Learning Engineer
5. Certified SAFe 6 Agilist
6. Microsoft Power BI Data Analyst
7. Salesforce Administration
8. Azure Data Scientist Associate
9. AWS Certified Developer - Associate
10. Alteryx Designer Core Certification

Top 5 Certifications

Out of 340+ certifications, nearly 35% were earned in the following key areas showcasing our readiness to be best Data Insights Partners for our clients.



Practice wise learning focus

Department	Top Certifications	The Learning Focus
Data Engineering	- Databricks Certified Data Engineer Associate - AWS Certified Cloud Practitioner - Azure Data Engineer Associate - Certified SAFe 6 Agilist-Alteryx Certified	Focused on Data Engineering platforms, cloud (AWS/ Azure/ GCP), and agile delivery.
Advanced Analytics	- AWS Certified Machine Learning Engineer - Power BI Data Analyst (PL-300) - Azure Data Scientist Associate - Databricks Certifications	Strong emphasis on Machine Learning, Power BI, and Azure/GCP/AWS.
QA	- Selenium/Web/API Testing - ISTQB - Power BI Bootcamps - AWS Certifications	Blend of testing frameworks, cloud basics and BI Automation and API testing.
Application Engineering	- NodeJS, Spring Boot, FastAPI - AWS Developer Associate - GenAI Certification - HCI/UX Courses	Focus on AWS development, UX, Full-stack, and GenAI upskilling.
Product & Platform	- Salesforce Platform Developer - Copado Fundamentals - Salesforce AI Associate	Salesforce ecosystem was prioritized.
DCG	- Certified Scrum Product Owner (CSPO) - JIRA Software Essentials-Business Analysis	Strong focus on Agile certifications, product ownership, and project tools.
DevOps	- AWS Solutions Architect Associate & Professional - GitLab CI- Kubernetes	Targeted upskilling in cloud infrastructure, automation, and deployment tools.
Labs & Solutions	- GenAI Certification - Product Management	Certifications here are involved innovation and product focused.

External Training Programs

The table below captures our upskilling efforts across various technologies. We empanelled the best of the vendors across the industry to train our resources.



106 employees were trained over 300 hours by our external training partners.

External Training Programs

Certification	No. of participants
Gen AI - Enabler Program	30
AWS Certified Cloud Practitioner	18
AWS Certified Data Engineer - Associate	8
AWS Certified Data Engineer - Associate	2
AWS Certified Developer - Associate	12
AWS Certified Developer - Associate	10
AWS Certified Machine Learning - Specialty	6
AWS Certified Security - Speciality	1
AWS Certified Solution Architect - Associate	12
AWS Certified Solution Architect - Associate	6
AWS Certified Solution Architect - Professional	1



Learning Powered by Udemy

As part of our multi-modal learning strategy, Agilisium enabled employees to pursue self-paced, high-quality upskilling through the Udemy platform. This channel empowered Agilisians to complement instructor-led and PDF-driven learning with flexible, on-demand resources aligned to their certification goals and project requirements.

Over the course of the year, 38 employees leveraged Udemy to enhance their technical expertise across key areas including cloud, front-end development, and programming fundamentals.

Top 5 Most-Accessed Courses on Udemy

1. AWS Certified Cloud Practitioner
2. AWS Certified Developer – Associate
3. PCEP Certified Entry-Level Python Programmer
4. NodeJS – The Complete Guide (MVC, REST APIs, GraphQL, Deno)
5. Meta Frontend Professional Developer

Department-Wise Engagement

Primary Department	Total
Application Engineering	22
Data Engineering	15
Advanced Analytics	1

This approach supported individual ownership of learning, while reinforcing our larger mission to cultivate a client-ready, future-focused workforce. Udemy's flexible format allowed employees to align their learning journey with both business priorities and personal growth ambitions.

Sustaining the Momentum What's Next for Learning at Agilisium

Our learning transformation journey does not stop at certifications. At Agilisium, we are continuously evolving to ensure our workforce remains ahead of the curve - not just trained, but solution-ready.

Here's how we are building on this momentum

Deepening Technical Depth

We are moving beyond certifications to foster applied mastery. Future learning journeys will embed

- Hackathons and real-time problem-solving exercises
- Internal Centers of Excellence (CoEs) for continuous skill enhancement
- Client-aligned upskilling tailored to industry-specific use cases and tech trends

Expanding Opportunities

With the Professional Development Fund (PDF) well-established, we are now encouraging

- Cross-skilling across adjacent domains to broaden expertise
- Exploration of emerging technologies, including AI, GenAI, and Autonomous Agentic AI
- Multi-level credentialing aligned to individual career pathways and growth milestones

Leadership and Behavioral Development

Technical skills are essential, but not sufficient. We're investing in developing well-rounded professionals through

- Leadership programs for emerging managers and team leads
- Power skills training for effective client engagement and collaboration
- Design thinking, storytelling, and consulting mindset development for business impact

From Certified to Solution-Ready

Our success metric is evolving. It's no longer just about who is certified - it's about who is project-ready, innovation-driven, and client-impactful. Our learning pathways are being fully integrated into project onboarding, delivery pipelines, and performance metrics.

Key Enablers of Our Learning Transformation

Behind Agilisium's large-scale learning transformation lies a set of intentional enablers that served not merely as support mechanisms, but as powerful catalysts for change.



HRD Team Ownership and Leadership

The Human Resources Development (HRD) team anchored the initiative from end to end, driving execution with clarity, consistency, and collaboration. With strong support from technical leadership, the team

- Curated role-specific certification pathways
- Aligned learning with ongoing project demands
- Personally engaged with teams to encourage completions



Curated Learning Pathways

Our practice leaders played a critical role in shaping learning journeys tailored to functional expertise. Whether in cloud architecture, advanced analytics, or data engineering, every pathway was designed for relevance, depth, and project-readiness.



Top-Tier Training Partnerships

Agilisium partnered with industry-leading training providers to deliver structured workshops, bootcamps, and virtual sessions. Internal experts also led practice-specific learning, cultivating a strong culture of peer-led knowledge sharing.



Recognition and Accountability Culture

Learning milestones were made visible and celebrated. From real-time dashboards and leaderboards to team shoutouts and leadership spotlights, achievement was recognized at every level.

The tone was clear At Agilisium, learning is the new winning.

Learning

never stops.

Growth

never slows.



Future-ready
starts with
Learner-ready

Recognized by AIM Agilisium as One of the Best Firms for Women in Tech

At Agilisium, our commitment to learning, leadership, and inclusion goes hand-in-hand. We are proud to be recognized by **Analytics India Magazine (AIM)** as one of the best firms for Women in Tech - a recognition that affirms our belief that **diverse teams drive deeper impact**.

This milestone is not just an honor. It is a reflection of the intentional culture we've created - one where women are empowered to grow, lead, and innovate across every level of the organization.



Why Agilisium is a Women-in-Tech Focused Firm

- Inclusive hiring and growth opportunities across Data, Cloud, GenAI, and Engineering roles
- Women-led teams delivering business-critical and client-facing solutions
- Leadership development programs tailored for emerging women technologists
- Structured mentorship and allyship frameworks to drive career progression
- Flexible work policies and returnship programs supporting diverse life journeys

We are proud that many of our most innovative solutions are powered by exceptional women technologists - leading with skill, empathy, and bold thinking.

Conclusion

Learning as Our Growth Engine

At Agilisium, learning is not a program. It is a mindset - embedded into our culture, guided by our values, and aligned with every stage of business growth.

Through strategic investments, structured execution, and deep employee ownership, we empowered 98% of our workforce to become certified, client-ready, and future-facing. From self-driven upskilling through the ₹75,000 PDF, to advanced technical enablement via GenAI, Cloud, and Agentic AI, our model has turned intent into measurable impact.

This whitepaper reflects more than just a set of initiatives - it captures a culture where

- People own their growth
- Leaders grow from learners
- Innovation is fueled by inclusivity and curiosity

As we move forward, our focus will remain clear

To build not just a high-performance organization, but a human-centered one - where learning never stops, diversity is celebrated, and every Agilisian walks forward empowered to lead the future.



About Author,

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Head – Global Talent Transformation

Siva is an award-winning Learning & Development leader known for pioneering innovative, AI-driven, and gamified learning experiences. An alumnus of IIM Indore with a specialization in Leadership & Change Management, Shiva brings a future-focused mindset to corporate learning.

As the Head of Global Talent Transformation at Agilisium, he leads global L&D strategy driving impactful, tech-enabled learning for over 8,000

professionals worldwide. He has created 40+ e-learning programs, including multiple award-winning gamified modules on Compliance and Analytical Thinking.

A recognized gamification expert, Shiva has developed AI-powered tools such as an AI Pitch Partner, YouTube Summarizer, and Automated PPT Creator to elevate learning efficiency and engagement. His initiatives span leadership development, women leadership programs, and game-based learning, significantly shaping organizational culture and capability.

His work has earned him several industry accolades, including:



Beyond the corporate sphere, Shiva is an active speaker, podcaster, and content creator, passionately sharing insights on AI in learning, leadership, and mental well-being.

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