ACCELERATE – IT ™

The IT Professionals'

Career Planning & Development Program

A Guide to Charting Your Career Progression, Promotion and Future Within the Field of IT

Ascentii

"...It's About Time."

What is Important to IT Professionals?…

❑ The most recent version of an annual survey of IT professionals had over 2,000 respondents. Participants were asked to rank order 37 Job-Related Factors that contribute to job satisfaction and retention. The top 5 were:

1. Respect
2. Full Health Benefits
3. Supportive, Effective Management
4. Reimbursement for Training Expenses
5. Opportunities for Advancement

❑ Research has also shown that a well designed and implemented Career Development program is the common denominator and *the* pivotal component for attracting, developing and retaining a high performing IT team.

❑ A well designed and implemented IT Career Development Program (ITCDP):

1. Demystifies individual and team performance objectives

2. Provides a standardized performance model which includes the following components and tools to assess performance and one's career progression within the organization:
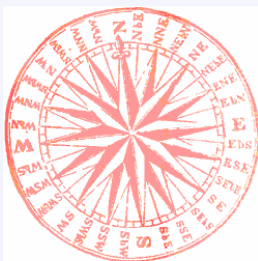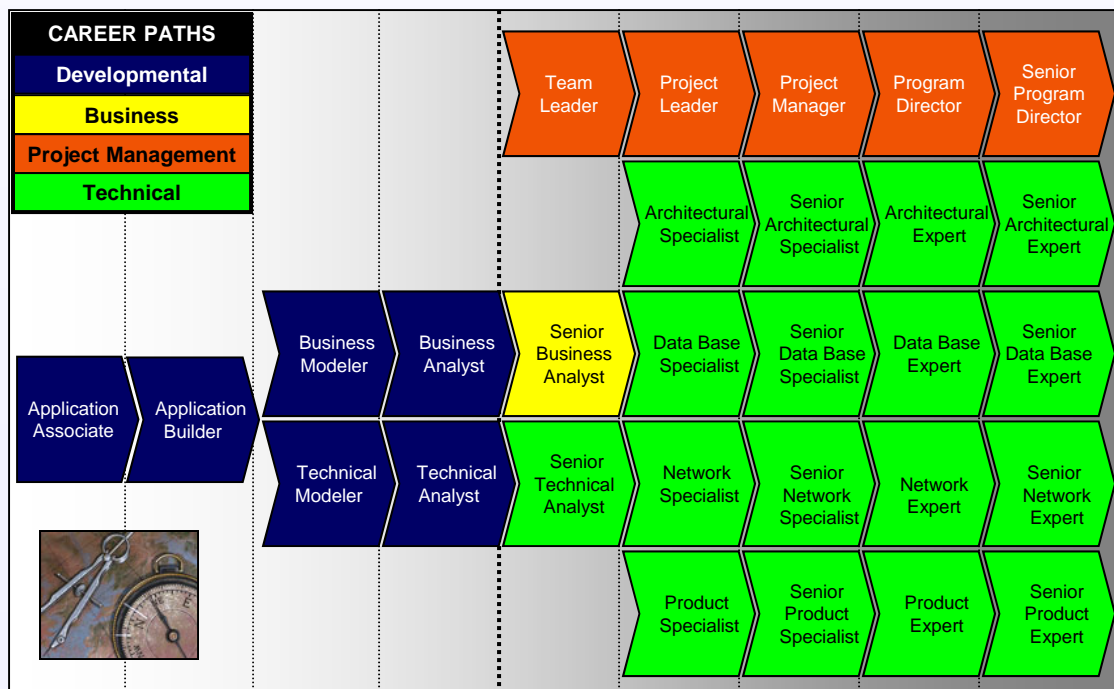
   - Project Expectations
   - Project Performance Appraisal
   - Career Self-Assessment Template
   - Skills Assessment
   - Annual Appraisals
   - Goal Setting
   - Education Planning
   - Differentiates Career Progression & Career Promotion

With ACCELERATE - IT™ You'll Get Results

Ascentii's ACCELERATE – IT™ is a framework for supporting the Activities associated with the HR Life Cycle of attracting, developing and managing IT Professionals. It is instrumental in assisting IT Professionals identify and pursue career goals and alternatives within Information Technology (IT). ***Use our Leading Practices templates OR have them easily customized for your organization OR use our Engine and your exiting documentation, OR use a blended approach.*** The foundation for this guide is the Career Compass Model which is a graphical representation of the various career alternatives.

ACCELERATE – IT™ Can be Customized to Include:

- Standardized Critical Behavior Interview Questions
- New Employee Orientation Program
- IT Project Joining Guides
- Detailed Job Descriptions
- Probationary and Annual Performance Appraisal Templates
- Training & Development Needs Assessments, Action Planners and Follow-Up Report Templates

- Integration to an Online Catalog of over 140 Business & IT Courses & Modules (Optional)
- Online Courses & Modules supported by a robust Learning Management System (LMS) to track & report Learner progress
- A repository for Course Completion Certificates for Compliance Reporting purposes
- Career Progression & Promotion Criteria & Options for your IT Professionals

CAREER PATHS									
Developmental					Team Leader	Project Leader	Project Manager	Program Director	Senior Program Director
Business									
Project Management					Architectural Specialist	Senior Architectural Specialist	Architectural Expert	Senior Architectural Expert	
Technical									
		Business Modeler	Business Analyst	Senior Business Analyst	Data Base Specialist	Senior Data Base Specialist	Data Base Expert	Senior Data Base Expert	
Application Associate	Application Builder	Technical Modeler	Technical Analyst	Senior Technical Analyst	Network Specialist	Senior Network Specialist	Network Expert	Senior Network Expert	
					Product Specialist	Senior Product Specialist	Product Expert	Senior Product Expert	

ILLUSTRATED EXAMPLE of a Baseline ACCELERATE-IT™ Program

This IT Professional's Employee Performance Management and Career Development Program can be customized to meet the needs of <u>Your</u> IT Organization.

Features

- Cloud-based and secure; accessible from anywhere 24/7/365.
- The original baseline offering encompassed 4 major Career Paths, 12 Disciplines, 41 Functional Roles and 3 sets of Competencies, the model lays the foundation for career progression and promotion expectations and the requirements for each within and between the various career paths.
- Current capability includes our 54 Factor Competency framework for 1,200+ Roles/Jobs
- Includes optional templates for Critical Behavior Interviewing, New Employee Orientation, Job Descriptions, Performance Appraisal, Training & Development Needs Assessments.
- Can be optionally integrated with an online catalog of over 140 Business and IT courses - 3,000+ hours of eLearning.
- eLearning is supported by a robust Learning Management System to track individual Learner progress through the customized curriculum – to the minute.
- Use our Leading Practices Templates OR;
  - Have us analyze your IT Job(s) OR;
  - Use our engine with your documentation OR;
  - Take a Blended Approach… *your Choice!*
- Secure and Fully Automated: Your customized Security Profiles automatically route the right documents to the right people at the right time.
- Templates support a variety of appraisals: e.g., New Hire probationary, Project-based, Quarterly, Annual… what ever you require.
- Easily Scalable; Supports an unlimited number of appraisal forms, IT Professionals and Jobs.

Benefits

- Standardizes the Interviewing, Performance Appraisal, Training & Development and Career Development Processes.
- Multiple Interview, Performance Appraisal, Training & Development and Career Progression/Promotion Processes can be run concurrently.
- Provides HR with a way of tracking real time status of the performance appraisal process.
- Friendly interface promotes more timely documentation from Managers/Employees
- Use as part of a screening process for Candidates to ensure better hiring decisions.
- Lowers Cost to Hire.
- Lowers Attrition & Improves Retention.
- Improves Employee Satisfaction and Productivity.
- Lowers IT Operational Costs.
- The common framework significantly improves Communication between Managers, Supervisors and IT Professionals for Career Development.
- Aligns Performance Expectations between Managers & Direct Reports.
- Integrates training plans resulting in increased ROI to the organization by rolling up training requirements and permitting volume discount pricing with suppliers.
- Accessible anywhere, anytime.
- Can easily be customized to meet your specific IT organization's objectives/goals.
- Role-based, Intuitive work flow…be up and running in Days/Weeks!

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