

Accenture Academy Specialty Skills

Proven, cost-effective learning solutions
to rapidly advance the specialty skills of
your workforce



High performance. Delivered.



Employees in workforce functions such as supply chain and finance are often called upon to develop specialty skills in areas ranging from innovation to risk management.

The problem with many courses currently available in the marketplace is that learning solutions are not tailored to the needs of an employee's particular function. General learning about innovation or risk can only take a person so far. What really makes a difference to overall performance is courseware in a specialty skill that is tailored to a person's specific job and role.

That's where Accenture Academy comes in. Our extensive, proven skills curriculum – covering disciplines such as project management, process excellence, and sustainability and enterprise-resource planning – is designed to meet the requirements of organizations for employees with specialized skillsets.

As a worldwide leader in innovative and effective learning solutions, Accenture Academy provides a blended, interactive and highly engaging learning environment. Our courses are designed to help organizations achieve measurable business outcomes, and our learning professionals work with clients to keep learning plans aligned with changing strategies and business goals.

An extensive skills curriculum

Accenture Academy provides a skills curriculum that is based on up-to-date functional competency models and job frameworks. At the same time, Accenture Academy solutions are tailored to the specific needs of your organization, your people and your strategic goals. That means assessing your current skills inventory, analysing the gap between where your people are and where they need to be from a training perspective, and then matching customized learning plans to those needs.

The Accenture Academy curriculum covers the following specialty skills areas:

- **Innovation:** Translating strategic priorities into innovation objectives and resource requirements in order to create better, more effective products, processes, services, technologies and ideas.
- **Process Excellence:** Taking actions to identify, analyze and improve an organization's existing business processes in order to meet new goals and objectives, reduce costs and accelerate schedules.
- **Project and Program Management:** Planning, organizing, securing, managing, leading and controlling resources to achieve specific goals, from initiation and planning to execution and closure.
- **Risk Management:** Identifying, assessing, measuring, managing and mitigating business, operational, and other non-financial risks across the enterprise.
- **Sustainability:** Maintaining long-term responsibility across environmental, economic and social dimensions, including strategy, regulation, operational excellence and emissions management.

The Accenture Academy curriculum covers the following specialty skills areas:



Innovation



Process Excellence



Project and Program Management



Risk Management



Sustainability



Enterprise Resource Planning Fundamentals

Established track record – measurable results

Accenture Academy clients are realizing significant benefits in enhancing the specialty skills of their people, engaging top talent and improving organizational performance:

A leading agribusiness and food company with more than 35,000 employees in 40 countries retained Accenture Academy to set up a global learning program to cross-train its employees in specialty skills, in order to help them gain a deeper understanding of other key company functions. The results led to increased business agility, improved decision making and business partnering across the organization and provided people with greater opportunities to move between functions.

One of the world's largest discount retailers determined that company-wide skills in replenishment were less advanced than those in other areas. Inconsistent processes across regions were common, best practices were usually identified through trial and error, and the analytical proficiencies needed to make superior stocking decisions were often unavailable. Accenture Academy implemented a process-excellence training program to bring a new level of professionalism to the company's retail inventory management, as well as a consistent, repeatable process for retailers and retail suppliers. The benefits have been significant and visible, including an improved ability to put the right product in the right place at the right time, more advanced technology skills for supporting replenishment, greater consistency in training and skills assessment, and increased career-enhancement potential, job satisfaction and workforce retention.

A global supplier of industrial gases, performance materials, equipment and technology sought to focus on improved process excellence in order to gain competitive advantage through lower costs and better customer service. The company selected Accenture Academy to implement a training and education program that would reach all echelons of staff and line management. As a result, it has seen continued improvement in its ability to meet customer needs more effectively and efficiently. Furthermore, Accenture Academy has helped to increase the company's understanding of business processes and techniques in various roles and functions, which has brought more uniformity to its processes and helped eliminate waste and reduce overall costs.

One of the world's premier biopharmaceutical companies, with annual revenues of more than \$51 billion and 78,000 employees worldwide, partnered with Accenture Academy to help accelerate and enhance skill building in project and program management. The professional growth facilitated by Accenture Academy has been lauded by the company, as has the flexibility and inherent suitability of the learning solution to its global organization. As a result, people with capabilities in different areas are better able to collaborate, thereby improving the speed and results of projects across the organization.

The Accenture difference

Distinctive skills services

As one of the world's leading providers of consulting, technology and outsourcing services, Accenture helps its clients architect, build and operate high performance organizations.

A leader in enterprise learning

Accenture is an acknowledged innovator in enterprise learning and has business, industry, training and technology skills that are unmatched in the marketplace. Accenture Academy delivers specialty skills content that is tightly aligned to competency models and job frameworks, so that learning programs meet real and relevant performance needs. Our "cross-training" methodology means that multiple learning experiences in relevant areas build upon and reinforce each other. Our engaging specialty skills curriculum is continuously refreshed with new content and is available on demand 24/7 — offering flexible access to learning for our clients around the world. With broad consulting, outsourcing and technology experience, Accenture can help your organization drive measurable improvements in the performance of your workforce — increasing the value it delivers to your entire organization.

Learn more

For more information about Accenture Academy—and about how Accenture can help your organization drive toward high performance through differentiated, skilled talent—please visit: www.accentureacademy.com.

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