

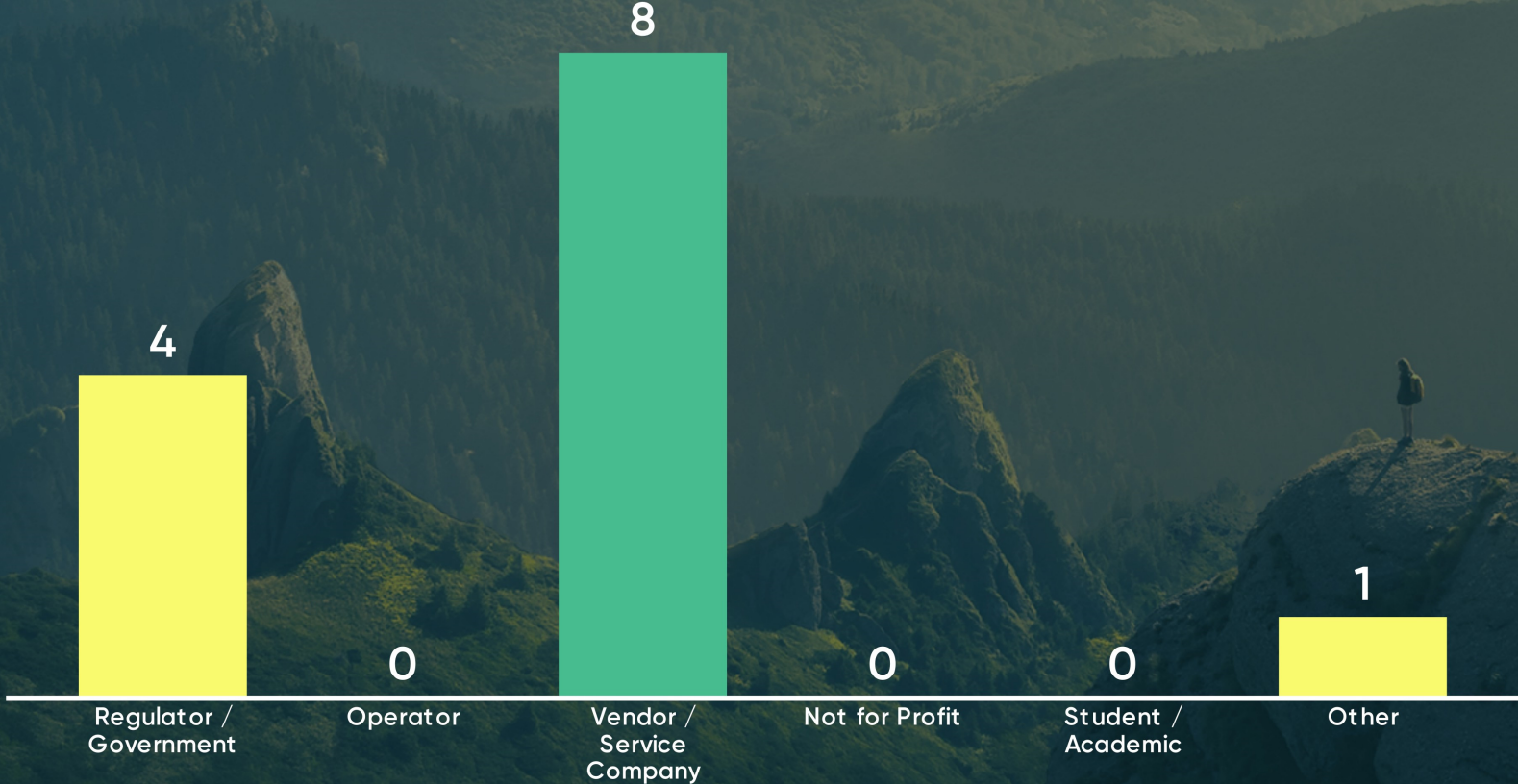
# NDR2019 – CAPABILITY BREAKOUT

Are you ready?





# Who is in the room?



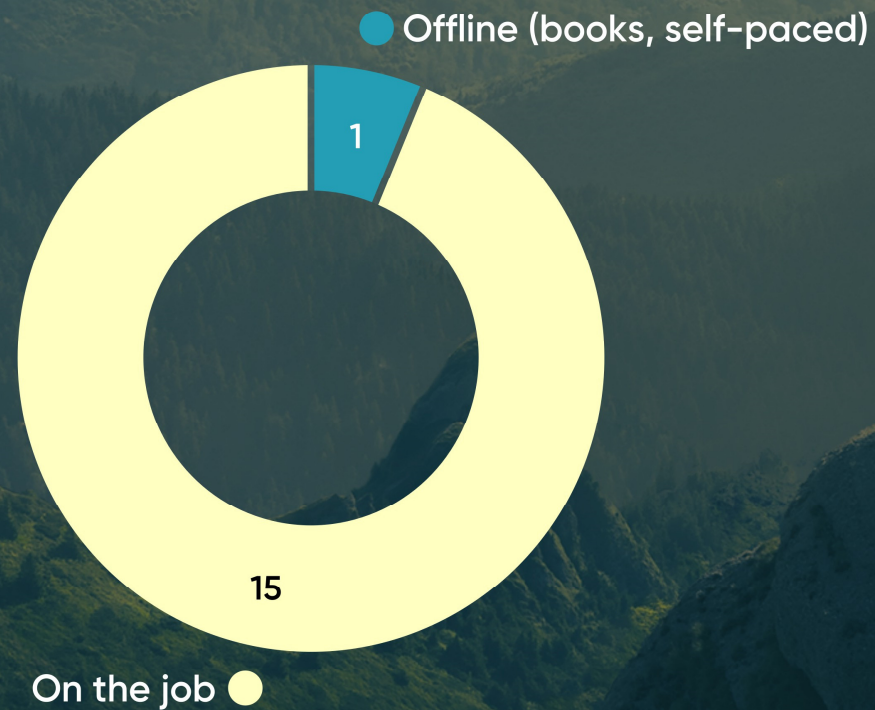






# How do you access learning about data?

Mentimeter



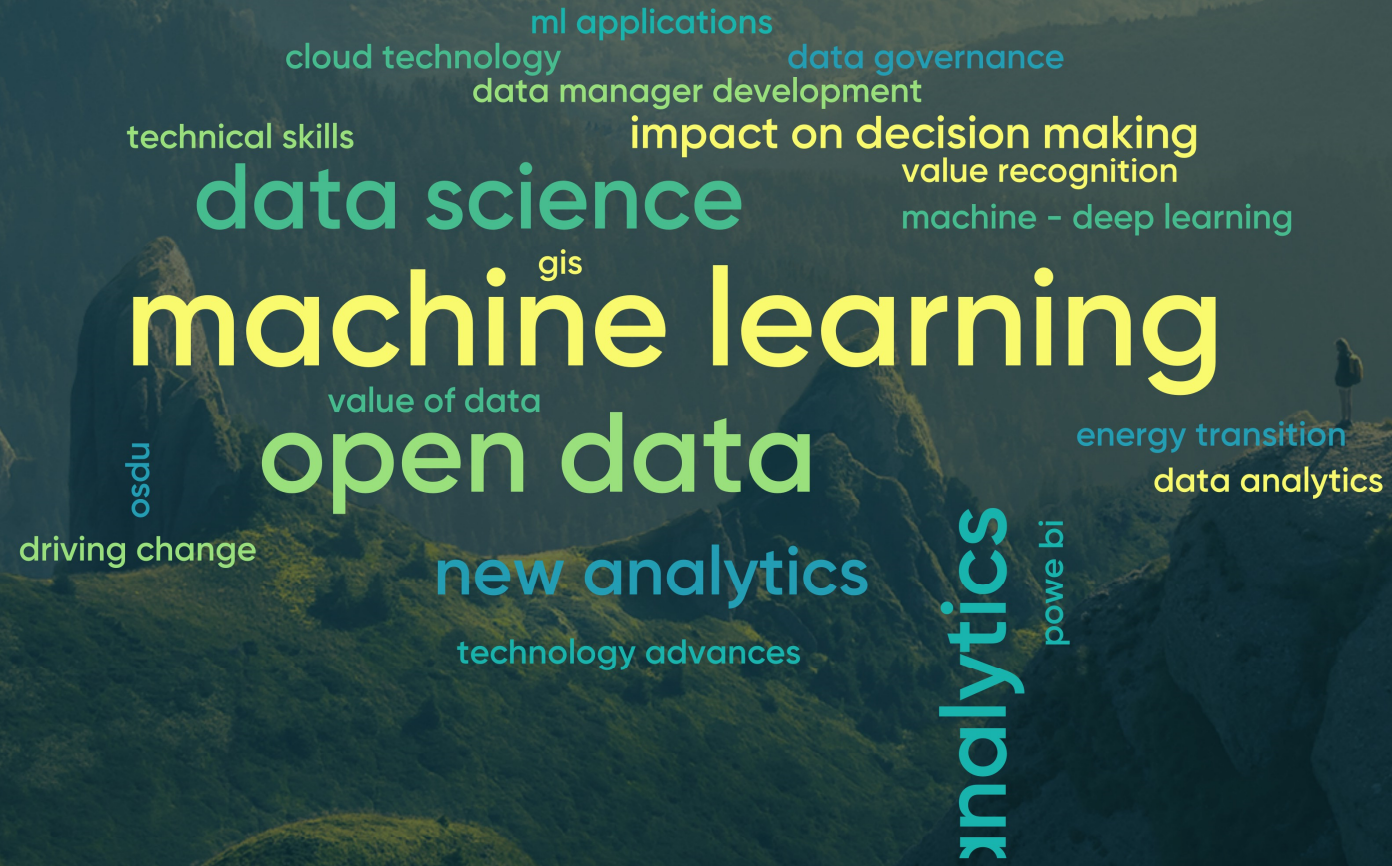


# How would you prefer to access learning?





# What do you want / need to learn about?





# What challenges do you face in learning about data?

Applying new data concepts

Domain knowledge

Time

Finding the time, keeping up with the latest developments

Access to software to play with

What to focus on - our business/asset lifecycle is a big topic

Access to the data and the SME's

Domain expertise

Standards.



# What challenges do you face in learning about data?

Applying new data concepts

Application of latest data concepts and technologies

Finding the time, keeping up with the latest developments

Finding ways to access new concepts and best practice to benefit the wider NDR community



# Conclusions

- Learning preference – on the job / mentoring
- Mentoring is both upwards and downwards
  - To senior management and to reports
  - Reverse mentoring from reports - on new skills / techniques / etc.
- Mentoring should be incorporated as part of a job description and annual objectives – a reminder to do it!
- Data is also about communication & promotion – no value in the data if not used
- How to keep up with new skills - Learn from this community!



# Proposals

- We should set up a (free) NDR Community Slack Channel!
- NDR 2021 Hackathon





**THANK YOU!**





## LEARNING

\* ARE WE TEACHING THE  
RIGHT THINGS?

- ON THE JOB (95%)  
# DATA/BCS
    - WHAT DO I NEED TO KNOW?
    - ASKING COLLEAGUES?
  - HOW TO BRIDGE BETWEEN FORWARD THINKERS AND DECISION MAKERS W/ LESS FAMILIARITY.
  - CHANGE = RISK IN GOVERNMENT.
  - REWARDS MGMT = PHYSICAL (GREAT), NOT DIGITAL.  
HOW TO TRAIN FOR DIGITAL?
  - DATA - NO TRAINING FROM UNDERGRAD?  
PRINCIPLES. → JUST STARTING TO CHANGE. → COMPANY INDUCTIONS?
  - LEARNING
    - ↳ MENTORING AS TRAINING. → INCORPORATE INTO J.D. + OBJECTIVES.
    - 'THE SAUDI ARABIA WAY.'
  - DATA COMMUNICATION / PROMOTION.  
↳ MARKETING, ENCOURAGING USE. PUBLICITY
  - REVERSE MENTORING FOR NEW SKILLS → ML/AL/ETC
- \* NDR DATA USABILITY A BLOCKER TO RECRUITMENT?

## DATA ROLES

LABELS DON'T CAPTURE WHAT IS DONE.  
↳ DATA ANALYST QUITE DIFFERENT TODAY!

DATA SKILLS REQUIRED BY EVERYONE.

CULTURAL DIMENSION OF LEARNING PREFERENCES?  
↳ BIG Q?

ML LEARNING. → AWARENESS / PRINCIPLES LEVEL  
↳ TRAINING BUDGET. → JUSTIFICATION?

NDR LEARNING COMMUNITY.

↳ HOW?

↳ NDR SLACK GROUP?

↳ NDR HACKATHON?