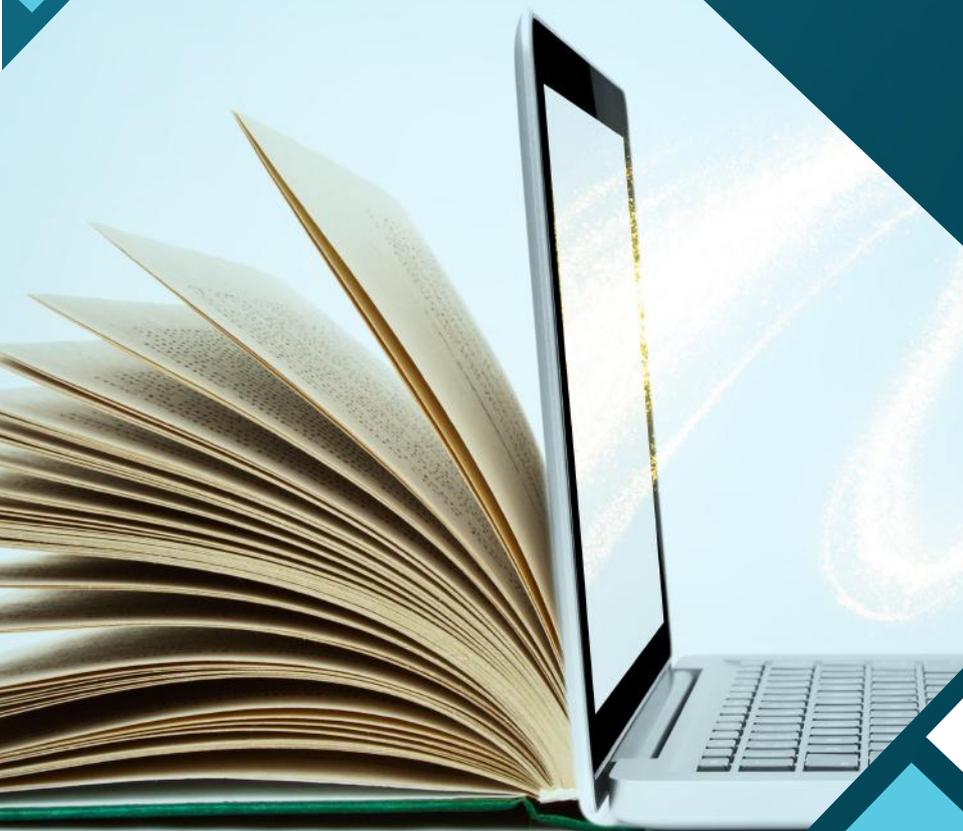


February 2019

# SILVER BROOK

*Edge*



 **SILVER BROOK™**  
LEARNING CENTER

“

## Another February another year!

Love's brewing, Spring is about to spring upon us. Makes one ponder that successes & failures in our endeavours have a lot to do with Love.

”

## LET'S ELABORATE.

As the age-old adage goes: Love what you do and Do what you Love! This phrase is quite deep in its meaning and has a far-reaching impact on results.

Every action that is performed with love, a sense of complete involvement, ownership and accountability is earmarked for success. Worst case scenario, the success may not be immediate, but it **WILL** be the eventual outcome. On the other hand, half-hearted, incomplete involvements and lackadaisical attempts are doomed to fail.

This is as true for our professional lives, as it holds steadfast for our personal lives! So, let's Love unconditionally, our people, our processes, our work! Let empathy shine through.

To me, Valentine also signifies long-standing symbiotic relationships and partnerships based on mutual trust and affection. We live in a **VUCA** world and forging the right partnerships is the only way in which we can succeed. Using technology as a partner to significantly enhance productivity, is one such critical relationship which is seeking prominence. Technology today is ubiquitous and can be extremely useful and detrimental in equal measure if used unwisely.

The **ONUS** is **ON US** to leverage technology and get better at what we do. At the end of the day, we live one life, let's love what we do and keep getting better at it,

## EVERY SINGLE DAY!



# CUSTOMER SUCCESS STORY

**ABOUT CLIENT:** THE WORLD'S SECOND-LARGEST BANK BY MARKET CAPITALIZATION & RANKED #26 ON THE 2018 FORTUNE 500 RANKINGS.



## THE CHALLENGE

- ◆ Learning solutions required for their campus hires, as well as senior management.
- ◆ Needed to design & implement a learning roadmap for campus hires to make them desk ready.
- ◆ Requested for learning solutions for their leaders, with an objective of preparing them to lead a millennial & diverse workforce.

## THE SOLUTIONS



Multipliers-  
Amplify the  
Smarts



Being an  
Original



Analytical  
& Critical Thinking



Leading a  
Multi-generational  
Workforce



Enterprise  
Wide Thinking

## RESULTS

- ◆ Would you recommend this program to others? **98%**
- ◆ Has this program/facilitator helped you improve your gasp on the subject? **98%**

## CONCLUSIONS

- ◆ A significant improvement was seen in leaders with regards to problem solving & handling critical solutions.
- ◆ Work environment turned cordial and the productivity of both leaders & campus hires increased substantially.
- ◆ The course was extremely well received by all delegates and was rated on an average of 4.8 out of 5.
- ◆ The client was completely satisfied with the association of Silver Brook and our specially designed learning intervention. Further iterations are planned across regions.

# ARTIFICIAL INTELLIGENCE – A PARTNERSHIP FOR THE AGES!

The world landscape is changing rapidly. The robots that we saw in the Hollywood movies (iRobot, Robocop) are now a reality in the manufacturing world. Will these machines take over the world? Is India also seeing the advent of AI? **After all, we too have our R1 and Robot.**

Drones already drive the Military. Planes & Metro trains work on autopilot. The taxi driver asks you to check for the 'best' route on google maps. AI is slowly becoming a reality a big enabler to making decisions – small or big. It's simplifying life. The biggest uses of AI are where the machines are and now, the machines are everywhere. As a suitable case study, I sight my company which works in the area of Analytics & Data Science and we have a product which gives Job Fitment scores on the basis of Behavior, Skill, Education & Experience. This is a Tech HR product and we have built a backend which supports ML and AI. Thus, it is future ready. The data capture and understanding has also driven our team to build a model where, once a Fresher or Student gets accessed for his aptitude, temperament, motivation of work and interests, the system can give an accurate recommendation of which jobs roles she/he can explore. Have you even wondered what advice to give a young friend relative about career choices? Ask them to come to you with the Career Graph report. You can then objectively help him decide and choose among the handful of job roles recommended!! Viola, you get a Strength Finder at a fraction of the cost!! I see this as an increasing trend in the technology products that support services. Many of them may not be implementing ML or AI today, but are working to create the sanitized infrastructure and data understanding required for the implementations. The hard work going into this will surely see many more AI initiatives making life faster, better and smarter in the future. While there may be reservations vis-à-vis the extent of control AI would leverage on us in the future, there is no denying the fact that this is a crucial partnership which needs to work well if we are to disrupt our lives for the better. So rather than running away from it, it is imperative that we step forward,

## **UNDERSTAND IT AND USE IT TO OUR ADVANTAGE.**

**Subhashini S. Tripathi** \_\_\_\_\_

An enthusiastic Analytics professional with 16 years in Data Science, she has worked with GE Money, Standard Chartered Bank, Tata Motors Finance & Citi. An Author @ Learn Business Analytics in 6 Steps using SAS & R & entrepreneur @ PexiScore.com, she is currently working on products around HR Intelligence Amplification



Participants engrossed  
in a team activity



Experiential Learning Intervention  
for a renowned Media House



Eye for Detail Session in progress  
for a leading BFSI Conglomerate



Action Learning process during one of our sessions



