

Here is How We Foster Better Employability through Continuous Learning at Gadgeon

by **Tinu Thomas** | 15 May 2022



Businesses and organizations are often seen as machines driven only by profitability. While the objective of every business is to drive profits, that is not the sole purpose of its existence. Businesses that don't have a purpose beyond profitability are often seen battling low employee engagement and high attrition. That is because today, the workforce is driven by more than fancy perks and large pay packets. If we are to learn from trends like the [Great Resignation](#), we must remember that “the secret to growth is to help others grow.”

At Gadgeon we admit that we want to be the best in what we do. As such, we have an [army of skilled technologists](#) and tech experts within our team. These people are united by a love for technology and the desire to build solutions with cutting-edge tech to solve pressing problems. With our workforce behind us, we have been able to carve out a niche for ourselves and are now positioned as technology partners to over 100+ clients.

Delivering high-quality, business-impacting, cutting-edge technology products and services demands us to stay on the path of continuous learning. Over the years we have realized that our workplace policies have not only strengthened our technical acumen and capabilities but have also fostered better employability for our workforce.

Here is a look at how we foster better employability through continuous learning at Gadgeon:

Real career development through continuous learning

How can we say we support continuous learning without having a system that supports the same? We have a thriving and extremely busy learning and development team that is focused on identifying next-level learning opportunities for all our employees. We have a democratic approach to learning initiatives and encourage our workforce to identify learning opportunities that will help them enhance their skills and career progression.

Our L&D takes a data-driven approach to identify the skill gaps and conduct regular skill gap analysis to make sure that the skills of our workforce are always up to date. The data-backed approach also makes learning and development initiatives contextual and personalized and hence, more impactful.

Apart from the regular learning and development programs that we conduct, we also encourage our employees to identify courses and skill sets that they would like to accrue from external sources and help them gather their certifications.

Managers who are tech experts

Gadgeon is a company united by a love for technology. Given the niche technologies and projects that we work on, the managers in our organization are some of the sharpest minds in the industry and are generous enough to share their expertise and experience with their teammates.

We believe in manager-led mentorship and as such have managers guiding their team members with dedicated precision and helping them become more successful in their roles.

Growth is a resonating theme across all functions and actions in our organization and as such, managers too work as enablers of success. Our employees get to tap into a wealth of tribal knowledge and leverage the industry experience of these veterans to improve their skills and enhance their employability.

When it comes to technology, we go broad and deep

We work across domains and design solutions using new-age, cutting-edge, and niche technologies even in highly regulated industries. Be it end-to-end IoT expertise or enabling digital journeys with solutions using new-gen technologies, our employees not only have the *breadth* of technology expertise but *depth* of expertise as well.

We have proven engineering excellence in developing and delivering Enterprise Applications, Product Engineering, Embedded systems, and Solutions based on New-Gen technologies such as Cloud, Mobile, AI & ML, Industrial IoT, CV, and AR. We are also committed to quality with ISO 9001:2015 and ISO 13485:2016 certifications in place.

Working on technologies and projects across industries and domains keeps our employees on the path of continuous learning. Our process architecture and company

culture are also learning-driven and make sure that there is growth and learning in every step of the way.

Flexibility to change careers

We take career progression initiatives with great seriousness and do more than pay lip service to it. We realize that the workforce today places great importance on their growth story and as a part of their professional lives we make sure we go the whole nine yards.

Our employees not only have the option to learn new technologies and enhance their skills but can also switch departments and streams to drive career progression. A system administrator, for example, can harbor dreams of being a DevOps engineer at Gadgeon. There have been multiple cases where we have hired people for one role and, over time, helped them learn new skills and enhance their technology capital to assume larger roles and leapfrog their careers.

We have, for example, had a young system engineer from a very modest background join our company. Over the years, he expressed a desire to be a DevOps engineer. We made sure he got all the necessary training and certifications in place and upon completion of those, made him a part of our DevOps team. He was an extremely successful professional at Gadgeon and then went on to join a large MNC in the capacity of a Senior DevOps engineer. We are sure the organization he joined is capitalizing on the skills he developed with us.

There is a saying that ‘we rise by lifting others.’ Over the past decade, we have only been rewarded with higher loyalty, lower attrition rates, and highly engaged employees committed to delivering customer excellence. Our processes and organizational value system believe in sharing and enhancing knowledge and prospects of our employees. While some fly the nest, we take pride in their journey and feel happy knowing that we had something to contribute to their journey.

Tags:

#Gadgeon; #GadgeonCareerFramework; #DevelopTechExpertise;
#OpportunityForContinuousLearning; #Employability

Date: