



HACKERLY
Hacking Human Horizon

L&D SHOWCASE PROGRAMS

In order to provide you with a more vivid picture of our global learning & development services, we included some of our **game-changing programs designed for the 21st century.**

This is how we do things.



L&D Showcases Included



MSD IT & Fin - People Academy

MSD IT includes **70+ nationalities** and operates in **New York, Prague, Singapore as well as Austin**.

Hackerly **designed** and **delivered** a very innovative **MSD People Academy** for **250+ international managers** and high potentials **across** departments and **countries** with high satisfaction rates.



PwC Agile Academy in CEE region

As a member of BIG 4, **PricewaterhouseCoopers** asked us to design and deliver a modern Agile Academy for **Central and Eastern Europe**.

A new **joint venture** called Hackerly at PwC was formed with the purpose of serving PwC clients as well as PwC internally.



Fortuna Entertainment Group

Having over **5 000 employees**, It now operates on the **Czech, Slovak, Polish, Romanian and Croatian markets**.

Hackerly consultants accepted the challenge of custom content creation, **gamification** as well as **execution** (even in local languages) of an **International Leadership Program** for **200+ top managers** and talents located **throughout** Fortuna Group **markets**.

MSD IT & Finance

MSD is a leading global bio-pharmaceutical company, known as Merck & Co., Inc.

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#Multicultural

#Fast

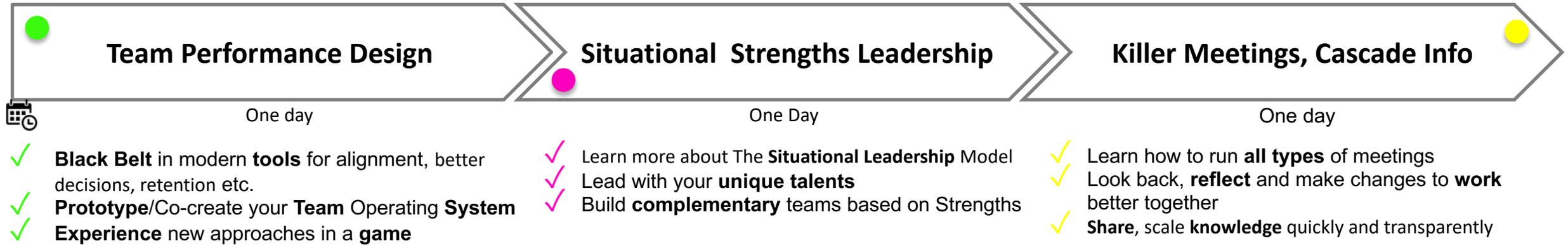
#People's People



Agenda: Black Belt In Modern People Management

Game-Based Mobile Learning Platform - Study Further on Game

On-the-job Consulting + Side by side Execution with Hackerly



Game-Based Simulations

Our **business simulation** works as a mirror where you can **acknowledge** your **mindset**, get **feedback** and try new approaches to **push your productivity**.

You will look at particular **business topics** from **different perspectives**, shape your **attitudes**, find new solutions and create an action plan on how to **copy/paste** the **principles** into the **next steps** and KPI's.

Curious? Watch our [90s video](#) to learn more!

Sharing

Collaborative innovation

Team dynamics

Change

Digital mindset

Agile leadership

Creativity



On-The-Job Consulting: Right After Each Session We Continue With

4-week on-the-job consulting cycles in which you will reach **your goals** and get your work done.

You **will learn by doing and real-time coaching** in your workplace to unlock progress with a fast-paced online environment with dialogue, **discussion** and **feedback**.

All being **tailored to your own schedule and challenges**

You will try different tools, practices, principles, ways of meetings **directly** in your workplace virtually **side-by-side with us**.

Learn, reflect and **share** your experience with others on your special **Slack channel**.

Continuous **self-reflection**, feedback and completion of activities.

Gamified Micro-Learning Mobile Platform

Communicate organization **culture through microlearning** and gamified content. Keep employees engaged by driving **competition** using **leaderboards** to get points on your innovation index and **incentivize** learning.

- ✓ Keep learning – day or night, at the office and on the go.
- ✓ **Build your own journeys** with courses, open and closed channels, and streams.
- ✓ Learners **earn points with quizzes and polls**, for reading and creating.

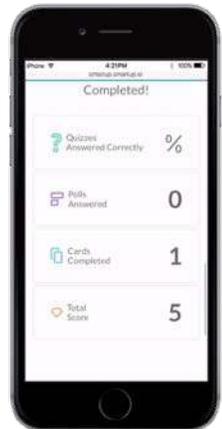
Customers report **completion rates of 90%** and above for their corporate learning programmes.



POWERFUL ANALYTICS: Refresh the key points and check understanding via the quizzes, and use the polls to **identify** if people have applied anything they learned and whether it has made a **tangible business difference**.



Dynamic leaderboards show profiles of your top performers, **uncover hidden talent, interests** and reward best achievements.



Concept of Micro-learning

2x Weekly Micro-learning Modules
&
2x Practical Challenges finished by Retrospectives closed within 4 Weeks after Each Workshop



Tailor your own learning chunks that achieve 90% completion and above powered by peer-to-peer sharing and feedback

Each of your 2 weekly **micro-modules** consists of curated guides, videos and resources to support your journey **in the following 2-4 weeks** after our workshop

Solve hands-on weekly tasks designed to **integrate with your work to build competence**

Get your work done through real challenges and **implementation of our tools and mental models**

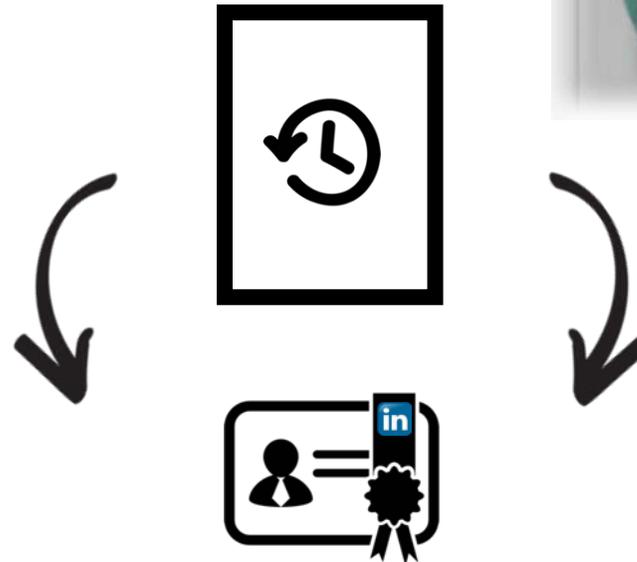
Completion of written personal and team **retrospectives** on activities at hand **rewarded by our Digital Credentials**



Motivate Through Credentials & Certification

Certify New Skills With Digital Credentials. Credential earners might easily add verified achievements to their LinkedIn profile and to share them with their LinkedIn, Facebook or Twitter network.

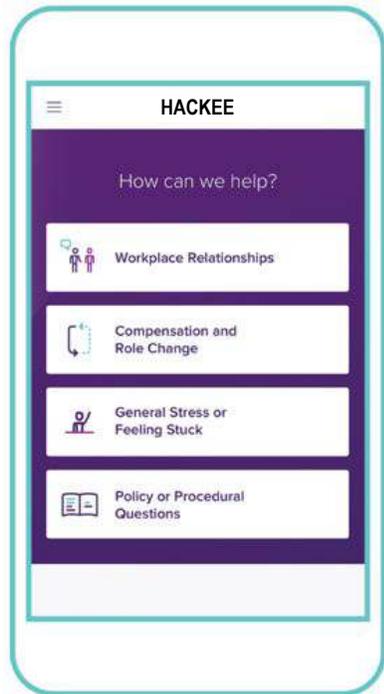
- ✓ Issue **portable** and secure credentials that **empower** earners, make outcomes and skills more **transparent**, based on **real competence**
- ✓ **Data** rich description, required criteria, **evidence**, endorsements and details of **usage**, all **viewable** in the credential itself.
- ✓ We **retain** and **engage** learners **31% more** by our skill recognition



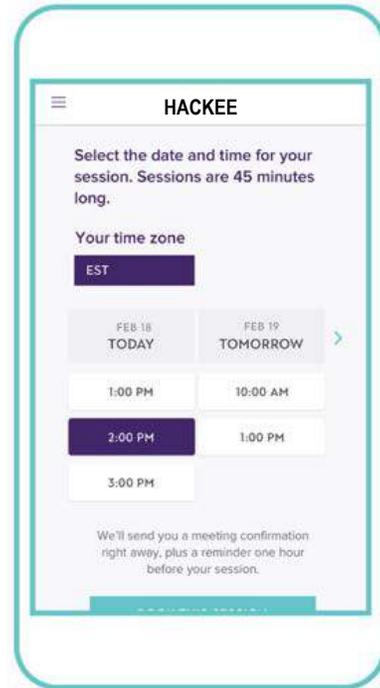
Hackee Is A Coach In Your Pocket

Provide your employees with an ongoing support from our Mentors & Coaches to help them build new skills and implement new techniques to their everyday routine.

Get 1 - 4 sessions (30 minutes) in a month with a best-in-class coach.



Log into the Hackee platform and **describe your situation, goal or challenge**. This is how **we match you with the right coach or mentor** from Hackee network.



Select the time that works for you (as soon as same day) for a chat via phone, video call or text.



Coaches are able to help through video calls, clarify your thinking—hearing you, challenging you, ultimately arriving at the root cause of the issue and **suggest new strategies, tools and techniques**.



Mentors & Coaches are always on messaging and check in with you after your session, schedule a follow-up if necessary and **tailor a further development plan** for you.



PwC Agile Academy in CEE region

As a member of BIG 4, PricewaterhouseCoopers asked us to design and deliver a modern Agile Academy for Central and Eastern Europe.

A new joint venture called HACKERLY AT PWC was formed with the purpose of serving PwC clients as well as PwC internally.

In a **game-based program**, our agile coaches will guide you through hands-on tools and modern change methods that you will **apply** on **daily** basis to **build, align** and lead **high-performing teams**, create agile culture and make a **15% - 30% productivity jump** within your company.



#Transformation

#Games

#AgileAcademy



Key Learnings

Advance **cross-functional** communication, **collaboration** and **sharing** of your team(s)

Agile frameworks and how to make the transition to be adaptive

The patterns of today's **most capable teams/companies** and how to utilize them

Methods for high engagement, **retention**, diversity & **inclusion**

Align your teams to achieve more and make **better**, faster **decisions**

Spark **continues improvement**, increase agility and **transparency**

Get **personalized recommendations** and tools based on in-depth **analysis** of your teams

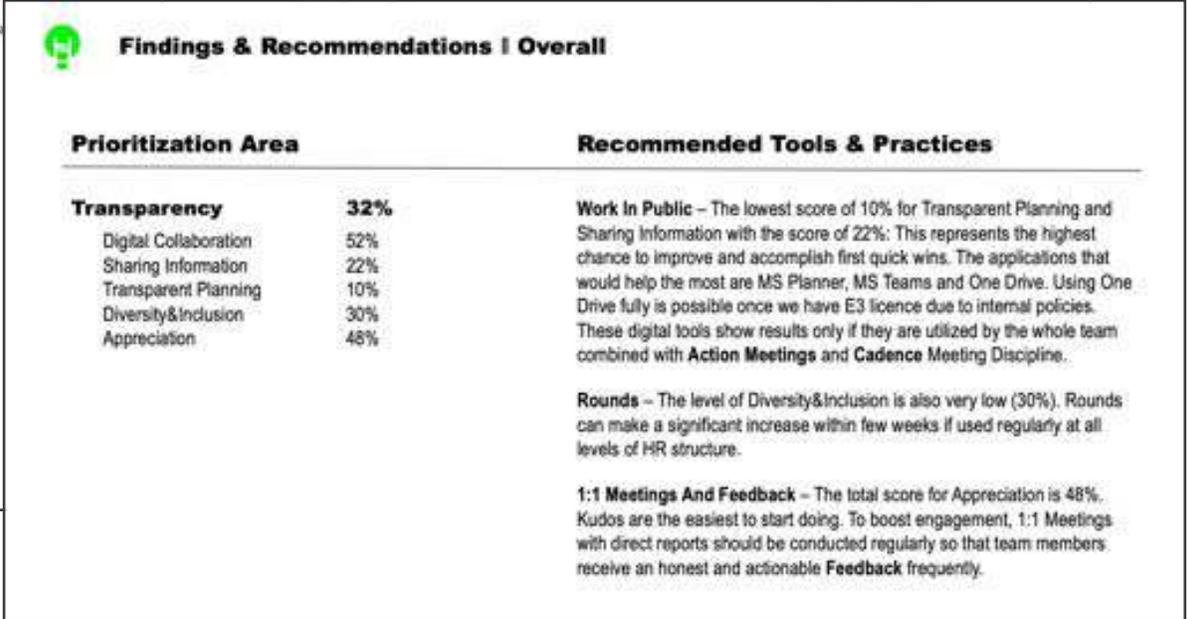
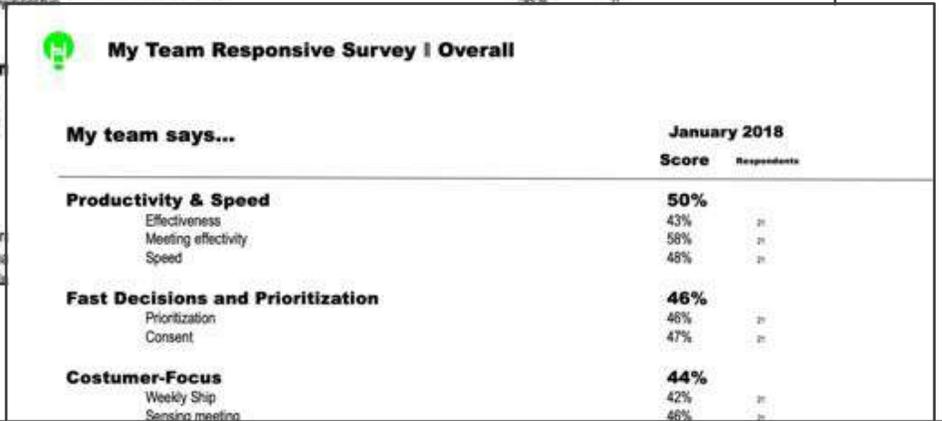
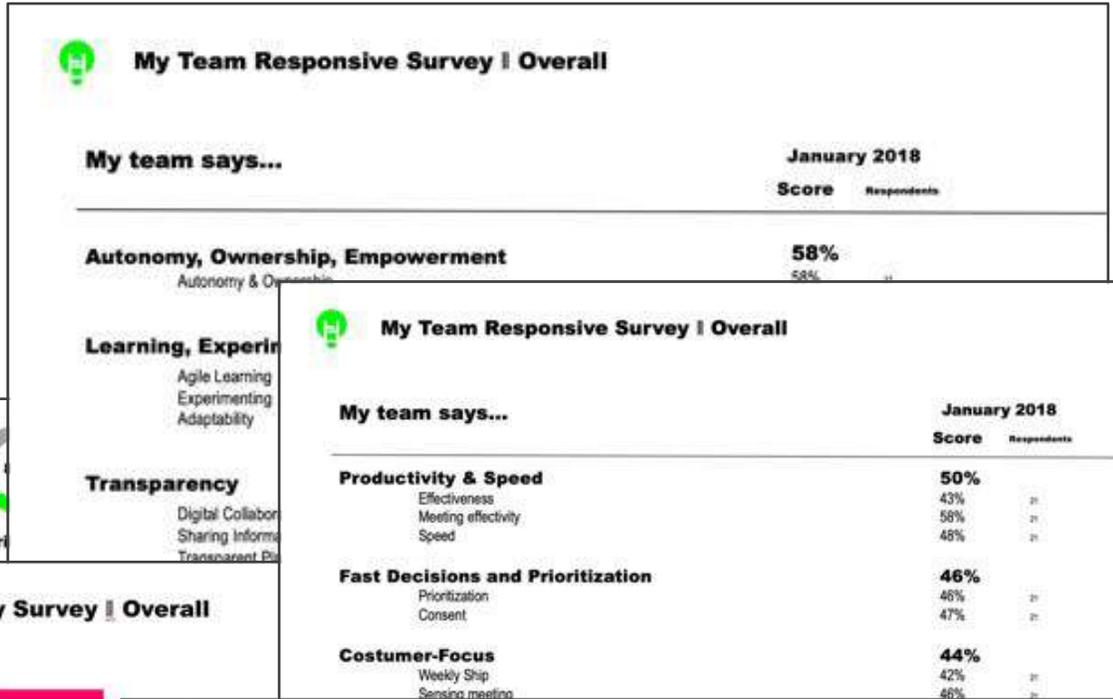
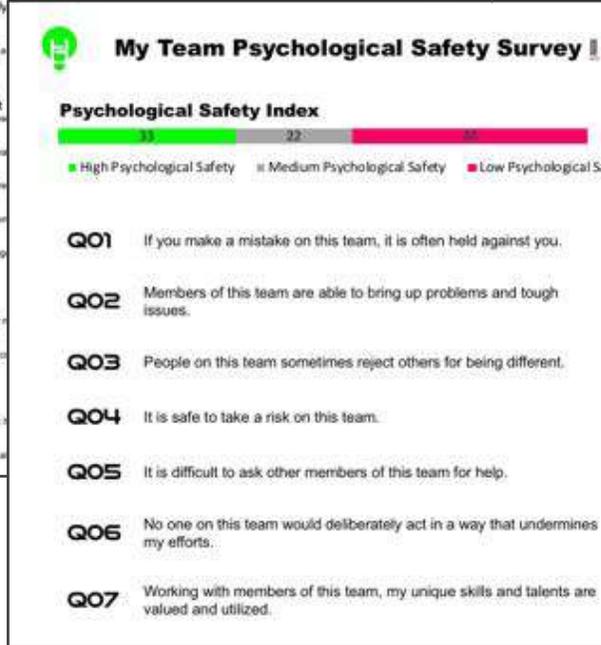
Self-organize, **learn from failure** and lead more **productive meetings**

Learn the best practices of **change management** and agile **transformations**



Agile Diagnostics

Take our assessment and get **in-depth analysis** and get **personalized recommendations** to boost your team's performance.



Example: 2. Day AGENDA

PRE-WORK

Bring your real life project that you deal with at your work

9:00 – 9:10

Check-In

9:10 – 9:45

Play our Ball Point Game to experience the main principles

A **simulation** of working in a self-organizing team using ping-pong balls. Participants get out of their seats and have fun while **experiencing the mindsets and behaviors** necessary for operating in an uncertain environment and steering dynamically as a team.

9:45 – 10:15

Discussion + Reflection

- Learn to **foster empowerment**, clarity and adapt regularly
- **Speed** stabilizes as teams learn to work together
- To go faster change the process, **experiment** and iterate

10:15 – 13:00

Team Design: Simple Leading Tools to implement immediately

13:00 – 14:00

Lunch

14:00 – 16:45

Agile Project Kick-off – Get your work done & Implement your learnings

- All participants will be divided into groups of 3-4 individuals
- Each group starts working on one of the personal projects using agile methodologies
- Each group gets ongoing support & timely advise from our facilitators at hand
- All projects will be presented on the third workshop in 3-4 weeks

16:45 – 17:00

Check-out + Micro-Learning Kick-off



Gamified Micro-learning Platform

Keep **learning** – day or night, at the office and **on the go**.

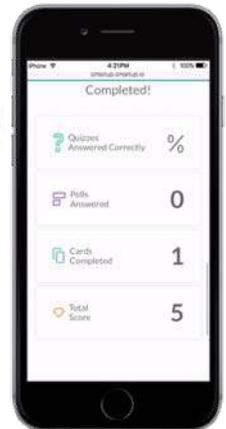
Each micro-module consists of curated **guides, videos and resources** to support your journey

Learners **earn points with quizzes** and polls, for reading and creating.

Dynamic **leaderboards** show profiles of top performers, uncover hidden talent, interests and reward best achievements.



POWERFUL ANALYTICS: Refresh the key points and check understanding via the quizzes, and use the polls to **identify** if people have applied anything they learned and whether it has made a **tangible business difference**.



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Example: 3. Day AGENDA

PRE-WORK

Bring the results of your Agile Project

9:00 – 9:10

Check-In

9:10 – 11:00

Experiential Activities based on the current skill gaps of our participants

For example: Business Simulation FreshBiz

- Observation by certified FreshBiz trainer + coaching during the experience
- 90 minutes with 4 players per a table
- Peer-to-Peer learning among the tables
- 2-6 tables in the room

11:00 – 12:30

Discussion + Reflection Practice

Get to know the framework for purpose, trust, openness, self-awareness and alignment in any initiative

12:30 – 13:30

Lunch

13:30 – 16:00

Agile Projects Presentations

16:00 – 16:30

Certifications with Digital Credentials +

Start with ongoing Micro-Learning advanced content +

Get continuous support by your HACKEE Coach



BE PURPOSEFUL

KEEP TEAMS LEAN

ORGANIZE AROUND
WORK

MAKE AGREEMENTS
EXPLICIT + EDITABLE

DISTRIBUTE
AUTHORITY

LIMIT
WORK-IN-PROGRESS

ENCOURAGE
EXPERIMENTATION

DEFAULT
TO OPEN

CREATE SHARED
OPERATING RHYTHMS

WORK ITERATIVELY

UNDERSTAND
+ SERVE USERS

MOBILIZE NETWORKS

STEER DYNAMICALLY

EMBRACE
DIVERSE
PERSPECTIVES

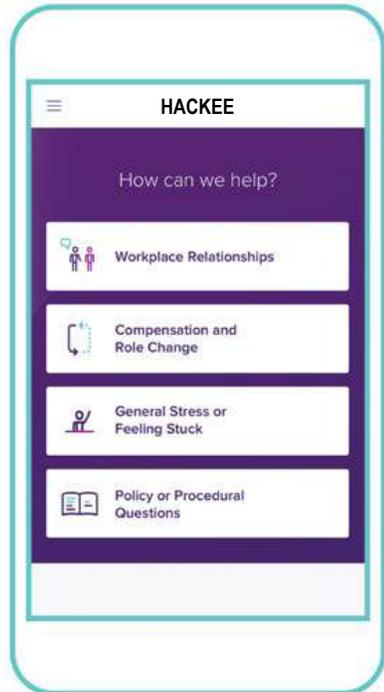
CULTIVATE
PSYCHOLOGICAL
SAFETY

RITUALIZE
LEARNING +
REFLECTION

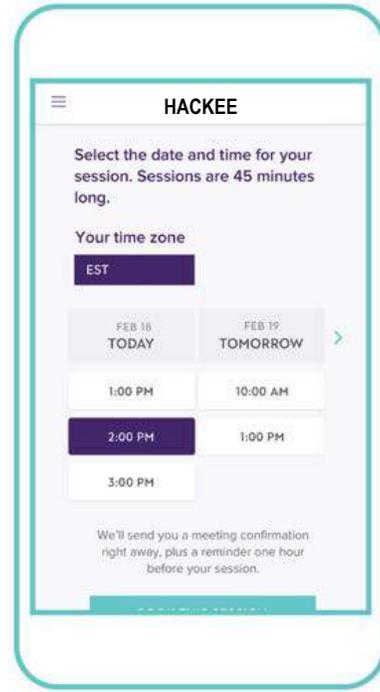
FIRST PRINCIPLES
for
ORGANIZING IN UNCERTAINTY

HACKEE is a coach in your pocket

Provide your employees with an ongoing support from our Mentors & Coaches to help them build new skills and implement new techniques to their everyday routine.



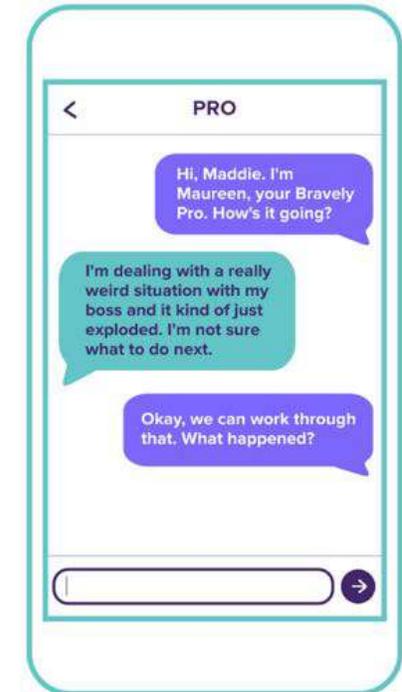
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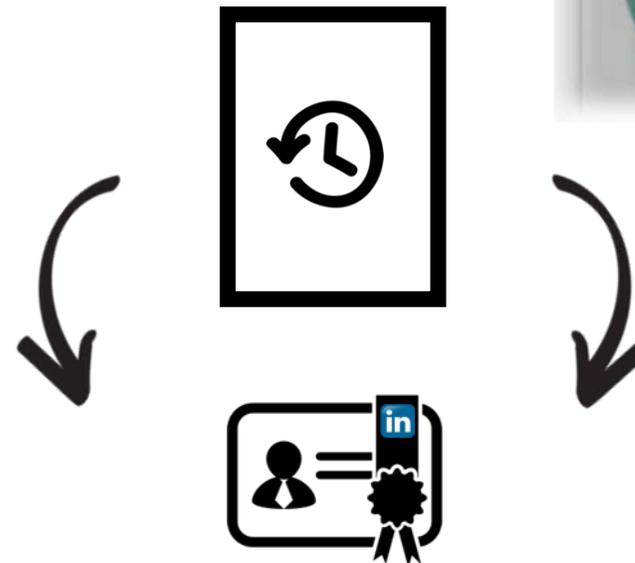
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Fortuna Entertainment Group

The Fortuna Entertainment Group the **largest Central European** betting operator. Having **over 5 000 employees**, It now operates on the **Czech, Slovak, Polish, Romanian and Croatian markets**.

Goal: Culture Change, Mindset Shift, Meaningful Top-Class L&D.

Hackerly consultants accepted the challenge of custom content creation, **gamification** as well as **execution** (even in local languages) of an **International Leadership Program for 200+ top managers** and talents located **throughout Fortuna Group markets**.

Prinde cotele

#CEE

#Games

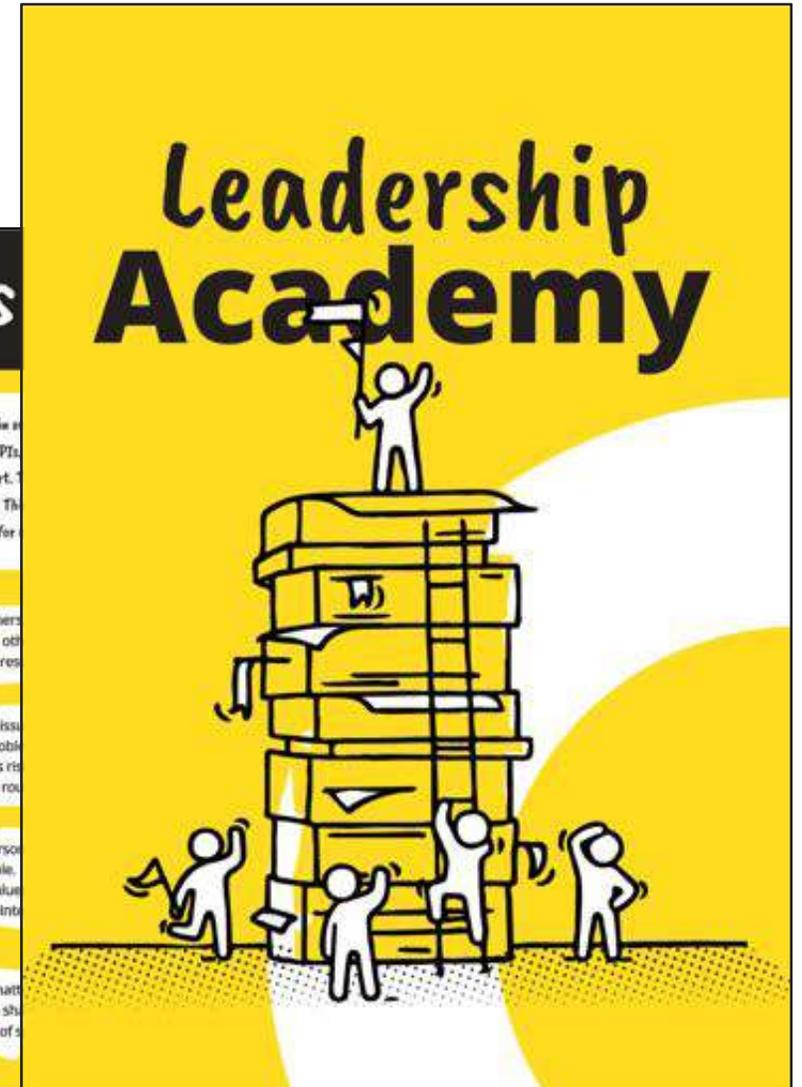
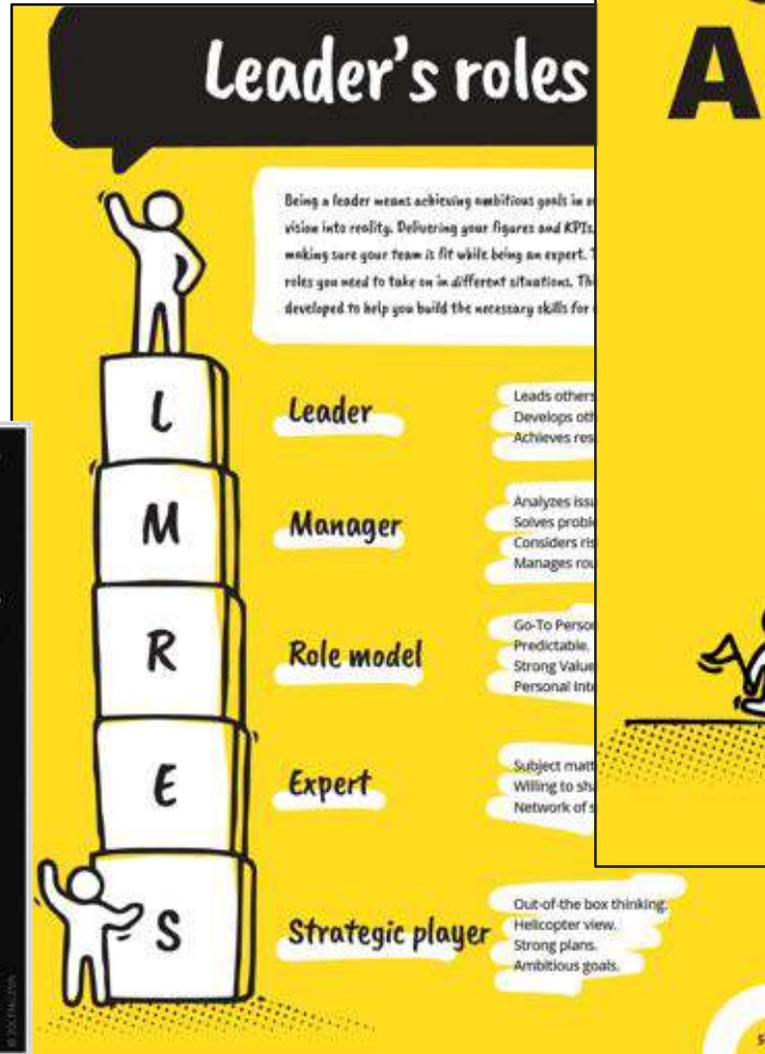
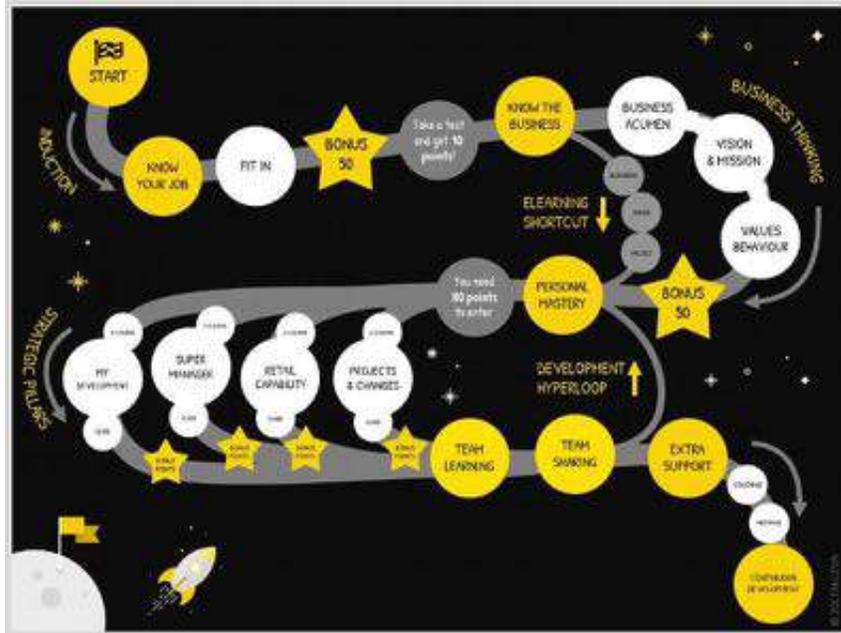
#LeadershipAcademy

FORTUNA

Cutting-Edge Design & Gamification of L&D Programs

The program was developed after careful analysis which included: Interviews with CEO and CxOs, our Strategic Initiatives, outcomes from Performance Management, previous Leadership Trainings, All Manager Meetings Comments and 360 Feedback.

There are three levels of the program. Level one is for Team Leaders and Supervisors. Level two is for Managers and Heads of Departments. Level three is for graduates of level two.



Courses, Timelines & Internal Communication

During the program, the participants learn about different ways to improve productivity, performance and loyalty of their people. They learn how to work with potential and talented people. They also discover more about themselves to help them improve and proceed further in their career.

List of Courses

COURSE NAME	TIME	DEVELOPS ROLE				
		L	M	R	E	S
Leadership Academy Level 1						
Managing People	2days	✓	✓	✓		
Leadership Academy Level 2						
People manager	1day	✓	✓			✓
Values & Behaviours	1day	✓		✓		
Being At Your Best	1day			✓		✓
Getting The Best From Others	1day	✓	✓	✓		
Effective Working	1day		✓		✓	✓
Team Work & EQ	1day	✓	✓		✓	✓
Change & Process Management	TBD				✓	✓
Personal Integrity	1day	✓		✓		
Situational Leadership	1day	✓	✓			
Performance Coaching	1day	✓		✓		✓
Leadership Academy Level 3						
Business Live Action Role Play	2days	✓	✓	✓	✓	✓



Insights: Specific Courses Within the Academy

Most of the courses are delivered locally in the countries of our participants.

The participants don't have to take part in every course the program offers. If they feel like they have already covered a topic in different courses and feel confident about it, they can take an e-learning pre-course with a test. If they score high enough, they don't need to attend a course physically.

COURSE INFOSHEET

Performance Coaching

Duration	1 day
Level	Leadership Academy Level 2
Pre-work	none
Organisation	In-house / Internal course
Population	Managers, Heads Of or talent programme

OBJECTIVES

This course will help you understand the difference between mentoring and coaching while providing you with enough information and practice to start coaching performance on your own. You will learn Whitmore's GROW Coaching model, understand how questions are formed and look into specific constructions to drive and coach performance. To help you get started, there are many practical examples and exercises in the course which will build your confidence for asking first questions.

CONTENT DAY 1: PART 1

Mentoring Vs Coaching

Explaining on practical examples difference between mentoring and coaching. Learning basic principles to apply both approaches in real life situations.

GROW Model

Introducing Whitmore's GROW model with latest modifications. Practising basic coaching questions in simulated situations.

CONTENT DAY 1: PART 2

Scaling and coaching Performance

Learning how to scale success to coach performance. Introducing a set of practical questions to help you get started.

Practise

Practising coaching questions in various situations with various people from the group. Revising, reflecting, giving and receiving feedback for another practise.

COURSE INFOSHEET

Team Work & EQ

Duration	1 day
Level	Leadership Academy Level 2
Pre-work	none
Organisation	In-house / Internal course
Population	Managers, Heads Of or talent programme

OBJECTIVES

There are different types of people on every team. The diversity is a necessity. Learn more about nine team roles, how they collaborate and what to do when there are some roles missing. You will also discover your own team role which will help you get along with others with more ease. After this, we will look on Emotional Intelligence, what it consists of and how to improve the most important parts of it. Part of this course is developed by Dr. Meredith Belbin and uses accredited Belbin Team Roles.

CONTENT DAY 1: PART 1

Team Roles I

Introducing the concept of team roles, understanding each role, its strengths and allowable weaknesses. Learning more about how teams collaborate.

Team Roles II

Discovering one's team roles. Understanding through self-reflection how roles fit together. Learning about various interactions within a team and possible improvements.

CONTENT DAY 1: PART 2

Emotional Intelligence

Understanding the concept of emotional intelligence. Learning more about how emotional intelligence works. Discovering possible ways of influencing the level of emotional intelligence.

Empathy and Relationship Bank

Focusing on two specific parts of emotional intelligence: Empathy and Relationships. Learning about being empathetic, standing in other peoples' shoes. Explaining the concept of Relationship Bank and finding out how relationships in work-related environment work.



HACKERLY Clients





Vlastimil Chramosta
Country Manager CZ, SK &
Baltics at Veritas

“Over the last year, Hackerly guided us through **several fun business simulations and coached our team on sales and leadership.**

The goal was to enhance collaboration capabilities of my team and learn **new approaches to B2B sales through Social Selling, Personal branding, and Agile Sales.** So we did! We got **concrete personalized strategies on how to use and combine our different strengths** during the whole sales process to sell more as well as how to prioritize as an agile team and align our decision making. It has been **one of the best developmental experiences in my career!**“

Hackerly is on a mission to change the world
by **changing the way the world works**
through great team design, new technologies
and honey-driven entrepreneurship.

Therefore, we **engineer high-performing**
teams with agile **culture** and upgrade their
operating systems with **ready-to-use tools** so
that they can go and execute against the
world's most audacious visions **better**
together.

Essentially because **we explore the best**
practices and effective **ways of working** from
the **fastest-growing** organizations, adaptive
and client-centric teams like Amazon, Spotify,
Medium, Zappos, Google, Buffer, GE,
Facebook, Apple etc.



zelenka@hackerly.org

+420 604 93 80 93

www.hackerly.org