

A photograph of an astronaut in a white space suit, viewed from the chest up. The astronaut's helmet is open, and the Earth is visible through the visor. The background is the blackness of space with a bright sun flare on the left. The AXVECO logo is in the top left corner.

AXVECO

Fit for the Future

Training overview

January 2020

Preparing the organisation for a digital future

We help organisations prepare for the future



- AXVECO helps organisations realise sustainable innovation through the adoption of new technologies to transform the business model
- We have trained more than 5.500 people in a range of programmes
 - In house programmes aimed at both an individual and the overall organisational level
 - Education programmes via institutions such as Nyenrode or NCOI Computrain where we are a “pop up” training capability providing focused content on a programme run by the institution
 - Industry platforms where we offer focused training to specific professions or focused groups (e.g. accountants, lawyers, marketing professionals, finance sector, actuarials, risk and compliance)
- We offer a range of training interventions from standard masterclasses to blended learning programmes tailored to audiences from Executive Board to functional experts

We offer training on a number of theme's

1. Individual and Organisation - *Fit for the Future*
2. Artificial Intelligence and Machine Learning
3. Data Driven/Platform business model
4. Top 10 technologies
5. Blockchain, Smart Contracts and Collaborative Ecosystems
6. Corporate Innovation, Startups and Venturing
7. Risk and Compliance
8. Miscellaneous on request



1 Fit for the future



The “Fit for the future” programme reveals the secret of Silicon Valley – tech innovation is about people and organisation, not just tech!

This requires a new management paradigm at the leadership level and self-starting initiative at the individual level.

By the end of this module you will:

- Explore the challenges you face and how to apply new approaches to addressing these
 - At the level of the organisation and teams within this and for individual employees and leaders
- Discover what the most successful companies today are doing differently
- Learn how to become “Fit for the Future”:
 - Motivating individual action (Mindset, Motivation and Abilities)
 - Enabling Leadership (Paradigm shift, Vision, Values, Decision making, new organization forms)
 - New ways of working (Innovation Management, Design Thinking, Lean Startup, Agile)
 - Corporate venturing, incubation and startup collaboration
- Confirm actions to apply these techniques within your organisation

2 Artificial Intelligence and Machine Learning

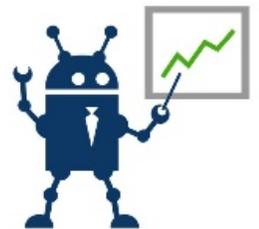
The 2020's is the decade of artificial intelligence! We offer two consecutive modules focused on building awareness and on getting started with your first (automated) machine learning model.

By the end of the “AI in a day”, general awareness module you will:

- Understand what Data Science and Artificial Intelligence are and how they create disruptive change
- Identify application areas within (and outside) your organisation
- Learn what algorithms and machine learning/neural networks are and how these are used (using data, discrete outcome, voice, language and image examples)
- Become aware of the key risks and dilemma's and what measures you can take to mitigate these
- Learn how to get started with an application area

By the end of the “Your first AI Model” module you will:

- Review the process to collect, structure and analyse data to answer desired questions
- Build your first AI model using standard data and a free machine learning
- Learn how to assess the trustworthiness of models
- Input your own data into the machine learning tool in order to build your own AI model
- Review the risks and dilemma's in the deployment of AI models



3 The Data Driven/Platform model

Data is the new gold. We show how a number of companies have created a specific approach to the capture, storage and use of data enabling them to become the most powerful players in the modern economy. We highlight the consequences of this phenomenon in a competitive market and show the emerge of the platform based business model in many sectors. This raises strategic questions for all companies in how to respond or how to benefit from data as a commercial asset. Finally we address ethical and compliance issues relating to data and review the impact of GDPR type legislation.



By the end of the “Data Driven business” module you will:

- Understand why data is a powerful factor in creating business value
- Consider what types of data can be used and how this is captured, cleaned, stored and prepared for use
- Consider the use of A.I. to leverage data in smart applications
- Review the impact of the platform business model and how to respond in your sector
- Analyse the ethical and compliance related aspects of data including GDPR

4 Top 10 technologies transforming business



What are the technologies to be aware of today and in the future? In this masterclass we shed light on the key emerging technologies which we think will play the biggest role in business in the coming years.

We show these technologies in action using video, demo or online showcase to bring the technology to life!

By the end of this module you will:

- Learn about and discuss the key technologies which are most relevant to business e.g.:
 - AI and Machine Learning, Big Data, Robotics, Augmented human
 - Blockchain & Smart Contracts, conditional payments (crypto-euro), Sovereign identity
 - Edge, 5G, Internet of Things, Circular, Augmented Reality, Wearables/Healthtech, Quantum
- Focus on what the tech is and how it can transform a business model
 - We highlight opportunities and point to risks and ethical issues
- Consider a horizon up to 2-3 years from today
 - These are the techs that execs need to be looking at now (not over three years)
 - This differentiates from e.g. Singularity or Gartner which looks much further (5-10+ years)
- Review how to apply and adopt these technologies in your business now

5 Blockchain and Smart Contracts



We have an extensive range of blockchain training covering a basic introduction for various levels and progressing to variants for specific target groups such as lawyers and IT professionals. These cover new business models and ecosystems, technical features and smart contract programming, and the governance, risk and compliance issues raised by this new technology.

By the end of the basic introduction course you will:

- Understand what Blockchain is and the key differences between different types of blockchain
- Discover how blockchain is already creating disruptive change in many industries including finance
- Apply blockchain within (and outside) your organisation to create new business models and opportunities e.g. by tokenisation or redesigning supply chain and financial processes
- Learn what a smart contract is and how these apply to new business model
- Become aware of the key risks related to blockchain and smart contracts and what measures you can take to mitigate these

We offer the Smart Contract training course for technical staff who wish to learn how to develop smart contracts (programming) or for business managers with a high affinity for technology who wish to experience what a smart contract is and how this works.

6 Corporate Innovation, Startups and Venturing

Whether you are a corporate with the goal of improving innovation or a startup looking to engage with a corporate then the subject of venturing is relevant for you. How should corporates approach innovation and how to engage with startups? How can a venture fund assist in bringing value both to the corporate and to the startup? What business models are conducive to successful collaboration between corporates and startups in ecosystems, disintermediated or disaggregated structures? These topics are explained during our Corporate Innovation, Startups and Venturing training.

By the end of this course you will:

- Review current approaches to innovation and the limitations experienced by corporates
- Discover new methods of innovation including disruption with radically different business models
- Explore how to establish successful collaborations with startups via a “Venturing” approach
- Learn to apply innovation economics to evaluate the value added by a venture
- Identify the key risks and pitfalls of venturing, collaboration in ecosystems and startups

This training helps business managers responsible for (or involved in) innovation initiatives in a corporate environment. It can help to develop a strategy for collaboration or to review how to approach specific collaboration initiatives in a platform, ecosystem or venturing structure.

7 Risk and Compliance training



AXVECO has an extensive range of training modules for non financial risk management covering enterprise and operational risk, and compliance. The training structure forms an integral suite to help prepare the risk and compliance organisation for a digital future whilst addressing the basic regulatory requirements and integrated control cycle today.

We have added new modules for machine learning applied to integrity risks including transaction monitoring, CDD and AML compliance.

The set of modules comprises:

- Becoming “Fit for the Future” as a risk or compliance organisation (non financial risk)
 - Goal driven learning, soft skills, domain awareness (new technology, agile, holocracy etc)
- Fundamentals of the integrated risk/compliance control cycle
 - Risk awareness, Risk Strategy and Policy House, Risk Appetite, Governance and organisation
 - Risk cycle – identification, assessment, response, control, monitoring and control assurance
 - Issue and Action control, Incidents and Loss data, Capital and Insurance, Reporting
- Using artificial intelligence for compliance
 - Transaction monitoring, Customer due diligence and profiling, Smart integrity risk monitoring

8 Miscellaneous training upon request

We work with a number of partner organisations to provide a complete set of training modules for a programme. We therefore include a number of modules which we offer in our portfolio but are delivered by our partners. We also have a number of basic training modules that are delivered to our own consultants and are made available to clients.

We can usually source a required training upon request.

The set of modules comprises:

- Process mining (one day)
- Robotic Process Automation (one day)
- Agile working (one day)
- Design Thinking / Design Sprint methodology (Google)
- Pyramid Thinking / Presentation skills
- Consultative selling skills

The delivery mechanism is tailored to learning needs

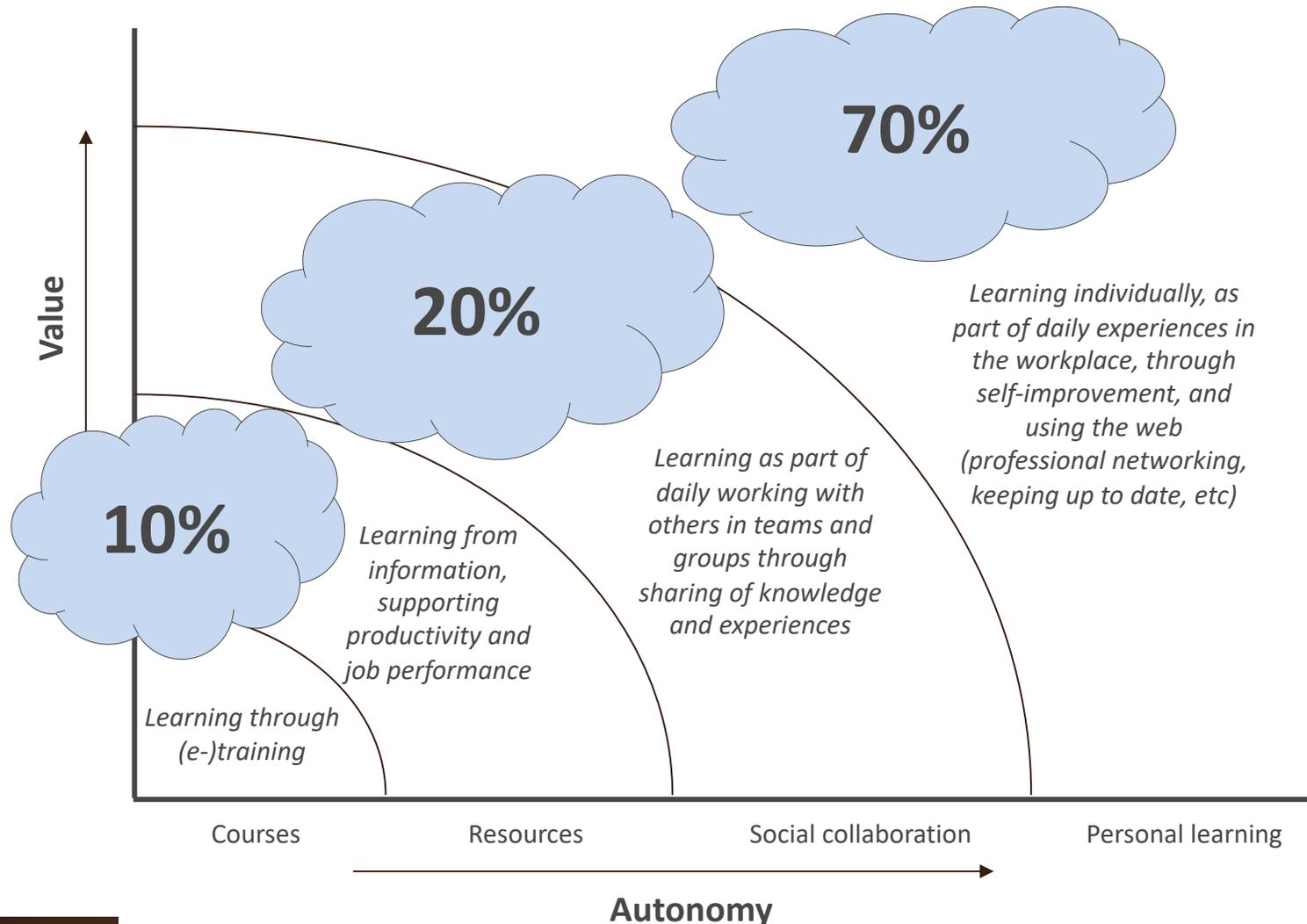


For all our training we recommend working in a multi-disciplinary team with a combination of subject experts and learning specialists. This enables us to understand the learning needs of an organisation and design a set of learning interventions which address that need. We have developed a set of approaches which can be applied in a programme for an organisation or within a broader educational structure.

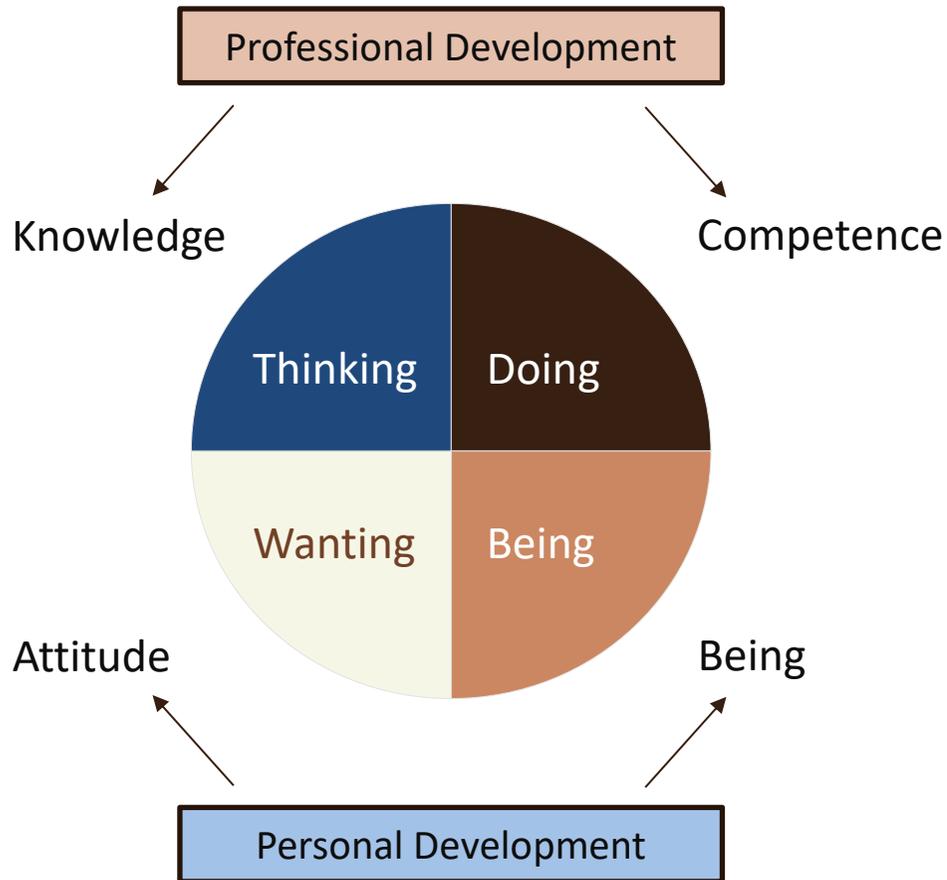
The range of learning interventions that we provide includes:

- Video of team sessions, executive discussions, specialist viewpoints, talk show or interactive forums
- Webinar for introduction of concepts and interactive sharing across geographic locations
- Virtual classroom enabling online provision of a learning experience (screen based session)
- Classroom training – highly interactive sessions in groups from 6 to 20 (max)
- Board level briefings on key topics and role of executives in governance related to theme
- Coaching and mentoring at all levels
- Content curation for educational programmes (i.e. we ensure and provide the content for a programme organised by an education establishment or industry platform)
- General awareness sessions – platform speaking, clinics, masterclasses for large audiences
- Interviews and articles for media including expert video sessions and demonstrations

Developing capabilities is about *learning*, not training



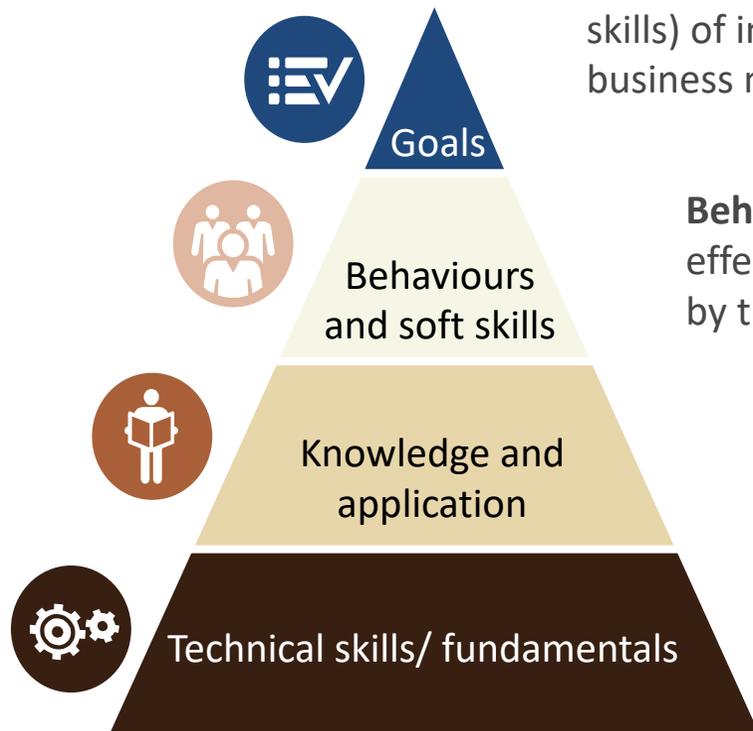
We address professional and personal learning needs in harmony



The learning interventions address both *professional* and *personal* development needs:

- *Professional* needs include having knowledge (e.g. of procedures) and competence (e.g. ability to identify risk) associated with a role. These needs are more technical in nature.
- *Personal* needs include developing the right mindset and attitude for a role and being able to deliver the role in business. This could for example address the self-confidence of sales managers in negotiating with clients or dealing with ethical questions in the workplace.

A range of learning interventions are provided in a structured framework



Goals are set reflecting situational needs

Goals are set defining required capabilities (behaviours, knowledge and technical skills) of individuals and the collective group to align with the organisation's business model, strategic priorities and vision.

Behaviours and soft skills are the personal traits required to achieve effective management. They are partly shared across the function driven by the organisation's values and partly individually determined.

Knowledge and application of the instruments adapted to the context of the industry, macro dynamics, products, services, regulation etc and applied within the policies and frameworks of the organisation.

Technical skills and fundamentals - basic understanding of theory behind fundamental elements of a role. This is dependent upon a role and combines technical and fundamental skills such as communication, negotiation etc.

FEEDBACK

- Any questions?

AXVECO

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