Acquia’s Learning Programs

Don’t just come to work. Grow your career at Acquia.
Acquia’s Learning Programs

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Our Learning Philosophy

Achieving the extraordinary is no easy feat. We are committed to offering every Acquian opportunities to learn, stretch and grow. Our culture of continuous, lifelong learning allows us to thrive and create a lasting impact, both personally and professionally.

Help you to build relationships with your peers, mentors, and managers

Realize your power to contribute to Acquia’s vision, mission, and success

Grow your career through stretch opportunities, professional development programs, and peer-to-peer learning

We believe that you are in the driver’s seat of your career.
NEW TO ACQUIA?

We believe in an onboarding experience that empowers our team to not just succeed, but thrive.

Jumpstart your career with the Acquia 100 Program:
Align yourself to your role, the company, and our culture

In the Acquia 100 Program, you will learn about our vision, mission, and strategy. You will be empowered with the ability to articulate how we drive value for our customers.

This program will help you build knowledge about our products, our services, our position in the market, and the strength of our brand.

Audience: All Acquians  |  Offered: Ongoing  |  Delivery: eLearning
Your voice matters and we are here to listen

Over your first 100 days, you will have the opportunity to let us know how you’re doing – from an optional check in with your HR Business Partner, to Midpoint and Endpoint New Hire Satisfaction surveys, we’re here to help you with your onboarding and ensure you have a satisfying experience.

Acquia 100 Mid-Point Check

- Overall Experience
  When you think about your overall onboarding experience, how do you think it’s going?

- The Company
  Our employees succeed when they have an understanding of Acquia’s Vision and Mission. We’d like your thoughts on your progress so far.

- People & Culture
  Our people and our culture are what make Acquia a great company. Please let us know how well you feel you’ve been able to connect to people on your team and in your department.

- Tools & Resources
  Having access to the right tools and resources is critical. Let us know how it’s going so far.

- My Manager
  Your Manager plays a critical role in your onboarding process and will like your thoughts on your progress so far.

  During my first week, my manager provided me with an onboarding roadmap
  ![Strongly agree](image)
  ![Add comment](image)

  My manager provides me with useful feedback to me on my work
  ![Strongly agree](image)
  ![Add comment](image)

Get Connected
We believe that the connections you make at Acquia can last a lifetime. We take great joy in fostering connections across the globe, both professionally and personally. Your co-workers are some of your best resources and we provide opportunities for you to build connections across the company.

- **Acquia Connect** / Your go-to landing page to navigate Acquia’s people, systems, and teams
- **#new-at-acquia Slack Channel** / A great place for you to say hello and ask questions
- **#sig-acquia-friends Slack Channel** / A space that automatically matches you to another Acquian every 3 weeks – a great way to meet someone new, talk about the work, and expand your Acquia network
- **Drizzle** / Our own internal social media site. From events, photos, and news, to raising money for a #GiveBackMore event, everyone can put more Sizzle in the Drizzle
NEW TO THE WORLD OF WORK?

Our Compass Program will point you in the right direction

The Compass Program

In this cohort-based learning program, you will join your fellow Acquians in an interactive learning program that will help you develop core skills.

Cohorts progress through the Compass Program as a team over a 2-month period and collaborate with their managers with on-the-job learning assignments. Each learning session is ~90 minutes.

Session 1: Building Your Professional Brand
In this workshop, we discuss the merits of building a professional brand, how it drives credibility, and how to build (or rebuild) your professional brand.

Session 2: Understanding Your Communication Style
In this workshop, you will learn how to identify different communication styles and how your preferred style may impact your interactions with others.

Session 3: Time Management & Prioritization: Gain Control of Your Workday
In this workshop, we will help you learn crucial strategies for time management and prioritization.

Session 4: Giving & Receiving Feedback
In this workshop, we will discuss how Emotional Intelligence (EQ) and Resilience relate to giving and receiving feedback.

Audience: Required for all early career starters with 0-3 years of professional work experience.*
Offered: Quarterly
Delivery: In-Person and/or Zoom

*Individual sessions may be offered to All Acquians as part of the Professional Development Program.
Looking to Build Your Skills?

Professional Development: Skills to Help You Grow Your Career

Professional Development Courses

Career Development Courses

Acquians First
Our mission for the Acquians First program is to assist in the growth and development of every Acquian. In this session, you will learn about Acquia’s Goal Setting Progress, our culture of continuous feedback, how to get the most out of your 1:1 and your Quarterly Pulse Conversations.

Charting Your Career
During this 90-minute interactive workshop, we will provide you with an overview of Acquia’s Leadership Behaviors framework. This will help you identify your career objectives and skill development needs that are essential to create an action plan that you can share with your manager.

Collaboration Courses

Leveraging DiSC for Effective Collaboration
As part of this 3-hour workshop, you will complete a personal DiSC Workstyles Preference self-assessment and discuss how your preferences might impact your ability to communicate and collaborate.

Trust and Teamwork: What’s the Connection?
This 2.5-hour workshop incorporates principles from the Leadership at the Speed of Trust course and Patrick Lencioni’s Trust Pyramid from the book Five Dysfunctions of a Team. This is a powerful workshop for intact teams and for those that collaborate cross-functionally.

Communication Courses

Email for Action
As a result of this 90-minute session, you will be able to recognize what over-communication is, make use of subject lines, write clear and brief messages, make use of tone and politeness, and develop a habit of proofreading.

Presenting for Impact
In this 3-hour highly interactive session, we will help you structure your presentations for maximum impact. You will learn to pinpoint audience needs and wants ahead of time (and also during) the presentation, as well as match your style with the audience’s style to create a magnetic connection which will increase the impact of your natural delivery and personal presence.

Audience: All Acquians
Offered: Quarterly & on-demand
Delivery: In-Person and/or Zoom
WANT TO SHARE YOUR KNOWLEDGE?

Our Acquians Teaching Acquians Programs capitalize on Acquia’s learning culture – our best experts are our fellow Acquians.

The Mentor Program
This program is a 6-month commitment with continuous support from Learning & Development. Mentors are matched in 1:1 pairs or in Mentor Circles. Groups self-determine meeting cadence and content, typically meeting 2 times/month.

We offer a wealth of resources, including a resource library where you can access topics to discuss (i.e. Time Management, Effective Communication, etc.).

Mentors have the opportunity to join monthly Mentor Meet-Ups to discuss and share tips/best practices.

Audience: All Acquians | Offered: Annually

Cognition Kitchen
Through Cognition Kitchen, Acquians teach Acquians – providing an opportunity to learn from one another. It’s a chance for you to present on any topic ranging from products and team building, to personal branding.

During these employee-generated learning sessions, presenters receive content and presentation coaching from the L&D team and share knowledge and best practices on a topic of their choice with their peers.

Audience: All Acquians | Offered: 1-2/Quarter
Our approach to management and leadership is rooted in trust. We believe that our best managers are also coaches.

LOOKING TO LEAD AND MANAGE?

Managing at Acquia Program

This program prepares you to take on the role of Manager as Coach and aligns you to Acquia’s best practices for people management with these 5 key skills:

Session 1: Leading and Managing at Acquia
In this kickoff session, we discuss what it means to be a manager and a leader at Acquia. We’ll examine how a person’s leadership and management style can impact effectiveness to lead their team, delegate work, and inspire and motivate others to high performance. Each participant will complete the Everything DiSC Management Profile that sets the stage for program sessions.

Session 2: Motivating Your Team
Improve communication with your team, build an environment of career growth, performance, and accountability, and also make sure your team remains engaged and motivated enough to effectively complete the tasks at hand.

Session 3: Essentials of Feedback
Learn about Acquia’s feedback philosophy and approach, and will put this into practice by planning and delivering real-time constructive feedback.

Session 4: Best Practices in Delegation
Managers need to delegate work not only so it frees their time to do other work, but to also offer growth opportunities to their team members. In this session, you will learn how to delegate tasks the right way, free up your busy schedule to focus on more other activities, and how to not micromanage.

Session 5: Leading Teams
High-performing teams only happen as a result of intentional, strategic work on your part, the team leader. This session will help you understand how your leadership style impacts how you both assemble and manage teams.

Audience: Required for all Acquia people managers  Offered: Quarterly  Delivery: In-Person and/or Zoom
Extraordinary Coaches Program

The Extraordinary Coaches Program is based on Zenger Folkman’s Extraordinary Coaches FUEL Framework and consists of a 1-day deep dive followed by three 90-minute Skill Accelerator Workshops.

**Session 1:**
**FUEL Framework**
Explore your personal approach to coaching, learn a flexible conversation framework, and practice skills that will increase their confidence and effectiveness in holding the critical conversations that matter to their employees. As part of this course, we will provide you with an entire toolkit to enhance your coaching skills (1-day session).

**Session 2:**
**FUELing Performance**
This session is designed to help you apply the FUEL Framework increase performance both in your regular 1:1 Check-in meetings and during the Quarterly Pulse performance conversations (50 min).

**Session 3:**
**FUELing Career Conversations**
This session is designed to help you to help your employees take control of managing their performance to support short- and long-term career objectives. In this workshop, you will learn strategies you can use to ask thoughtful questions, elicit new insights and turn everyday work interactions into opportunities for maximizing performance and potential (90 min).

**Session 4:**
Focused performance enhancement (2x/year | Delivery: In-Person and/or Zoom)

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**Leadership at the Speed of Trust**

Based on the Franklin Covey program “Leading At The Speed of Trust” you will learn a scalable, simple methodology that easily guides you to become explicit and deliberate about creating a high trust, highly engaged culture focused on results.

As part of this course, we will provide you with an entire toolkit to enhance trust building skills including simple, flexible, yet powerful trust-building framework. Once completed, managers are enabled to facilitate team-based workshops and lead “Trust and Teamwork: What’s the Connection?”

**Session topics:**
- The Business Case for Trust
- Six Types of Trust
- 13 Behaviors of High Trust to develop, restore, and extend trust
- Creating a Trust Action Plan to increase personal credibility and influence

**Audience:** All people managers who have completed ‘Managing at Acquia’ | Offered: 2x/year | Delivery: In-Person and/or Zoom
We believe that you are in the **driver’s seat** of your career.

“At Acquia, we recognize that lifelong learning is essential to career and personal success. As part of our investment in you, we offer these Learning Programs to empower you in your career. With something for everyone, we hope you can leverage these offerings to grow here at Acquia."

– Heather M. Hartford, Chief People Officer, Acquia

**Feedback?**
As part of our focus on inclusiveness, we welcome all feedback. We are here to provide you the best possible learning experiences!

Contact learning@acquia.com with questions!