

# SCALING ENTERPRISE EFFICIENCY

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ACCELERATING THE AI-FIRST JOURNEY FOR YOUR ENTERPRISE



## SIEMENS: BOOSTING THE EFFICIENCIES OF WORKFORCE LEARNING

As companies seek to extend market leadership, skills for their employees, especially in new technology capabilities like generative AI, IoT, cybersecurity and additive manufacturing, are becoming vital for long-term success. Building efficiencies into the learning path for organization-wide upskilling and reskilling is high on the list of focus areas for business leadership.

With a rich history spanning over 175 years, Siemens is a German multinational technology company and one of the largest engineering companies in the world. Staying ahead of the technology curve is critical for Siemens to retain its leadership. This makes rapid and effective upskilling of its large, diverse and geographically spread workforce imperative.

Partnering with Infosys and leveraging Infosys Wingspan, AI-first learning and talent transformation platform, Siemens has reimagined its approach to upskilling and learning. Infosys Wingspan draws on Infosys Topaz™ to bring in robust AI, including generative AI capabilities. With Infosys, Siemens' enterprise learning has stepped firmly into the digital age – leading to the inception of *My Learning World* harnessing Infosys Wingspan. It is the single entry point into digital learning and the gateway to personal upskilling and reskilling at scale for Siemens employees, with AI to monitor and predict learning, simultaneously acting as the digital brain of the company.

*My Learning World* is amplified with AI-powered algorithms that deliver a strong nudge framework to integrate learning actively into the performance culture of the organization. AI is also helping deeply personalize the upskilling journey for learners. The cognitive core of *My Learning World* also allows leaders to track the progress that learners make and continuously refocus efforts and content to deliver improved outcomes.

As the exploration of generative AI tools for the platform intensifies, the promise to make the learning journey richer and more engaging is becoming real. Some key generative AI-driven features include automatic content generation, automatic creation of learning objectives and AI-powered learning assistants. Applying AI to the data from this platform gives Siemens key insights into the learning habits and skill trends, enhances search quality and learning experience. And the results are encouraging – *My Learning World* is the fourth most used platform across Siemens, recording six million hours of learning in total in fiscal 2022.

This AI-first journey to efficiently enhance their digital skill quotient is helping Siemens foster a culture of lifelong learning. It is enabling them to build a resilient workforce that can adapt to rapid technological changes in the industry.

*'At Siemens, we want to support our people in staying relevant in a permanently changing environment by continuously evolving functional and technical skills. Digitalization, with an AI-first approach, is at the core of our strategy for the future. We are excited to have found an effective partner in Infosys who can support us to bring greater efficiencies to our employees' learning and growth journey with My Learning World. This is an important partnership for Siemens, and we look forward to continuing to build on these learning experiences for our employees.'*

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