

Acquia

Acquia's Learning Programs

**Don't just come to work.
Grow your career at Acquia!**



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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.

- Chief People Officer and Executive Sponsor, India COE

At Acquia, we have our long-standing mission to put our people at the center of the Acquia Experience, which is critical to driving both growth and engagement. Our Acquia Employee Experience is based on five key pillars, one of which is Continuous Learning.

Through our Acquians teaching Acquians programs and our multitude of learning opportunities, we are committed to a high-impact learning culture.

Learn more about the Acquia Experience ([Download Experience Guide](#)).



Meaningful Work

Making a difference and having an impact

Contribute in a way that leverages our strengths

Be empowered to be self-directed within our work in partnership with our manager

Opportunities to innovate and stretch



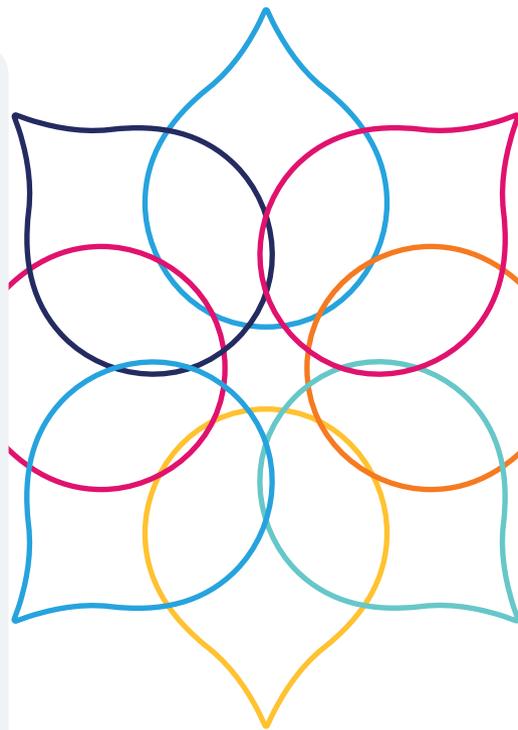
Supportive Management

Clear and transparent goals

Invested in the growth and development of the team and the individual

Agile Performance Management that provides continuous coaching, bi-directional feedback, frequent check-ins, and keeps people aligned

Mutual accountability between manager and team



Positive Work Environment

A culture that has our wellbeing in mind: flexibility, work-life integration, and the opportunity make meaningful connections with our colleagues

Fosters a culture of reward and recognition

Values people, fosters inclusion, values diversity and supports a culture of teamwork

Opportunities to give back to the community



Continuous Learning

Clear pathways to growth and advancement

Stretch opportunities to learn and grow

Discover ways to innovate

High-impact learning culture

Acquians teaching Acquians



Confidence in Executive Leaders

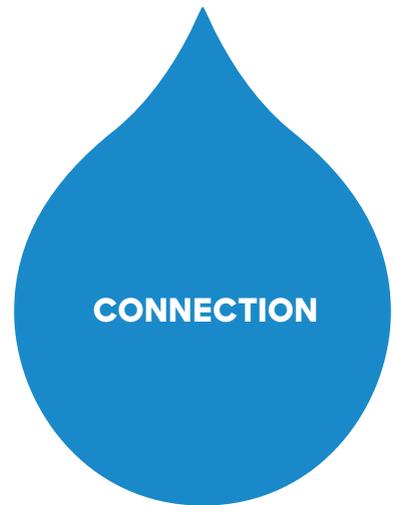
Demonstrate a Customer and Employee-First approach to lead with transparency & honesty

Inspire the Team

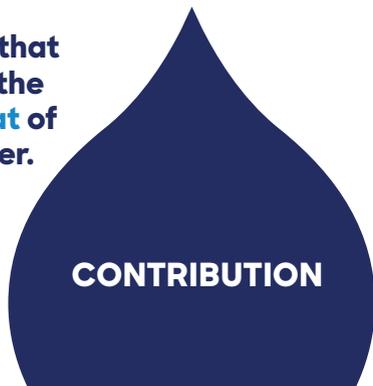
Think and act strategically in support vision, mission and VFOs

Ensure cross-functional alignment

Continuous investment in people



We believe that you are in the driver's seat of your career.



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

Acquia's Learning Programs

PAGE 8
New to Acquia

PAGE 14
New to the World of Work

PAGE 16
Build Your Skills

PAGE 22
Share Your Knowledge

PAGE 24
People Leaders

PAGE 26
Leading & Managing

Table of Contents





New To Acquia?

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

Acquia Foundations Onboarding Goals

The goals are to immerse you into Acquia and provide you with the education, tools, and resources so you can fully integrate into our company and connect with our culture. This is the first step to ensure your long-term success and your ability to thrive as an Acquian.

Company

Align to Acquia's vision, mission, strategy, business processes, products, and services and describe how it all contributes to Acquia's success.

People & Culture

Connect to cross-functional groups and peers, and identify with our Core DNA and our unique culture.

Team & Role

Orient to the team and job, and understand how the role contributes to Acquia's success.

Get Connected

New Hire Slack Channel plus more than 50 Interest-Based Slack Channels

On Day 1, you will be added to a wide variety of Slack channels where you can meet fellow Acquiains, talk about the work, ask questions, and expand your Acquia network

Trova Magic

Further develop meaningful connections and networks by jumping into automatic matching with fellow Acquiains on a regular cadence

Peer Learning

Opt-in to be a peer coach and tap into opportunities to expand your skills, learn and share through peer-to-peer learning

Job Shadow

Our peer shadow program will provide you the opportunity to see first-hand how Acquia is finding innovative ways to enhance the customer experience and feature roadmap

New Hire Social Events: Speed Meeting and Trivia

Throughout each quarter, we host Acquia Speed Meetings and Trivia Events, where you can get to know your fellow Acquiains and chat with friends

Peer-to-Peer Recognition

Programs designed to acknowledge our teammates for extraordinary performance, which include the Acquiaversary Program, Night Out On the Town Award, and DNA Drupal Drop Awards

Employee Resource Groups (ERGs)

Meet fellow Acquiains and jump into discussions on a wide variety of topics

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

Personalized Roadmap

Department Onboarding Roadmaps including eLearning content in Acquia Academy

Through a 30/60/90-day department roadmap put together by your team, you will be provided with the education, tools, and resources you need to fully integrate into your team.

Cross-Functional 1:1s

During your first few months, you will have the opportunity to schedule 1:1s with colleagues and key partners to learn about their work and potential collaborations.

Buddy Matching

During your onboarding, you will be paired with a colleague who will support you during your first few weeks and serve as a resource!

Peer Learning & Job Shadow Opportunities

Through Trova, you can job shadow, plan localized outings, and connect with other Acquiains to share your skills or pick up new ones.

Acquia Foundations Onboarding

Orientation: Company Overview & Benefits

As a new hire, on Day 1 you will attend the orientation inclusive of high level product and people program overview and meet fellow new Acquians.

Learning Program Overview:

During your first week at Acquia, you will get a deep dive into Acquia's learning programs, including our online learning management system, Acquia Academy, an overview of the New Hire Learning Plans, and further opportunities for professional, leadership, and technical skill enhancement.

Acquia Academy eLearning Plans

Acquia Foundations for New Hires

- In this program, you will learn about Acquia's history, how Drupal factors into our success, and how we lead the digital revolution for our customers. As a new Acquian, we will take you on a journey that will help you connect to our company and culture, and provide you with the roadmap to ensure you have a long successful career.

Acquia Foundations for New Managers

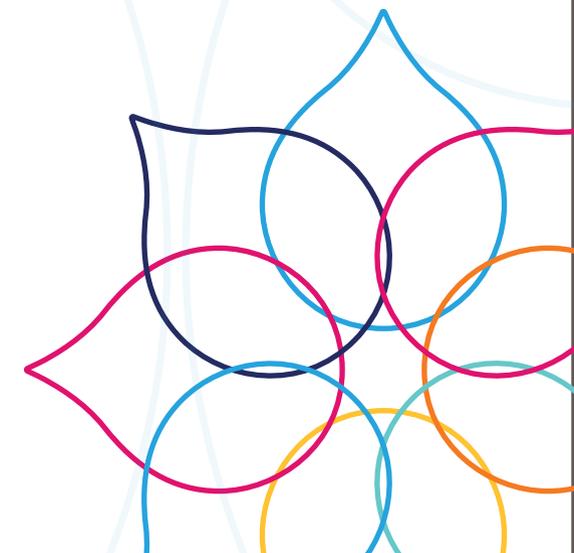
- As a first-time manager or newly hired Acquia manager, you likely feel a mixture of excitement and apprehension about your new role. This program will help you transition seamlessly from employee to manager. You'll learn about your new responsibilities, explore the first steps every new manager should take, and examine a few common challenges new managers face and how to overcome them.

Acquia Immersion

Acquia Immersion is an immersive, interactive, multi-day program designed to align new Acquians on our vision, mission, and strategy and empower them with the ability to articulate how we drive value for our customers. The program will build knowledge about our products, processes, and priorities, and how our many teams drive Customer Success. By the end of the program you will know why Acquia is a great choice not only for our customers, but for your career!

Onboarding Survey: Feedback is critical

After your first 30 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 an Onboarding Check-In survey, we're here to help you with your onboarding and ensure you have a satisfying experience.





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 several months and collaborate with their managers with on-the-job learning assignments.

Audience: Required for all early career starters with 0-3 years of professional work experience.*

*Individual sessions may be offered to All Acquians as part of the Professional Development Program

Sample Curriculum:

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.

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.

Time Management & Prioritization: Gain Control of Your Workday

In this workshop, we will help you learn crucial strategies for time management and prioritization.

Giving & Receiving Feedback

In this workshop, we will discuss how Emotional Intelligence (EQ) and Resilience relate to giving and receiving feedback.



Looking To Build Your Skills?

Professional Development:
Skills to Help You Grow Your Career

Professional Development Workshops

Our learning culture embodies the idea of “Don’t just come to work. Grow your career at Acquia.” Our Professional Development workshops and courses will help you enhance and strengthen your skills in the areas of emotional intelligence, communication, collaboration and more!

Career Development Workshop **Charting Your Career**

During this 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 Workshops **Leveraging DiSC for Effective Collaboration**

As part of this 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 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 Workshops **Agile EQ: Develop Your Emotional Intelligence**

As part of this workshop, you will complete an Agile EQ Self-Assessment and learn how to strengthen your EQ in regards to self-awareness and adaptability.

Presenting for Impact

In this session, we’ll guide you in structuring presentations for maximum impact. You’ll learn to identify audience needs, tailor your style, and enhance your natural delivery and presence for a magnetic connection.

Professional Development Self-Paced Courses

Professional Skills Courses

The Art of Managing Up

In this elearning, you'll learn the art of "managing up" and the role that you can play in creating an effective, collaborative relationship with your manager.

Acquia's Leadership Behaviors

As a result of this course, you will be exposed to our philosophy on leadership, specifically that being a leader at Acquia is not solely dependent upon your level, your role, or even your tenure.

Big Idea Book Club

We've partnered with the Next Big Idea Club to bring to Acquia life-changing training content on a wide variety of topics from the world's most brilliant luminaries. You will have the opportunity to join a Book Club with your fellow Acquians and discuss questions as well as share insights.

Effective Meetings

In this course, you will pick up quick tips on how to plan and run an effective meeting.

Personal Development Courses

Leading with Emotional Intelligence

Decipher and unpack the concept of emotional intelligence and learn how to boost your skills by strengthening your personal and social competence.

Developing a Growth Mindset

Explore the differences between a fixed mindset versus a growth mindset and learn how a growth mindset can unlock your capacity to learn, grow, and thrive.

*The content above is a small representation of our offerings.

Technical and Product Training

Acquia Certification Program

Throughout your career at Acquia, you can take any of our Acquia Certification Exams at no cost as part of the Acquia Certification Program, which is a professional certification program for Drupal and Acquia products. By passing the Acquia Certified Developer, Acquia Certified Back End Specialist, and Acquia Certified Front End Specialist exams, you can become a Triple Certified Drupal Expert!

Internal Enablement

Technical and Product Enablement

In collaboration with Product Owners and stakeholders across Customer Success, our Learning Services team hosts live training sessions for all Acquians on the technical enablement of our products.

Sales Enablement

We provide our global Sales team with the resources they need to build strong relationships, close more deals, and ensure customer success.

Self-Paced Training

Through Acquia Academy, we provide all employees the opportunity to enroll in self-paced eLearning video courses on Drupal and Acquia product introductions. In addition, we provide practice exams and study guides for Acquians who are interested in taking our Acquia Certification Exams.

Diversity, Equity, and Inclusion Programs

At Acquia, we value the differences in our life experiences and viewpoints. We believe that cultivating and supporting a diverse team globally is directly tied to our success as an organization, fueling greater innovation, productivity and business outcomes.

Annual DEI Roadmap: Speaker Series, Volunteer Opportunities & Employee Spotlights

In order to support and celebrate our global, diverse, and inclusive community of Acquians, we share a DEI Roadmap to provide ongoing opportunities to educate and involve Acquians around DEI. Throughout the year, we host a variety of speakers, feature Employee Spotlights and highlight volunteer initiatives.

DEI Resource Library

Within Acquia Academy, we provide a variety of educational and learning resources to help you explore different DEI topics. By educating ourselves, we will develop a greater awareness and appreciation for all that makes us unique, and what makes every person a valued member of our Acquia Community.

Global Partnerships

We partner and collaborate with a variety of companies, organizations, and schools on career workshops, live events and education opportunities.





Want To Share Your Knowledge?

Our Acquiains Teaching Acquiains Programs capitalize on Acquia's learning culture – our best experts are our fellow Acquiains



Acquiains Teaching Acquiains

Supercharge your learning by tapping into the amazing knowledge at Acquia, whether it's for just-in-time learning, help with a longer term project, find a peer coach, learn a new skill or share your knowledge.

Job Shadow Program

Our peer shadow program will provide you the opportunity to see first-hand how Acquia is finding innovative ways to enhance the customer experience and feature roadmap.

Peer-to-Peer Learning

Opt-in to be a peer coach and tap into opportunities to expand your skills, learn and share through peer-to-peer learning

Employee Resource Groups (ERGs)

Meet fellow Acquiains and jump into discussions on a wide variety of topics



Cognition Kitchen

Through Cognition Kitchen, Acquiains teach Acquiains- 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.





Enabling People Leaders

Our approach to management and leadership is rooted in trust. We believe that our best managers are also coaches.

Managing at Acquia Program

These sessions prepare you for the People Manager as Coach role, aligning with Acquia's best practices in key skills.

Leading and Managing at Acquia

Explore leadership and management at Acquia, examining how your style influences team effectiveness, delegation, and motivation. The workshop starts with the Everything DiSC Management Profile for each participant.

Motivating Your Team

Enhance team communication, foster a culture of career growth, instill accountability and maintain high levels of engagement to drive efficient task completion.

Interviewing Best Practices

Through a human-centered lens, learn how to promote a great candidate experience throughout the interview and hiring process.

Essentials of Feedback

Learn and put into practice Acquia's feedback philosophy, focusing on planning and delivering constructive feedback in real-time.

Best Delegation Practices

Discover effective delegation methods to free up time, offer growth opportunities, and avoid micromanagement.

Leading High-Performing Teams

Explore how your leadership style influences building and leading high-performing teams.

This session focuses on strategic leadership to attain exceptional team results.

Guide for Managing Remote Teams

Learn to seamlessly transition from in-person to virtual workspaces, updating your management toolkit with strategies for hiring, boosting accountability, enhancing communication, and fostering connection among remote workers.

Extraordinary Coaches Program

The Extraordinary Coaches Program, based on Zenger Folkman's FUEL framework, includes an in-depth workshop and three 90-minute Skill Accelerator Workshops.



Looking To Lead and Manage?

Integrating leadership, strategic thinking, collaboration, and operational expertise, our programs aim to enhance your skills for driving innovation, efficiency, and organizational success.

Acquia Accelerate Program

The Acquia Accelerate Program for Directors is designed to empower you with the skills, knowledge, and insights you need to excel as a leader in today's rapidly evolving business landscape.

Program Overview:

-  The Four Stages of Team Development: eLearning & Peer Partner Discussions
-  Fireside Chat with Leaders
-  Five Behaviors of Cohesive Teams Workshop & Panel Discussion
-  Leadership at the Speed of Trust Workshop & Panel Discussion

High Impact Leadership Program

The High Impact Leadership Program for VPs will empower you to gain greater self-awareness of your leadership style and opportunities to apply it to your work.

Program Overview:

-  Peer Learning Groups & Panel Discussion
-  Fireside Chat with Leaders
-  360 Degree Feedback
-  Leadership at the Speed of Trust Workshop & Panel Discussion
-  Work of Leaders Workshop & Peer Meetings



Feedback?

As we continue to build our collection of learning programs, we welcome all feedback. We are here to provide you the best possible learning experiences!

Contact learning@acquia.com with questions!

Acquia