

Satyam Launches Virtual Learning World

Comprehensive, first-of-its-kind initiative enables employees all over the world to enhance their capabilities, at any time; Launch coincides with Satyam's #15 ranking on Training Magazine's list of Top 125 Training organizations

Hyderabad, Andhra Pradesh, IND, 2007-03-19 12:57:20 (IndiaPRwire.com)

Satyam Computer Services, Ltd. (NYSE: SAY), the leading global consulting and information technology services company, announced today that it has implemented an organizationwide, virtual learning environment called Satyam Learning World (SLW). The holistic approach to learning considers the entire life cycle of human capital management, and includes critical elements such as induction, entry-level training, continuous competency development, performance evaluation, and career-path development. Satyam Learning World (SLW) is also designed to prepare Satyam professionals to excel at the project and service offering levels, and to work more effectively with partners and customers.

The launching of SLW coincides with Training Magazine ranking Satyam No. 15 in its annual listing of the Top 125 organizations for training. It is not only the first time Satyam has made the list, it is the first any Asian company has been so honored.

In developing its integrated SLW approach, Satyam partnered with The Fuqua School of Business at Duke University, Harvard Business School Publishing, U21Global, Liqwid Krystal, SumTotal Systems, and Thomson NETg. These globally respected institutions and companies will help Satyam manage its increasing size, global presence, and employee diversity.

Satyam will invest more than \$8 million in the comprehensive program over the next five years, Investments and assets will include tools and technologies such as a learning management system, a content management system, a virtual classroom tool, a performance evaluation management tool, and a networking and blogging tool. Other tools will handle attendance, library management, web radio, web television, and mobile learning. A database for attendance and evaluations management is also planned.

'What differentiates knowledge workers from other types of workers is their mobility in time and space and continuous learning,' Edward S. Cohen, senior vice president, Satyam School of Leadership said. 'The challenge for today's organizations is meeting the learning demands of knowledge workers without compromising their mobility. The traditional brick-and-mortar education systems, with their immobile infrastructure and static learning models, are inadequate to access the training from where it is delivered. Considering the geographical spread, size, and associate diversity in Satyam, the need for more sophisticated learning processes and delivery systems is paramount'.

'The learning needs of Satyam associates are numerous and varied, so learning delivery systems also have to be faster and more efficient. In keeping with the tomorrows that arrive today, Satyam Learning World will address the learning needs of the associates and implement highly innovative learning through a continuum of service offerings. This new learning initiative will enforce a culture of Learning follows the Learner. In addition, it ensures that Satyam will develop tomorrow's business and thought leaders,' he further added.

Specifically, SLW:Creates a single, integrated learning platformEnables learning at any time or placeFacilitates self-directed learningProvides rich information mappingEnables real-time collaboration and knowledge sharing among leaders.

'The SLW provides exceptional tools and an environment that fosters creativity and innovation,' said Rajul Asthana, vice president, Satyam Learning Center. 'In addition, processes and workflows are automated, so learning facilitators are freed from day-to-day tasks. As a result, they can serve as consultants and mentors and create best practices and new services for users.'

Satyam has high expectations for its virtual learning programs. In fact, SLW professionals have a mandate: 'Virtualized service must be better than a physical interaction.' Additionally, it must increase the capabilities and performance of the provider, as well as the reach, quality, and cost of a service. Thus far, SLW associates have identified and 'virtualized' 25 critical, high-end services, with many more to come. The focus is on context, rather than content—quality, rather than quantity. Services that have been virtualized to this point are those that require human expertise, experience, and judgment.

Virtualization will be a key differentiator for Satyam, Pithamber added. 'The Internet has made the world flat. However, providing clients with high-end virtual services that are as good, if not better, than physical services, is yet to be achieved. As we did in the past with our 'Right Sourcing Model,' we are taking the lead in virtualization of services.'

Contributions of the Partners

The aforementioned partners play critical roles in the development of the Satyam Learning World. Internationally recognized management and leadership content, online learning programs, and tools from Harvard Business School Publishing have been mapped to specific management competency areas. These resources will expedite development and advancement of entry- and mid-level managers and refine the skills of more seasoned leaders - enhancing individual performance and contributing to overall organizational success.

Thomson NETg and Liqwid Krystal are providing more than 2,500 self-learning courses on technology, management, soft skills, and domains. Additionally, Satyam will procure audio and video content from them. The Fuqua School of Business at Duke University will develop a managerial excellence program for mid-managers.

The SumTotal Enterprise Suite enables Satyam to deploy and administer new learning initiatives with a significantly higher degree of scalability and flexibility. The solution also enables the setup and operation of various domains, courses, and audiences for globally distributed organizations, such as Satyam. In addition, SumTotal's solutions will align Satyam's knowledge sharing programs and spending with corporate initiatives designed to create growth.

'Satyam is delivering a program that will attract managers and engage them as they advance within an organization,' said Ian Fanton, vice president, Sales & International, Harvard Business School Publishing. 'We find that the most strategic and successful organizations are looking for a way to more effectively manage and connect with workforce talent. Managers will experience engaging, high quality learning throughout their time with an organization, for greater consistency and increased performance - even within high-growth organizations.'

'Liqwid Krystal is proud to be Satyam's content partner. Thousands of courses from Thomson NETg are delivered to the desktop of Satyam Associates,' said Anand Adkoli, CEO of Liqwid Krystal.

'We believe that the Indian organizations in the services sectors of IT Services/ITES, Financial Services, Telecommunications and Retail, who are expanding rapidly, will be able to differentiate themselves from the competition by investing in learning and talent management solutions to improve employee productivity,' said Sudheer Koneru, managing director, India, SumTotal Systems, Inc. 'As a global leader in this marketplace, SumTotal stands committed to bringing the best of breed talent, learning and performance management solutions to India to cater to the needs of Indian organizations,' he added.

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About Liqwid Krystal

Founded in 1999, Bangalore-based Liqwid Krystal provides online learning solutions that are especially suited for companies in the IT/ITES sector. Its learning solutions are built on its patent-pending CodeSaw platform and deliver thousands of online courseware and books to the user's desktop.

For more information, visit www.liqwidkrystal.com or write to info@liqwidkrystal.com.

About Harvard Business School Publishing

Headquartered in Boston, Harvard Business School Publishing (HBSP) is a wholly owned, not-for-profit subsidiary of Harvard University. HBSP publishes for the corporate learning, higher education, and individual manager markets. Its offerings include the Harvard Business Review, books from Harvard Business School Press, newsletters such as Harvard Management Update and the Balanced Scorecard Report, conferences, management development programs and services, and case studies from Harvard Business School and other leading academic institutions around the world.

For more information, please visit our website at <http://www.hbsp.harvard.edu>.

About SumTotal Systems, Inc.

SumTotal Systems, Inc. (NASDAQ: SUMT) is one of the world's largest providers of talent and learning solutions. SumTotal deploys mission-critical solutions that align talent and knowledge with organizational processes and business goals to generate significant bottom-line results. SumTotal has helped strengthen performance and profits for more than 1,500 of the world's best-known companies and government agencies, including Accenture, Aetna, DaimlerChrysler, Delta Air Lines, Harley-Davidson, Microsoft, Novartis, PNC Bank, U.S. Army, U.S. Air Force, U.S. Navy, U.S. Coast Guard, U.S. Bancorp, United Airlines, Vodafone, Wachovia and Wyeth. SumTotal has offices in the United States, London, Paris, Frankfurt, Singapore, Sydney, Tokyo, Hong Kong and Hyderabad.

For more information about SumTotal's products and services, visit www.sumtotalsystems.com.

About Satyam Computer Services

Satyam Computer Services Ltd. (NYSE: "SAY") is a leading global consulting and IT services company, offering a wide array of solutions customized for a range of key verticals and horizontals. From strategy consulting right through to implementing IT solutions for customers, Satyam straddles the entire IT space. It has excellent domain competencies in verticals such as Automotive, Banking & Financial Service, Insurance & Healthcare, Manufacturing, Telecom-Infrastructure-Media-Entertainment-Semiconductors (TIMES). As a diverse end-to-end IT solutions provider, Satyam offers a range of expertise aimed at helping customers re-engineer and re-invent their businesses to compete successfully in an ever-changing marketplace.

Satyam's network spans 53 countries, across 6 continents. Over 23,000 dedicated and highly skilled IT professionals, work in development centers in India, the USA, the UK, the UAE, Canada, Hungary, Singapore, Malaysia, China, Japan and Australia and serve over 452 global companies, including over 155 Fortune 500 corporations.

We have strategic technology and marketing alliances with over 50 top-notch companies that help us provide end-to-end services to our customers.

Satyam's need-driven deployment of domain and technology expertise brings to customers a range of solutions and products that enhance performance and competitiveness.

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You can also visit www.satyam.com for more information.