Welcome to DATEV eG

Great to have you here!

AGENDA

LeadVET Multiplier Event Nuremberg 2023

Today's Agenda

09:00 - 09:30 am	Vocational training and personnel development at DATEV: an outline
09:30 - 10:00 am	Agile Learning in corporate learning environments: Model and experiences at DATEV
10:00 - 10:45 am	Tour of Datev with special consideration of new learning, new work and working environments
10:45 - 11:15 am	Coffee break & Refreshments
11:15 - 12:15 pm	Cooperation of companies and institutions of teacher training in vocational education: presentation followed by discussion (Christian Kaiser, DATEV & Karl Wilbers, FAU)
12:15 - 12:30 pm	Closing words Multiplier Event (Karl Wilbers, FAU)
12:30 - 13:30 pm	Lunch at the DATEV eG Casino

Uwe Ritthammer

Team Lead
HR Apprenticeship

Eva Danhof

Team Lead
HR Learning IT & Infrastructure

DATEV eG
Shaping the future. Together.

An IT community

for **tax advisors, auditors, lawyers** and their clients

One of Europe‘s largest IT service providers*

* Source: ICD-Ranking 2020

With a sustainable track record

DATEV eG
At a glance

7 times 'on the spot' in Europe

8,400
EMPLOYEES
ARE ACTIVE FOR THE COOPERATIVE'S CLIENTS

500,000
CLIENTS
TRUST IN DATEV

23
BRANCH OFFICES ENSURE A NATIONWIDE PRESENCE

TURNOVER ACHIEVED IN 2021:
€1.22
BILLION

AGILE - FROM THE VERY FIRST DAY

CREATIVITY AND SELF-MONITORING IN OPERATIONAL TRAINING

Uwe Ritthammer
Teamlead HR Apprenticeship

DATEV

My first learning experience…

Conditoreiwaren
Leonh. Taichmann
Zum Nürnberger Trichter
Firma besteht seit 1863
Fehlt dirs an Weisheit in manchen Dingen
Lass dir von Nürnberg den Trichter bringen

Agile

Adjective

agile (*comparative* **more er**, *superlative* **most er**)

1. Having the faculty of quick motion in the limbs; apt or ready to move; nimble;

Agile Learning: Technique for iterative and incremental learning & teaching, involving collaboration/interaction between individuals

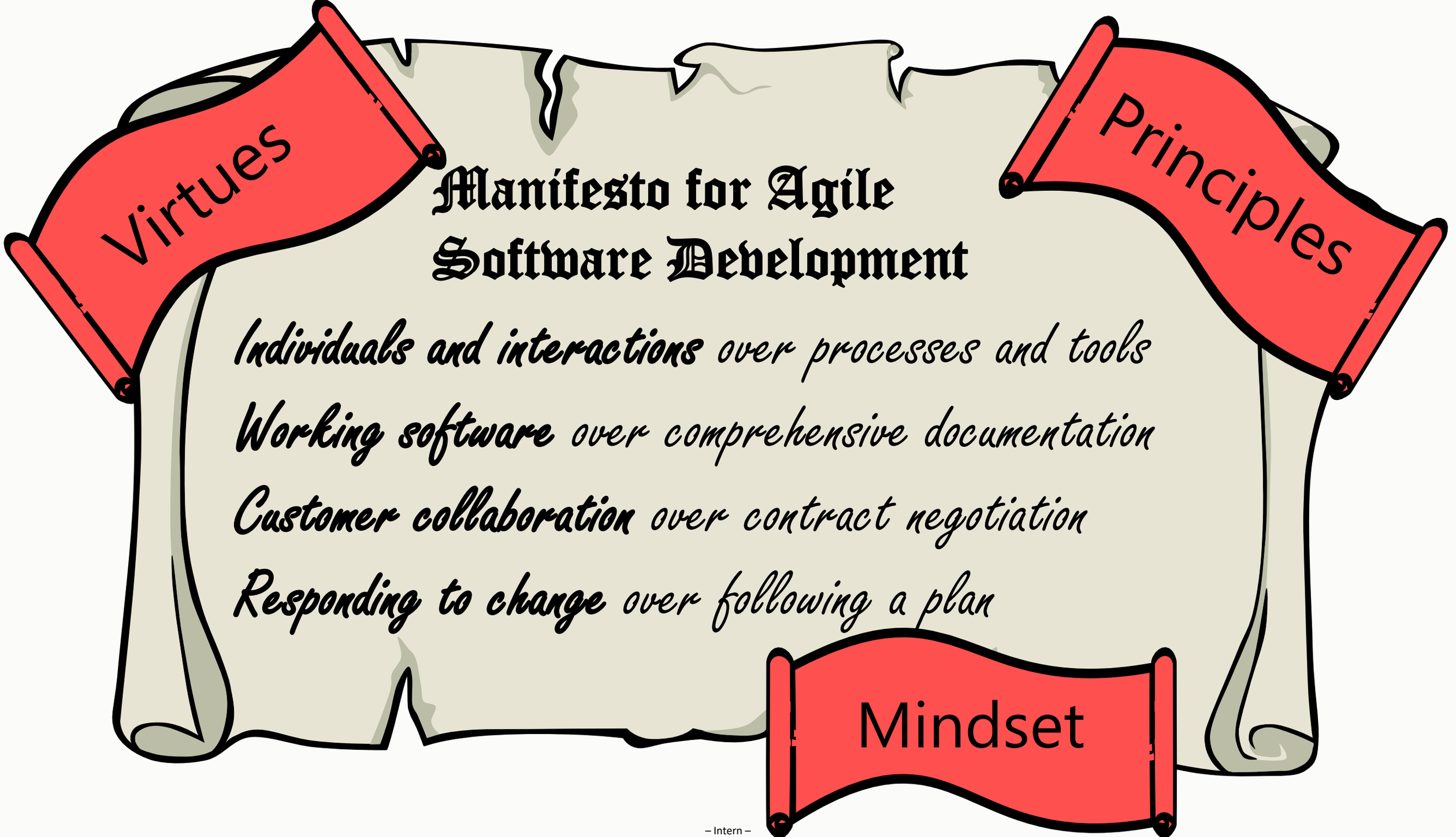
and incremental development of software involving collaboration between teams.

***agile** methods*

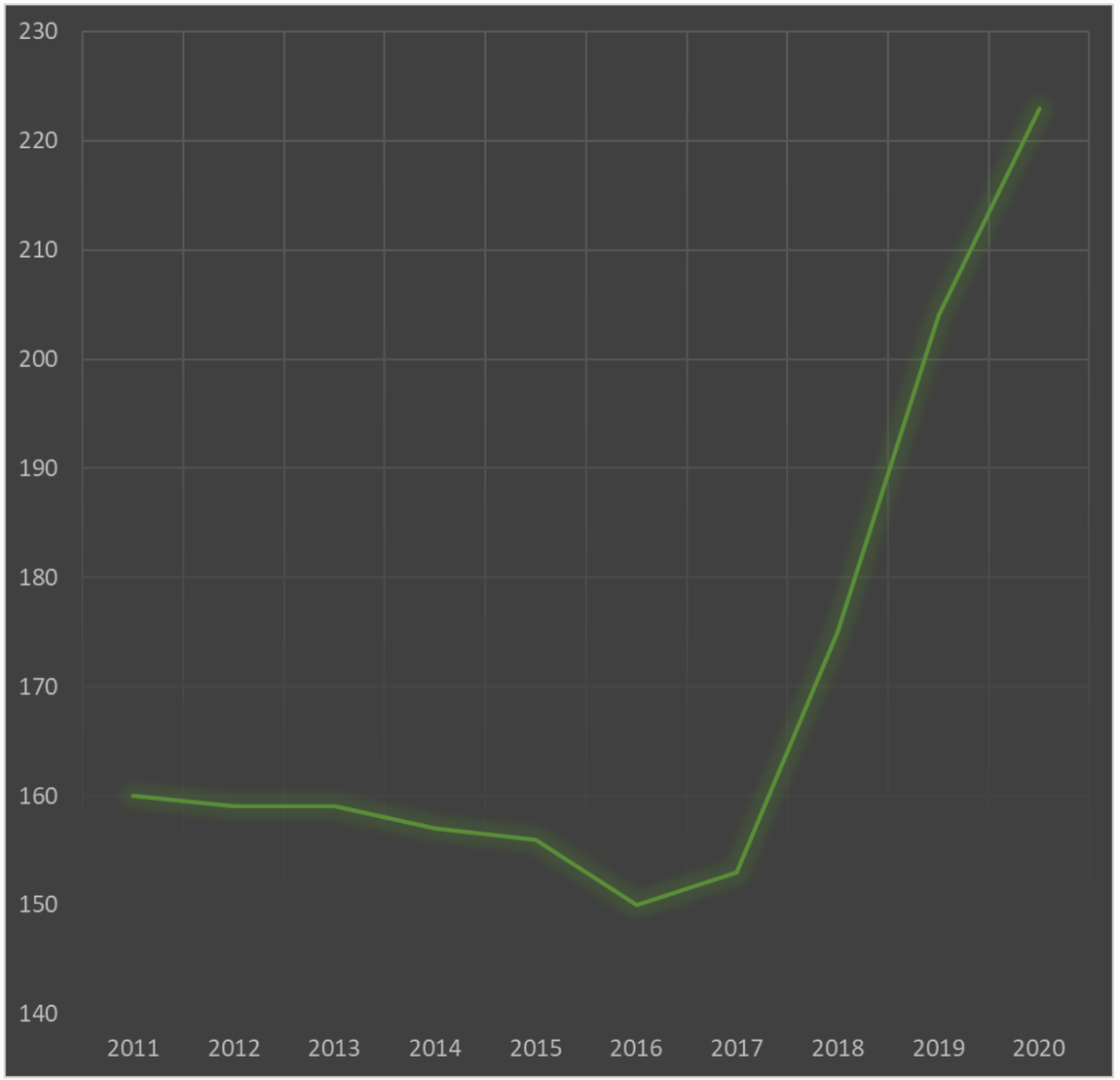
Synonyms

active, *alert*, *nimble*, *brisk*, *lively*, *quick*

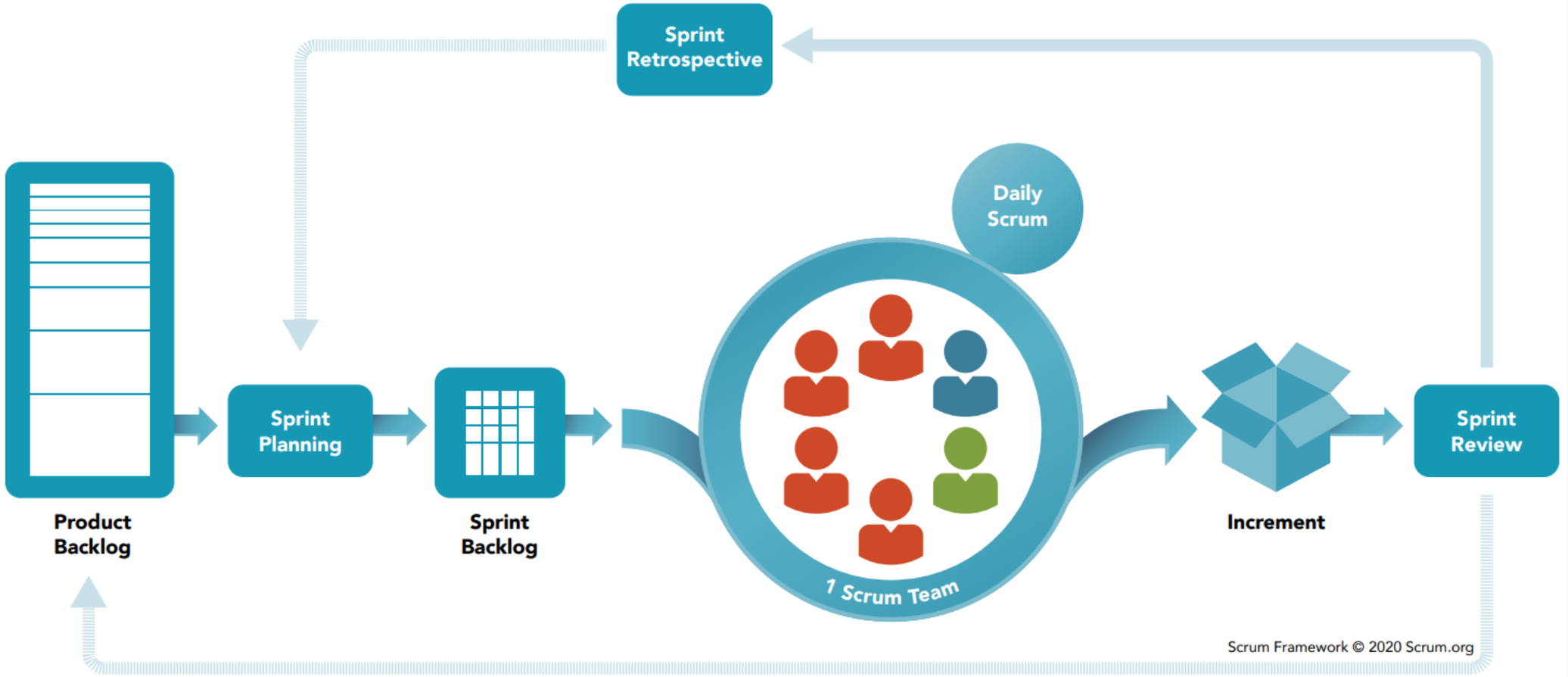
Origin: https://www.wordsense.eu/agile/


Virtues
Principles
Manifesto for Agile Software Development
Individuals and interactions over processes and tools
Working software over comprehensive documentation
Customer collaboration over contract negotiation
Responding to change over following a plan
Mindset

Necessity is the mother of invention…



SCRUM FRAMEWORK



Scrum.org

COURAGE
Scrum Team members have courage to do the right thing and work on tough problems

FOCUS
Everyone focuses on the work of the Sprint and the goals of the Scrum Team

COMMITMENT
People personally commit to achieving the goals of the Scrum Team

RESPECT
Scrum Team members respect each other to be capable, independent people

OPENNESS
The Scrum Team and its stakeholders agree to be open about all the work and the challenges with performing the work

© Scrum.org

How to…?

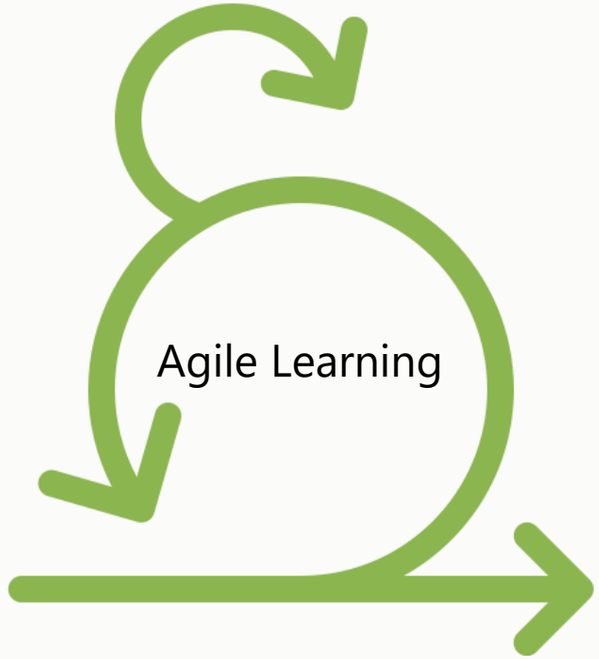
Apprentice-Seminar

+

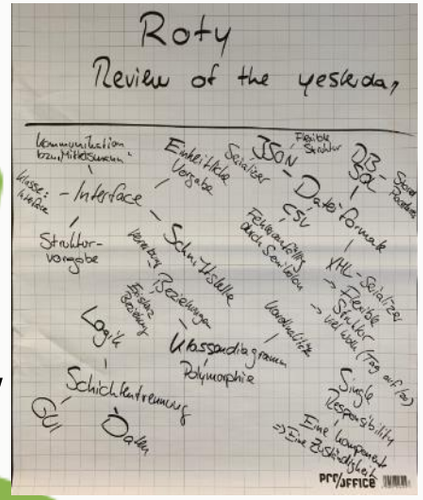
Agile Method (e.g. SCRUM)

Transformation

Magic happens here!

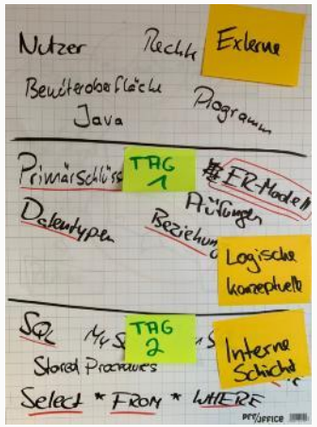


Learning Sprint



Daily / Review

2 Days



Planning

B a c k l o g

Retrospective

First results…

The tasks and examples

Good Coffee

First plan, then do

Solution aids were like in school

Finally something other than school

Agile Mindset?

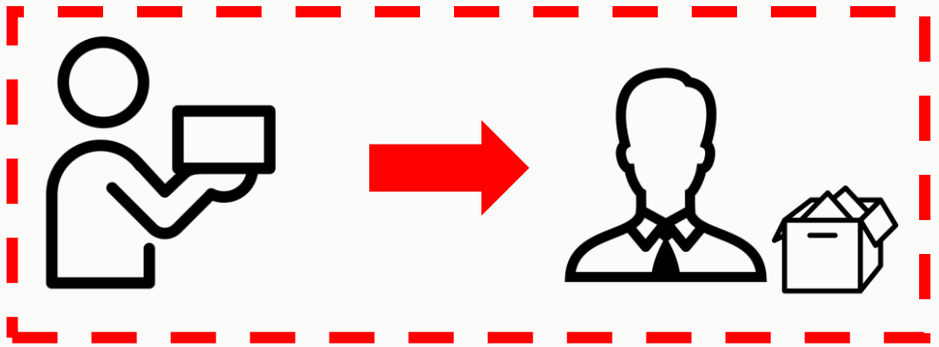
Good morning Uwe, is there anything planned by the training department to prepare for the final exam

Is this planned in the form of a workshop or does everyone have to prepare themselves

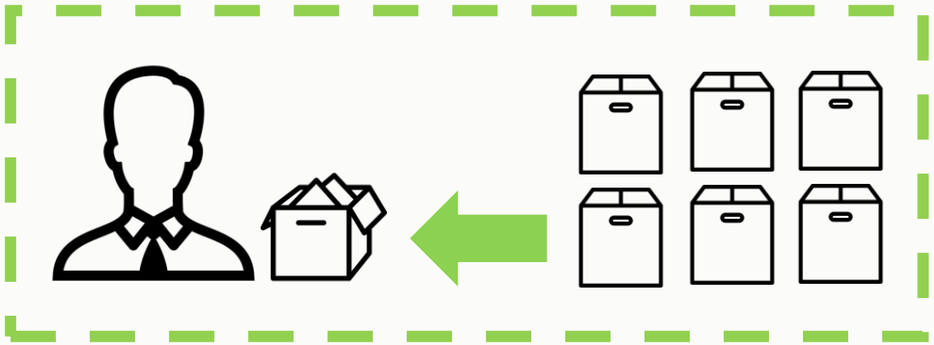
Hi Uwe, Franziska said you'll be there on Tuesday, may I come and copy the final exams. When are you there?

14.01.2022 14:40 1
7:00 Uhr

Perfect, I'll come over there then



Push



Pull

Selft control, personal responsibility, co-creation, … Learning in Teams

The Newsletterteam

The Promoters-Team

The Internship-Team

The IT-Kompaktteam

The Social-Media-Team

COMFORT
FEAR
LEARNING
GROWTH!
@WHITEBOARD_DAILY™

AGILE LEARNING IN CORPORATE LEARNING ENVIRONMENTS:
MODEL AND EXPERIENCES AT DATEV

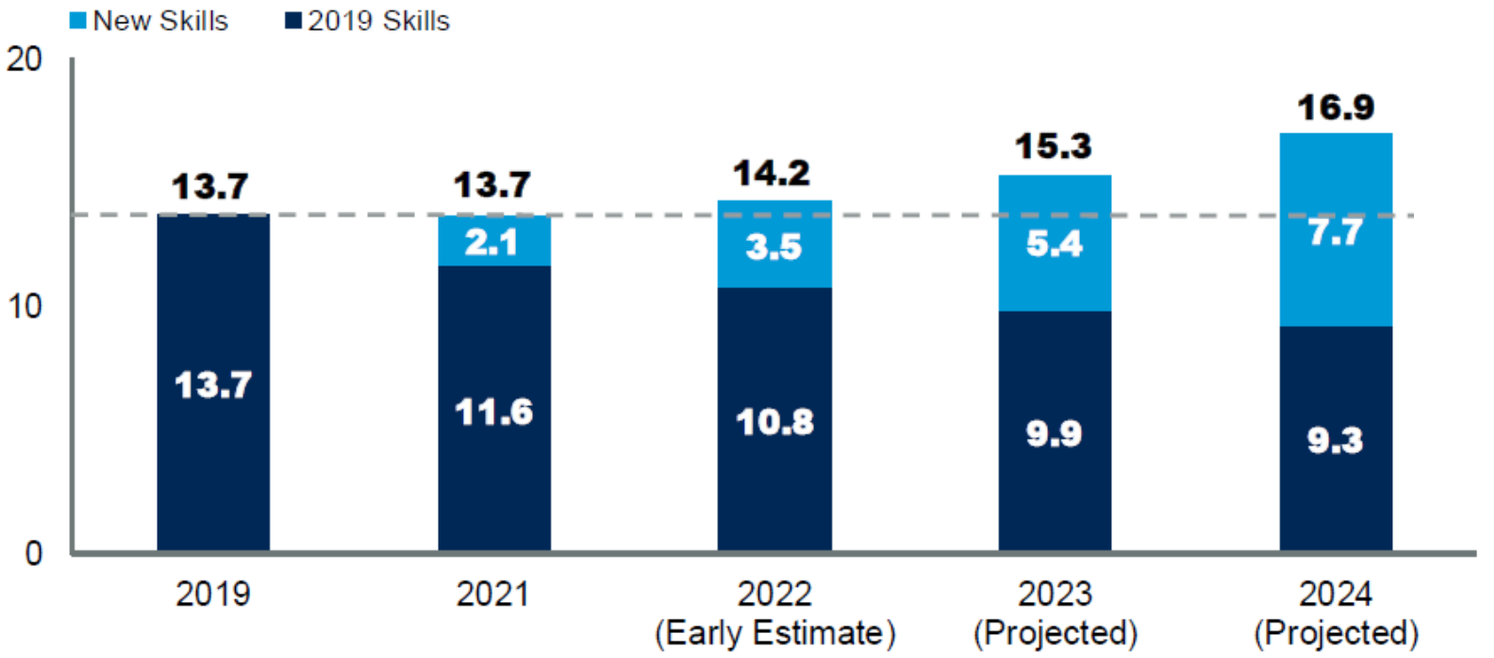
Eva Danhof
Teamlead HR Learning

DATEV

Old Challenges Are Becoming More Pressing …

Average Skills Required per Job Posting

Finance, IT and Sales Roles in the U.S. (S&P 100 Companies)



n = 7,897,507 S&P 100 full-time/permanent job postings (1 January 2019 to 31 March 2022)

Source: Gartner TalentNeuron

[1] Compound annual growth rate from 2019 to 2024

Note: 2020 excluded from analysis due to major pandemic-induced disruption in the job market

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Old Challenges Are Becoming More Pressing ...

Average Skills Required per Job Posting

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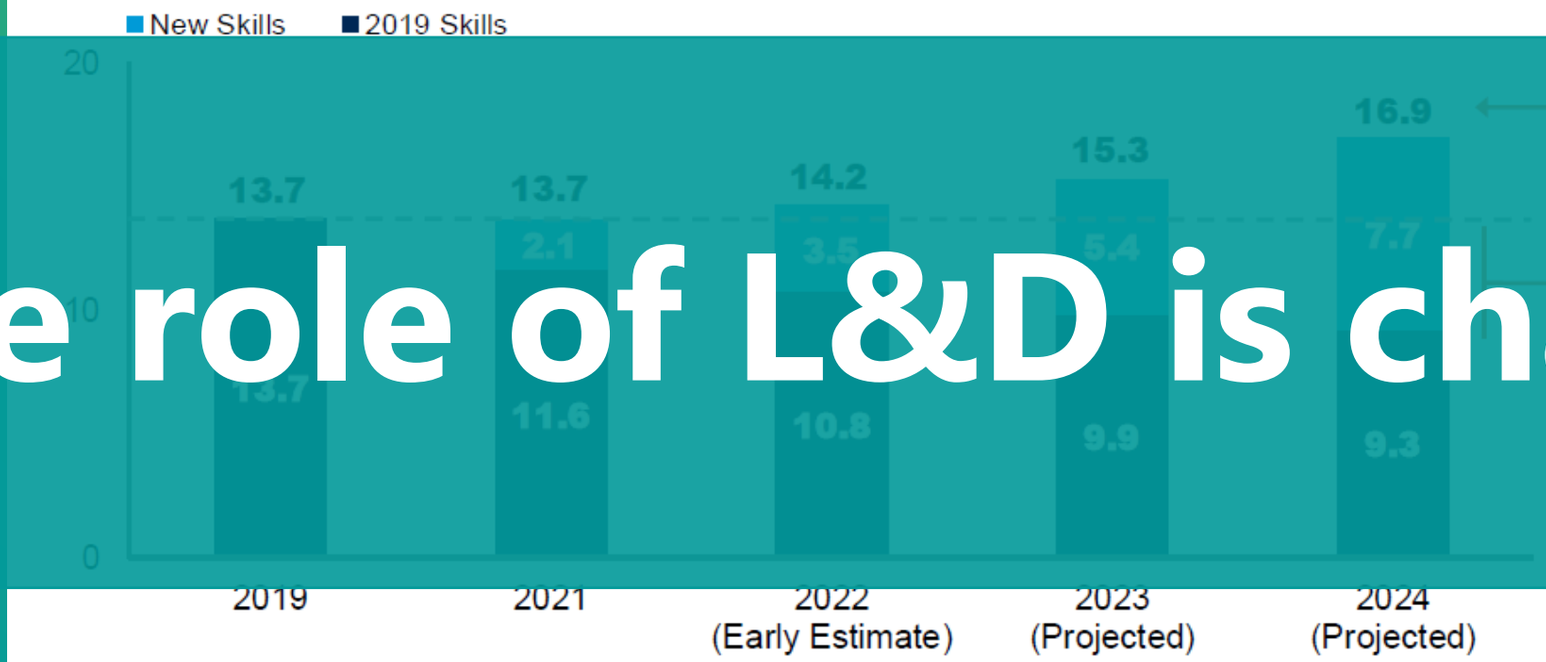

The total number of skills required for a single job is increasing at 5.4% annually.[1]

33% of the skills th... in 2019 will not be needed by 2024.

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Gartner

the role of L&D is changing

#DATEVlernt

NEW LEARNING

LEARNING ENABLEMENT

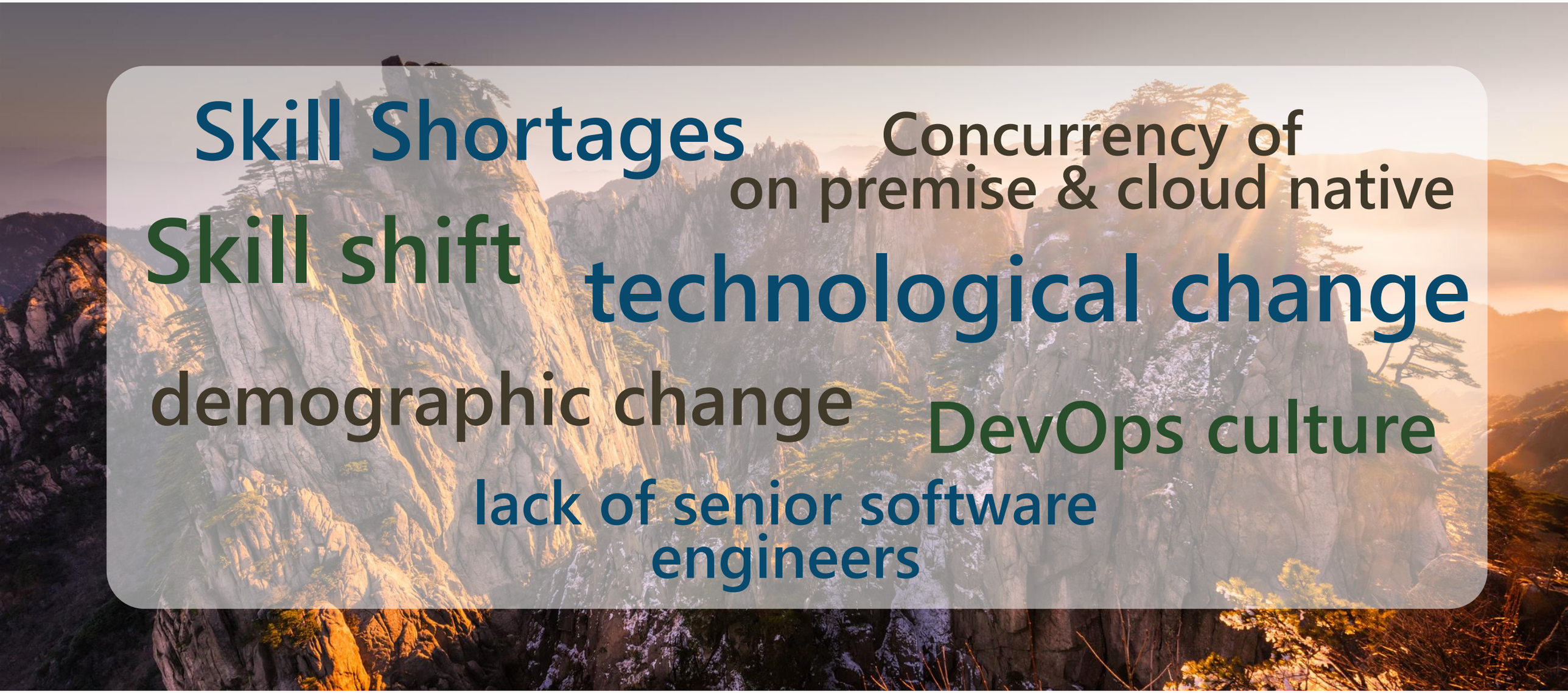
LEARNING CULTURE & ECOSYSTEM

NEW LEARNING

LEARNING ENABLEMENT

LEARNING CULTURE & ECOSYSTEM

WHAT CHALLENGES DO WE FACE?



RESKILLING:

BECOMING A SOFTWARE ENGINEER

OBJECTIVES:

- Full-time reslilling format, employees move into a different job role
- After 12-18 months: participants work as junior online developer in their new departments

RESKILLING:

BECOMING A SOFTWARE ENGINEER

Coaching during the learning process

Learning Platforms

Learning in teams

Trainings

Practical projects

Professional learning support from experts

Coding dojos

RESKILLING:

BECOMING A SOFTWARE ENGINEER

NEW LEARNING

LEARNING ENABLEMENT

LEARNING CULTURE & ECOSYSTEM

LEARNERS ROCKET DAY

PROFESSIONALIZE INTERNAL LEARNING-MULTIPLIERS

LEARNERS ROCKET DAY

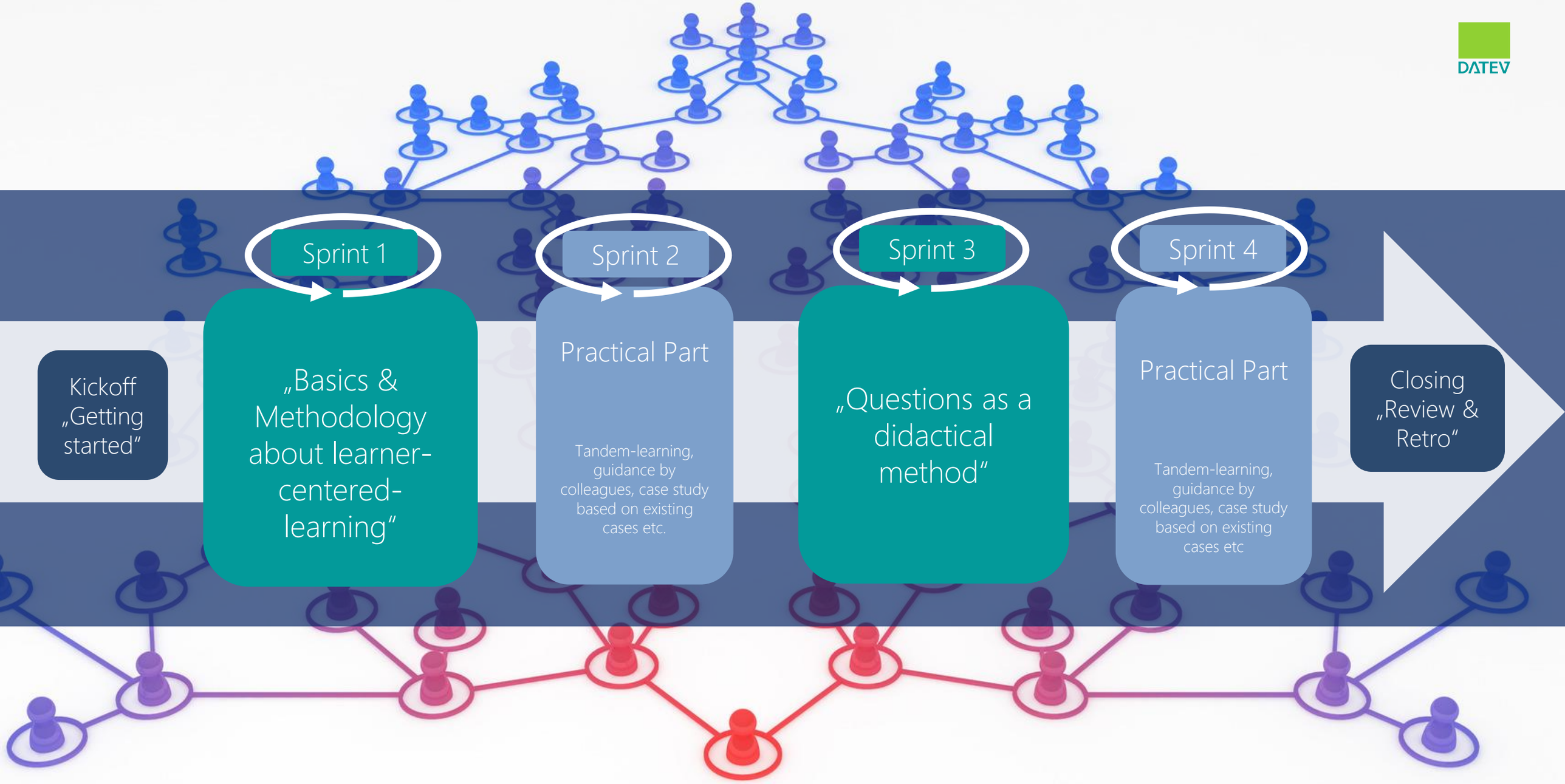
PROFESSIONALIZE INTERNAL LEARNING-MULTIPLIERS

- Methods for (digital) learning settings
- Technical equipment und digital tools
- Impulses about learning
- Tips & tricks
- ...

„Lernamigo“

QUALIFICATION PROGRAMME

TARGET GROUP:
Interested, active & future learning coaches, learning guides and corporate learning coaches of DATEV


Kickoff „Getting started“
Sprint 1
„Basics & Methodology about learner-centered-learning“
Sprint 2
Practical Part
Tandem-learning, guidance by colleagues, case study based on existing cases etc.
Sprint 3
„Questions as a didactical method“
Sprint 4
Practical Part
Tandem-learning, guidance by colleagues, case study based on existing cases etc
Closing „Review & Retro“

NEW LEARNING

LEARNING ENABLEMENT

LEARNING CULTURE & ECOSYSTEM

LEARNING PLATFORMS

LEARNING PLATFORMS

BENEFITS

high variety regarding content and methods

individual pace in the learning process

self-directed learning

instant feedback

instant availability

impact on the organizational learning culture

adress individual and specific learning objectives

LEARNING COFFEE

If DATEV knew, what DATEV knows...

- **#wDw** is a platform founded by DATEV employees, adresses all DATEV employees
- Simple way to **share existing knowledge** with others
- **Everyone** can host a session about whatever topic they want to

#wDw

NEW LEARNING

LEARNING ENABLEMENT

LEARNING CULTURE & ECOSYSTEM

LEARNING =
RESILIENCE

Contact us

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https://www.linkedin.com/in/uwe-ritthammer

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Shaping the future. Together.

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