

#SASGF

VIRTUAL

SAS® GLOBAL FORUM 2021

Tips for Providing Effective and Budget-Friendly SAS[®] Development in a Remote Environment

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Challenging Times for Employers

Only **30%** employees are **ENGAGED**, working with passion and feeling connected to their team, their organization and its goals

52% employees are **NOT ENGAGED**, showing up for work but not feeling the passion, just doing what needs to be done to get by

18% employees are **ACTIVELY DISENGAGED**, working against the success of the organization and its goals by pulling down their team

Median worker tenure **< 5** years

Professional Development meets the Challenge

- Increases employee engagement & retention
- Meets organization & individual goals
- Provides hard & soft skills
- Anticipates future challenges



“94% of employees would stay at a company longer if it invested in their career development”

(LinkedIn Learning, 2018, p. 8)

Decide the Path Forward with the SDPDC[©]

(Smith, 2019)

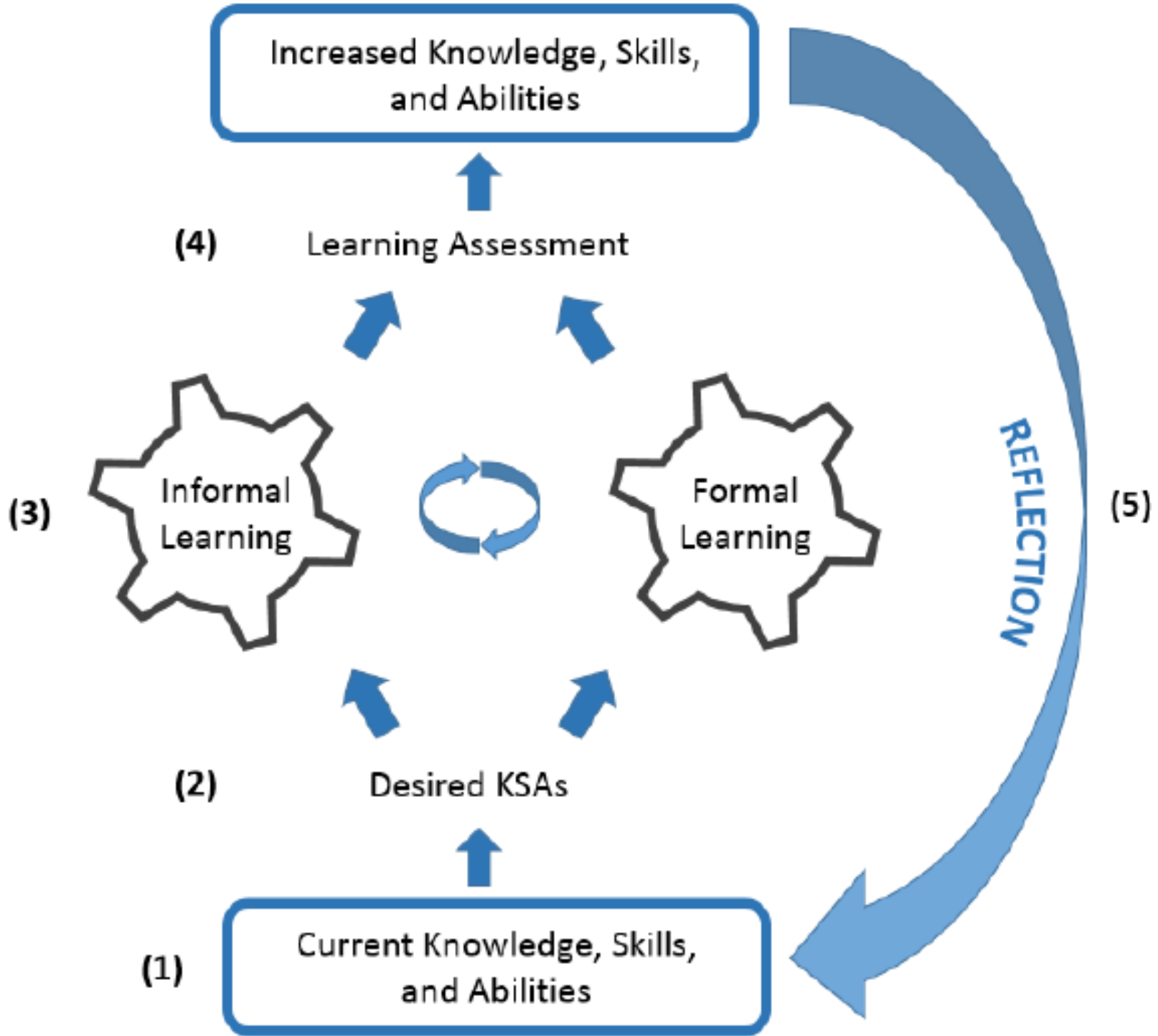
★ Competence

- Acquire new knowledge / skills

★ Capability

- Able to apply competence to unfamiliar situations

- Stage 1 – Examine current skills
- Stage 2 – Set learning goal(s)
- Stage 3 – Research learning options
- Stage 4 – Assess outcome of learning
- Stage 5 – Reflect on learning process



Identify Needs (Stages 1, 2)

Individual or Manager

- Review current role responsibilities
- Review organizational needs / goals
 - Potential challenges
 - Potential opportunities
- Identify individual interests / goals
 - Refine / expand current skills
 - Expand responsibilities / skills
 - Lateral / vertical movement

Create a Culture of Learning

- Learning seen as important
- Learning is an organizational goal
- Leaders / Managers set example
- Individualized learning plans
- Group learning options



“68% of employees prefer to learn at work”

(LinkedIn Learning, 2018, p. 7)

Images from www.pexels.com

Group Learning Options

Learning together provides connection and increases learning time

(LinkedIn Learning, 2021)

- Pair Share
- Report Back
- Discussion Group
- Invited Speaker
- Problem-Solve
- Mini Challenge
- Escape Room
- Book Study
- Case Study

Tips for Success

- Schedule time for learning
- Find accountability partner(s)
- Look past current role responsibilities
- Create personal / department resource library
- Competency & Capability

Free SAS Resources

- Webinars

- Live or On-Demand
- Searchable by Topic or Industry

- eLearning

- Statistical Thinking
- Foundational Programming

- eBooks

- Variety of Topics
- Variety of Platforms

- Video Tutorials

- How To
- SAS Global 2020

- Communities

- Peer Support
- SUGs Access

- Analytics Explorer

- Programming Challenges
- Discussion Boards

More Free / Low Cost Options

- Data Science / Analytics / Big Data

- <https://ocw.mit.edu/>

- www.edx.org

- <https://blog.journeyofanalytics.com/50-free-datasets-for-data-science-projects/>

- <https://www.ted.com/talks>



50+ free Datasets for Data Science Projects

- Soft Skills



- Organization HR/TD

- <https://www.ted.com/talks>

- <https://wheniwork.com/blog/team-building-games>

32 Team Building Games Your Whole Team Will Love

SAS Resource Links

- Webinars
 - https://www.sas.com/en_us/webinars.html#live
- eLearning
 - <https://support.sas.com/edu/elearning.html?productType=library&ctry=us>
- eBooks
 - <https://support.sas.com/en/books/free-books.html>
- Video Tutorials
 - <https://video.sas.com/category/videos/how-to-tutorials>
- Communities
 - <https://communities.sas.com/>
- Analytics Explorers
 - https://www.sas.com/en_au/offers/analytics-explorers.html

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Thank you!

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