Neos presents its

2020 Training Catalog

Discover all our customizable practical training according to your business reality and your industry.

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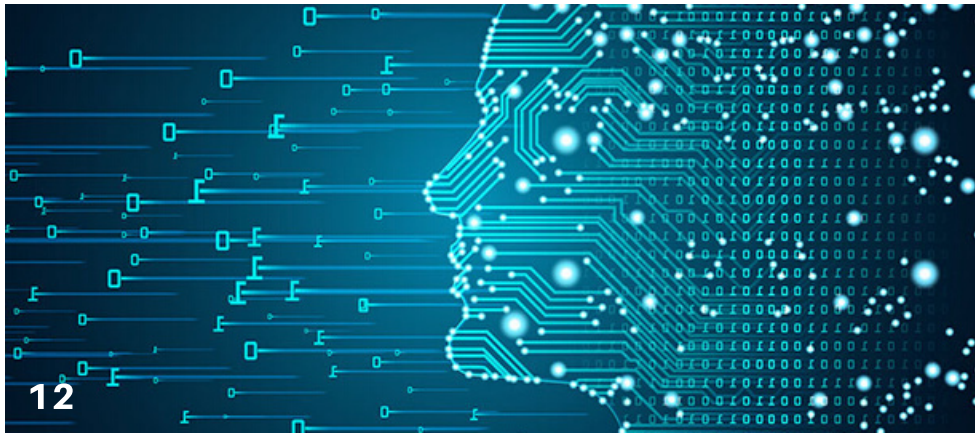

As a training organization approved by the Government of Quebec, your training costs are eligible for the 1% law.

Groupe Neos Inc.

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NEOS GROUP

With clients from diverse industries based in Montreal, Ottawa and Toronto, our courses focus on Business Intelligence and Artificial Intelligence concepts that enable mid-to-senior developers to be more effective in their jobs while fine-tuning their expertise. These hands-on courses are designed to complement the tools and skills of developers, architects, team leaders, business analysts or data analysts.

Ranging from 1 to 3 days, these training and workshops focus on best practices that meet industry standards.

With a strong expertise in BI and AI, Neos offers a range of services designed to bring tangible value to any type of business. Our approach is to quickly identify opportunities for improvement in each of the key areas that will add value to your business. In addition to offering high-level training to develop the skills of your employees, our experts help you extract the hidden value of your data at the strategic, tactical and operational level to make faster, accurate and better decisions for your organization.

Focused on maximizing efficiency, our courses cover advanced topics with a logical and structured approach. They are practitioner-oriented and can be personalized according to your business needs and industry on request

OUR ASSOCIATE TRAINING EXPERTS

Roger Vandomme
Data scientist Expert

Jacques Charland
BI Expert

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BUSINESS INTELLIGENCE

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BI #BIGDATA #DATAOPS #AUTOMATION

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BUSINESS INTELLIGENCE

DATA VISUALIZATION AND STORYTELLING

½ day | $ 500 / participant | Business or data analyst

DESCRIPTION

This interactive 3-hour workshop aims to develop and improve data visualization skills for analysts and professionals using data to make decisions.

Throughout the session, you will be exposed to the key principles of data storytelling, including best practices in data visualization as defined by domain experts. Also, the principles of design and cognitive science, to better understand how the human brain perceives and uses graphics and data.

INFORMATIONS

This workshop can be redesigned and extended to meet your specific needs:

- Respond to specific use cases that you face in your organization
- Use of your own data for use cases
- On-site training
- Extended workshop to cover specific needs

This course is for you if:

- You are a manager
- You are a business analyst or analyst of any other profession handling and presenting data
- You are a BI developer looking to sharpen your data visualization skills

PRE-REQUISITE

Before starting the course, each participant must have:

- A laptop
- Tableau Desktop software installed

SYLLABUS

½ DAY - DATA VISUALIZATION AND STORYTELLING WORKSHOP

- An introduction to data storytelling: how to convey powerful ideas and messages with data and visuals Using your own data for use cases
- How the human brain processes visual data: introductions to cognitive science and Gastalt principles. Use our mental shortcuts to our advantage when creating data visualization
- Fundamentals of Data Visualization: Key Elements and Components of Data Visualization - Using Tableau
- Characteristic of effective graphical representation: a deconstruction of good and bad examples of data visualizations
- Visualization challenges of actionable data: a practical laboratory on how to solve common visualization problems
- Creative ideas for advanced use cases and hands-on labs

By the end of this workshop, you will have acquired a good knowledge about how to create a story based on data to take actions on results, a good understanding about the visualization design best practices, and will get a bunch of creative ideas to consume and interpret your data.

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BUSINESS INTELLIGENCE

MSBI - REQUIREMENT GATHERING FOR DATA SOLUTIONS

1 day | $ 900 / participant | BI analysts having to collect the needs

DESCRIPTION

This 1-day training program will allow BI analyst to better gather requirements from undecided clients.This course will go over a methodology called Business Dimensional Modeling (BDM). This methodology, developed by TDWI, allows analysts to better understand the data needs of the users and translate them into actionable requirements.

INFORMATIONS

This course is for you if:

- You must perform needs collection or any business analysis process in a BI environment

MODUS OPERANDI

This training program is an immersive day of theory and workshops on how to collect business needs in the context of data solutions using artefacts from the company's dimensional modeling methodology. The course is practice oriented and focuses on the application of techniques learned in the classroom in fictional scenarios.

The participant will end up with:

- In-depth knowledge of business dimensional modeling and how to apply it to the organization Tableau Desktop software installed
- Business requirements and business analysis document templates
- A method for defining business questions and refining them into a dimensional model

SYLLABUS

DAY 1 - THE DIMENSIONAL DIMENSIONAL MODELING METHODOLOGY

- The role of a business analyst in a BI team
- Introduction to modeling
- The problem with collecting information for data products
- The solution: dimensional business modeling
- Modeling of commercial questions
- Refine business issues
- Extraction of metrics and labels
- The dimensional model of the company
- Refine the requirements: the models
- Finalization of requirements: architecture and technical documentation
- Pass the ball: functional requirements

By the end of this course, the participant will be able to apply this proven methodology in their organization and adapt it according to their needs.

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BUSINESS INTELLIGENCE

MSBI - CONTROL YOUR CODE WITH GIT

2 days | $ 1,600 / participant | MSBI Intermediate and Senior Developers

DESCRIPTION

This 2-day training program aims at fixing once and for all the chronical problem of organizations not having their BI artifacts under source control. Lack of source control in organizations not only brings security risks (losing the code, accidental corruption of files) but also generates a lot of waste of time having developers figure out the latest version to be deployed, painfully merging code from different team members or even managing different versions of code for the same problem.

This course will introduce the students to the benefits of source control management while showing them how to efficiently use a source control tool for their Microsoft Business Intelligence projects. The course will also allow the architects and team leads to organize their code efficiently with different branching and merging strategies.

INFORMATIONS

This course is for you if:

- You must perform needs collection or any business analysis process in a BI environment

MODUS OPERANDI

This training program is an intensive, immersive 2-day course that will only talk about how to use a source control tool in real world projects. The training will focus on MSBI artifact and the specific challenges associated to them.
The training will use Git as a source control repository. Git is a mature and widely used technology, overshadowing VSS and SVN, the traditional source control tools. The concepts learned in the program will still apply to any source control tool though.

The participant will end up with:

- In-depth knowledge of what SCM is
- Practical experience interacting with a Git repository
- A solution to common problems associated with MSBI artifacts in a source code control repository.
- A structure to determine the best way to organize the code according to the realities of the project

PRE-REQUISITE

Before starting the course, each participant must have:

- A laptop with the following configuration: 8 GB of RAM, 500 GB of disk space, Intel I3 or higher is a minimum required
- SQL Server 2012 installed and configured (with SSAS in multidimensional mode and SSRS in stand-alone mode)
- A GitHub account and some basic knowledge of GitHub. Lots of documentation on the web

SYLLABUS

DAY 1 - INTRODUCTION TO GIT

- What is code management and why should we care?
- Different code management tools, why Git?
- Basic commands with Git (add, validate, push, pull, branch)
- Intermediate commands with Git (pull request, remote controls, diff, conflict resolution)
- Git with Microsoft BI solutions: challenges and solutions
- Putting it all together: a project with MSBI and Git

By the end of day 1, the participant will be able to be fully operational with Git in an MSBI project. The participant will be able to interact with the code management tool and put their work in the main repository while resolving conflicts and validating changes.

DAY 2 - GIT FOR ARCHITECTS

- Project structure
- Branching strategies
- Administration 101
- Main request for extraction
- Versioning and marking
- Packaging for deployment

By the end of day 2, the participant will be able to define branching strategies for his team, organize the code according to the project situation, condition his project for archiving, deployment or management of different versions of the same code base.

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BUSINESS INTELLIGENCE

MSBI - ADVANCED DATA WAREHOUSING

days | $ 3,350 / participant | Senior Developers

DESCRIPTION

This 2-day training program will allow intermediate to senior Microsoft BI developers and architects to dive deep into more advanced concepts and techniques for MSBI development.

This course will go over various techniques for loading data into dimensions and facts, data modeling techniques, advanced SSIS and new tools available to ease the life of the BI developer.

INFORMATIONS

This course is for you if:

- You have a good experience with MSBI products (SQL Server, SSIS, SSAS and SSRS)
- You are working with SQL Server 2008R2 and later versions
- You are looking to improve your skills and productivity in what you do

This course is for you if:

- You are a junior BI developer

MODUS OPERANDI

This training program is an intensive and immersive 2-day of theory and practices about how to ship better software with Microsoft BI tools. The course covers all a BI developer needs to know to be extremely efficient in his/her day to day activities. This course introduces new modeling techniques, new tools and new ways of using the existing tools.

The participant will end up with:

- In-depth knowledge of advanced data warehousing techniques and how to implement them
- Code snippets to reuse in their real projects
- A method to configure projects and deliver them

PRE-REQUISITE

Before starting the course, each participant must have:

- A laptop with the following configuration: 8 GB of RAM, 500 GB of disk space, Intel I3 or higher is a minimum required
- SQL Server 2012 installed and configured (with SSAS in multidimensional mode and SSRS in stand-alone mode)
- A GitHub account and some basic knowledge of GitHub. Lots of documentation on the web

SYLLABUS

DAY 1 - MODELING AND TOOLS

- Design and maintain dimensional models with SSDT and SSMS
- DACPAC and deployment of databases
- Database version control with SSDT
- Practical design techniques for unconventional models (snowflake, not applicable, many to many)

By the end of day 1, the participant will be able to improve the efficiency of the design and management of their database. He will also learn a new tool (SSDT) to develop, manage, deploy and compare designs and content of databases.

DAY 2 - ADVANCED SSIS

- Incremental loading techniques (delta)
- Best practices for loading data
- SSIS and large amount of data
- Error management and feedback
- ETLs based files
- Debug, build and deploy SSIS solutions

By the end of day 2, the participant will be familiar with the advanced options of SSIS, he will know his limits and how to overcome them, and will follow the best practices for loading dimensions and doing them in an MSBI situation.

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BUSINESS INTELLIGENCE

ADVANCED MSBI - AUTOMATE YOUR SDLC

3 days | $ 3,500 / participant | Senior Developers

DESCRIPTION

This 3-day training program will allow mid-level Microsoft BI developers and architects to introduce elements of DevOps, continuous integration and continuous delivery into their work, allowing them to deliver faster and improve quality of their MSBI deliverables.

INFORMATIONS

This course is for you if:

- You have a good experience with MSBI products (SQL Server, SSIS, SSAS and SSRS)
- You are working with SQL Server 2008R2 and later versions
- You are looking to improve your skills and productivity in what you do
- You have a basic understanding of version control, source control and plugging

This course is for you if:

- You are a junior BI developer
- You do not intend to participate in BI projects with an architecture or a team leader role

MODUS OPERANDI

This training program is an intensive and immersive 3-day course of theory and practice on how to deploy better quality code with Microsoft BI tools.

The program covers all aspects of the typical software development life cycle (SDLC) and how to improve it with best practices in automation, organization and continuous integration.

Each module of the course is practice oriented, with laboratories where participants will have the chance to implement the concepts and see the results live. Participants will develop PowerShell routines to automatically extract code from a source control repository, automatically compile and validate their code, automatically deploy their solutions in a new environment, and configure a new BI project in a repository.

The participant will end up with:

- In-depth knowledge of what continuous integration with Microsoft BI is and how to implement it
- Code snippets to reuse in their real projects
- A method to configure projects and deliver them

PRE-REQUISITE

Before starting the course, each participant must have:

- A laptop with the following configuration: 8 GB of RAM, 500 GB of disk space, Intel I3 or higher is a minimum required
- SQL Server 2012 installed and configured (with SSAS in multidimensional mode and SSRS in stand-alone mode)
- A GitHub account and some basic knowledge of GitHub. Lots of documentation on the web

SYLLABUS

DAY 1 - INTRODUCTION TO DEVOPS

- What are DevOps and why should we care about them?
- DevOps in the real world: Examples and impacts
- Why should you implement DevOps practices in your organization?
- DevOps with MSBI - Introduction to Azure DevOps, PowerShell, Git and Visual Studio command line tools

By the end of day 1, the participant will be able to fully estimate and assess the potential / cost of implementing a culture of continuous integration within their organization or with their customers. He will be able to explain, document and present the benefits of continuous integration and delivery to the organization as well as understand the challenges and obstacles associated with it.

DAY 2 - DEVELOPMENT PRACTICES

- Iterative development
- Source control administration 101
- Branching strategies
- Resolving conflicts with MSBI artifacts
- MSBI and source control
- Source control checklist for MSBI architects and team leaders
- Automate the process with Azure DevOps

By the end of day 2, the participant will be able to organize their code in the source controller (Git), understand the culture of iterative development and have enough knowledge on source control to be able to set up and maintain projects.

DAY 3 - AUTOMATION

- Creation of a Build and Release pipeline with Azure DevOps
- Configuration-based deployments
- Automation of SSIS deployments
- Automation of SSRS deployments
- Automation of SSAS deployments
- Automation of database deployments
- General overview

By the end of day 3, the participant will be able to configure all of the necessary development processes to automate deployments to Azure DevOps and to have the entire team working under source control.

ARTIFICIAL INTELLIGENCE

For teams of more than 5 participants, group rates can be applied upon request.

#AI #ANALYSIS #MACHINELEARNING #DATASCIENCE

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ARTIFICIAL INTELLIGENCE

INTRODUCTION TO MACHINE LEARNING

2 days | $1,950 / participant | BI Developers / Analysts / Statisticians / Marketing Specialists / IT Professionals

DESCRIPTION

This training, designed by Data Science and Artificial Intelligence professionals, guides you step by step into the world of Machine Learning. It represents an initiation into the fundamental techniques and the basic concepts of analytical reasoning (statistical, descriptive and predictive).

On one hand, the participants will be exposed to the fundamentals of machine learning approaches (supervised and unsupervised) and to the logical development of algorithms. On the other hand, the real-world application of these concepts using the most advanced tools and programming languages used in the field including R and Python will be covered.

The demystification of Artificial Intelligence, Machine Learning, the real-world case practice and the understanding of different learning approaches will allow developers, consultants, and analysts to acquire a clear vision, initial and practical knowledge for implementing an intelligent machine learning solution.

LEARNING OBJECTIVES

With this training, participants will be able to:

- Understand the motivations and foundations of Machine Learning
- Distinguish between supervised and unsupervised learning approaches
- To set up the bases of an intelligent machine learning solution
- Describe and execute a learning process on a real case

PRE-REQUISITE

Participants must have:

- Basic programming knowledge
- Basic knowledge of mathematics / statistics
- Basic knowledge of R / Python language would be a plus

REQUIREMENTS

- A laptop with a decent configuration: 8 GB of RAM, 250 GB of disk space, Intel I3 or higher is a minimum required
- Installed software required for training (an installation manual will be provided to you before training)

SYLLABUS

- Definitions of Machine Learning and its place in the world of AI
- Implementation of an intelligent solution: Approach and Challenges
- Presentation of the different learning approaches: Concepts and Motivations
- Tools, languages and libraries
- Practice of supervised approaches

  o Algorithms
  - o Assessment and measures
  - o Application of algorithm according to a real case study

- Practice unsupervised approaches
  - o Algorithms
  - o Assessment and measures
  - o Application of algorithm according to a real case study

ARTIFICIAL INTELLIGENCE

ADVANCED MACHINE LEARNING PRACTICES (SUPERVISED)

3 days | $ 2,950 / participant | BI Developers / Analysts / Statisticians / Marketing Specialists / IT Professionals

DESCRIPTION

Are you a developer, analyst, statistician, marketing specialist or IT professional?
Do you have data and you want to transform it into value-added for your business?
Do you need a better understanding of Machine Learning practice?
Do you want to master the use of regression and classification models?

This training is for you!

Designed by Data Science and Artificial Intelligence professionals, this 3-day training is an intensive and immersive course that addresses the application of supervised learning approaches, using the most advanced tools and programming languages used in the field including R and Python.

Through a series of practical case studies, you will acquire applied experience in the main concepts of machine learning, including prediction, classification, regression and its variants.

You will be guided, step by step, into the world of machine learning. Each module of the course is practice- oriented, with labs where participants will have the chance to develop new skills: Ask the right questions, manipulate data, apply predictive models and create visualizations to communicate the results.

LEARNING OBJECTIVES

With this training, participants will be able to:

- Identify the key elements for the implementation of a supervised approach
- Describe and execute supervised machine learning algorithms
- To use the libraries (R / Python) for Machine Learning
- Reuse code snippets in their real projects

PRE-REQUISITE

Participants must have:

- Basic programming knowledge
- Basic knowledge of mathematics / statistics
- Basic knowledge of R / Python language would be a plus

REQUIREMENTS

- A laptop with a decent configuration: 8 GB of RAM, 250 GB of disk space, Intel I3 or higher is a minimum required
- Installed software required for training (an installation manual will be provided to you before training)

SYLLABUS

- Introduction to supervised approaches
  - Definitions, concepts and challenges
  - Procedures and processes
- Identification of the learning problem
- Presentation of R / Python modules for supervised learning
- Data preparation:
  - Initial exploration
  - Pretreatment and transformation
  - Selection of variables
- Regression algorithms and its variants
  - Apply regression models on real cases
  - Assessment and validation measures
  - Interpretation of results
- Classification algorithms
  - Apply prediction models (Naïve bayes, decision trees, KNN, etc.) on real cases
  - Assessment and validation measures
  - Interpretation of results
- Comparison of models and interpretation
- Application project: case study for the application of algorithms

ARTIFICIAL INTELLIGENCE

ADVANCED MACHINE LEARNING PRACTICES (UNSUPERVISED)

days | $ 2,450 / participant | BI Developers / Analysts / Statisticians / Marketing Specialists / IT Professionals

DESCRIPTION

Are you a developer, analyst, statistician, marketing specialist or IT professional? Do you have data and you seek to discover the hidden behavioral patterns? Do you want to perform sentiment analysis on social media, texts or profile your customers? Do you want to master the use of clustering models?

This training is for you!

Designed by Data Science and Artificial Intelligence professionals, this 2-day training is an intensive and immersive course that addresses the application of unsupervised learning approaches or clustering, using the most advanced tools and programming languages used in the field including R and Python.

Through a series of practical case studies, you will acquire applied experience in the main clustering concepts to discover interesting models, extract useful knowledge, and support decision making.

You will be guided, step by step, into the world of machine learning. Each module of the course is practice- oriented, with labs where participants will have the chance to develop new skills: Ask the right questions, manipulate data, apply clustering models and create visualizations to communicate the results.

LEARNING OBJECTIVES

With this training, participants will be able to:

- Identify the key elements for implementing a clustering approach
- Describe and execute Unsupervised Machine Learning algorithms
- To use the libraries (R / Python) for Machine Learning
- Reuse code snippets in their real projects

PRE-REQUISITE

Participants must have:

- Basic programming knowledge
- Basic knowledge of mathematics / statistics
- Basic knowledge of R / Python language would be a plus

REQUIREMENTS

- A laptop with a decent configuration: 8 GB of RAM, 250 GB of disk space, Intel I3 or higher is a minimum required
- Installed software required for training (an installation manual will be provided to you before training)

SYLLABUS

- Introduction to unsupervised approaches
  - Definitions, concepts and challenges
  - Procedures and processes
- Identification of the learning problem
- Presentation of R / Python modules for supervised learning
- Data preparation:
  - Initial exploration
  - Pretreatment and transformation
  - Selection of variables
- Algorithms of k-means
  - Apply regression models on real cases
  - Assessment and validation measures
  - Interpretation of results
- Algorithms of association rules
  - Apply regression models on real cases
  - Assessment and validation measures
  - Interpretation of results
- Application project: case study for the application of algorithms

ARTIFICIAL INTELLIGENCE

INTRODUCTION TO PYTHON LANGUAGE

2 days | $ 950 / participant | BI Developers / Analysts / Solution Architects

DESCRIPTION

This two-day course is an immersive course in the practice of the Python language. The course is intended for developers, BI analysts, IT consultants or other related positions who want to acquire the basic knowledge of object oriented programming with the Python language.

This course is focused on practice with laboratories where participants will have the chance to implement the fundamental concepts of functional and object-oriented programming and thus master the specifics of the language for creating Python scripts. The course also covers the main features of the standard module library and the use of IDE, including Anaconda's Jupyter.

LEARNING OBJECTIVES

Participants will end up with:

- Basic learning for programming with the Python language.
- A use of the main Python libraries.
- A mastery of IDEs for the development of python scripts.
- Code snippets to reuse in their real projects

PRE-REQUISITE

Participants must have:

- Basic programming knowledge
- Basic knowledge of mathematics / statistics
- Basic knowledge of R / Python language would be a plus

REQUIREMENTS

- A laptop with a decent configuration: 8 GB of RAM, 250 GB of disk space, Intel I3 or higher is a minimum required

SYLLABUS

- Introducing Python
- Development environment and IDE (Anaconda Jupyter)
- Basic language
  - Syntax
  - Data types (Tuples, Lists, Dictionaries ...)
  - Algorithmic control and connection structures
  - Functions
  - Files and I / O
- Object oriented programming
- Modules and libraries

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ARTIFICIAL INTELLIGENCE

PYTHON FOR DATA SCIENCE

2 days | $ 1,450 / participant | BI Developers / Analysts / Solution Architects

DESCRIPTION

Do you want to analyze, process and visualize your data? Are you setting up data science projects? Do you want to implement machine learning algorithms in a high-performance language? Are you a developer, BI analyst or solution architect? This training is for you.

Designed by data science professionals, this two-day course is an intensive and immersive course that addresses the application of advanced python libraries for analytical data processing.

This course is focused on practice with laboratories where participants will have the chance to implement the fundamental concepts of data processing and thus master the python libraries specialized for scientific computing (Numpy, Scipy), data manipulation (Pandas), visualization (Matplotlib) and analysis and machine learning modules (Scikit-learn). The course will also cover the use of the dedicated Anaconda Jupyter IDE for developing python script in the form of notebooks.

LEARNING OBJECTIVES

Participants will end up with:

- Advanced learning of Python programming for analytical applications.
- Mastery of the main Python libraries for data manipulation and visualization.
- Code snippets to reuse in their real projects.

PRE-REQUISITE

Participants must have:

- A minimum of Python programming experience
- A minimum of background in mathematics
- You want to improve your Python knowledge to implement your analytical projects

REQUIREMENTS

- A laptop with a decent configuration: 8 GB of RAM, 250 GB of disk space, Intel I3 or higher is a minimum required

SYLLABUS

- Python basics reminders
- Development environment and IDE (Anaconda Jupyter)
- Scientific calculation
  - Numpy
  - Scipy
- Data manipulation and visualization
  - Pandas
  - Matplotlib
- Machine learning module
  - Scikit-Learn
- Application project on a real case study.

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WORKSHOPS

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#IA #PROJET #EXECUTIF #RECRUTEUR

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ARTIFICIAL INTELLIGENCE WORKSHOP

ARTIFICIAL INTELLIGENCE IN BUSINESS

3 hours | $ 500 / participant | Executives / Managers

DESCRIPTION

The Artificial Intelligence of tomorrow is built with the strategic decisions of today. Knowing how to seize the good opportunities of AI is a guarantee of competitive value for your business.
But what are these opportunities? What can AI do for my business? And if I have to integrate AI into my business models, how should I go about it? What will be the added value?

This half-day workshop aims to answer these essential questions and much more! It will allow company executives and managers to understand the fundamental concepts of AI and have a clear vision of the opportunities that AI could bring them.

The workshop revolves around two main components:

- Understanding and demystifying the world of AI: by presenting the fundamental principles through real applications.
- Strategic challenges of integrating AI in business: by presenting the implementation process, an effective roadmap and the legal aspects related to ethics, rights and responsibilities.

LEARNING OBJECTIVES

Participants will finish the workshop with:

- A clear understanding of AI and its real opportunities
- A strategic vision on the implementation of AI projects in a company
- The main phases of an AI project
- Overview of potential AI applications in their business areas
- Knowledge of the legal aspects of AI

SYLLABUS

- Introduction: presentation of the trainer and the Neos group
- The context: Big Data, ML, AI... Demystifying buzz words.
- Definition of Artificial Intelligence
  - Define intelligence
  - Adaptation and decision making
- Human decision making
  - System 1 and system 2
  - Decision heuristics
- The pursuit of knowledge
  - Data> Information> Knowledge> Understanding> Wisdom
- Predictive modeling and machine learning
  - The different algorithms
- The New Frontiers
  - Language recognition
  - Image analysis
- Applications and real cases
- Create the AI team
- Business models and integration of AI in companies
  - Integration process
  - Strategic roadmap
  - Key success factors
- AI ethics, law and responsibilities
- Conclusion

RECRUITMENT WORKSHOP

HOW TO EFFICIENTLY RECRUIT IN BUSINESS & ARTIFICIAL INTELLIGENCE?

3 hours | $ 500 / participant | Specialized IT recruiters (intermediate / senior)

DESCRIPTION

Business and Artificial Intelligence are topics that many companies are striving to perform in to keep up with the digital transformation and maintain a competitive edge in their respective fields. Companies that decide to invest in Big Data, BI & AI need to build whole teams by recruiting the right resources. However, it is still difficult to truly demystify and understand these areas of expertise, especially without a background in technology. *How to efficiently recruit for a customer or for a business without having basic technical concepts in Business Intelligence and Artificial?*

This 3-hour workshop enables recruiters from recruitment agencies, headhunting firms or various companies to understand the different jobs in the BI and AI field. The workshop will also teach them the necessary skillsets to create interesting employment offers that can facilitate the preselection of good candidates. The workshop is presented primarily as a case study and is customized to your business reality to enable participants to obtain effective learning that they can apply right away.

LEARNING OBJECTIVES

The participants will complete the workshop with:

- A clear understanding of BI or AI in a recruitment context
- Knowledge of the main basic technical terms
- The fundamentals for writing a relevant job offer
- Techniques to quickly identify a good candidate

SYLLABUS

- Understand the role of different data solution experts
  - List of the most wanted jobs
  - Who does what in a team?
- Demystify the technical language around data related jobs
  - Technical terminology (most-used)
  - Understand these terms in business language
- Know how to identify and understand the needs of a team
  - The most important projects by industry
  - The resulting needs in terms of human resources Recruiter's
- Create an effective job offer for a position using the appropriate technical terms, according to specific needs
  - Programming languages
  - Technical skills and approaches
  - Platforms and software
- How to quickly identify a quality CV with high technical potential?
  - Key skills to master
  - Quality-levels of skills
  - Link skills to company needs
- What technical questions to ask in a pre-screening interview and how to analyze the answers?
- An overview of the new and emerging professions in AI, BI and Big Data.
- Case study - from the needs identified to the selection of a good candidate

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STANDARD TRAINING OR CUSTOMIZABLE

All our trainings are offered in standard or personalized format

- **Regular:** the dates are decided in advance and the training takes place in the Neos offices with participants from other companies. To access our regular trainings, go to our **Eventbrite calendar**;

- **Personalized:** our trainers come to your offices to train your team on a date that suits you. The training content is adapted to your business and industry reality after a preliminary discussion with one of your experts to clearly determine your needs and objectives.

Testimonials from our participants

" Merci à Neos pour sa formation qui nous a permis de démystifier les différences entre les métiers Bi, Big Data et Intelligence Artificielle ! Contenu très pertient et échanges de grande qualité ! "
Pauline de FX Innovation

" J'ai eu la chance d'assister à la formation BI, Big Data. Cela m'a permis d'approfondir mon expertise dans le domaine lorsque je recherche des candidats potentiels ou discute avec mes clients. Également, cette formation se déroule dans un esprit d'échange et de partage de connaissances entre participants. Je tiens à remercier l'équipe pour son accueil chaleureux. "
Clément de Modis

" Merci Neos pour vos idées incroyables. J'ai appris beaucoup de choses ! J'ai l'impression d'avoir une compréhensions plus approfondie des termes techniques, essentiels pour le recrutement de profils techniques dans le domaine de l'IA et du BI. "
Stacey, consultante RH indépendante

" Merci à Neos et à ses formateurs pour le contenu très intéressant !! "
Sophie de Intact

OUR CLIENTS

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COACHING,
CONSULTING &
TRAINING IN ANALYTICS

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