

How To Get Started With An Organisational Skills Strategy

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53%

of HR leaders say the inability to identify needed skills is the biggest impediment to workforce transformation



Upskilling the workforce is the biggest challenge of our time



Only **1-in-3** companies
successfully evolves in
the face of disruption

Why?

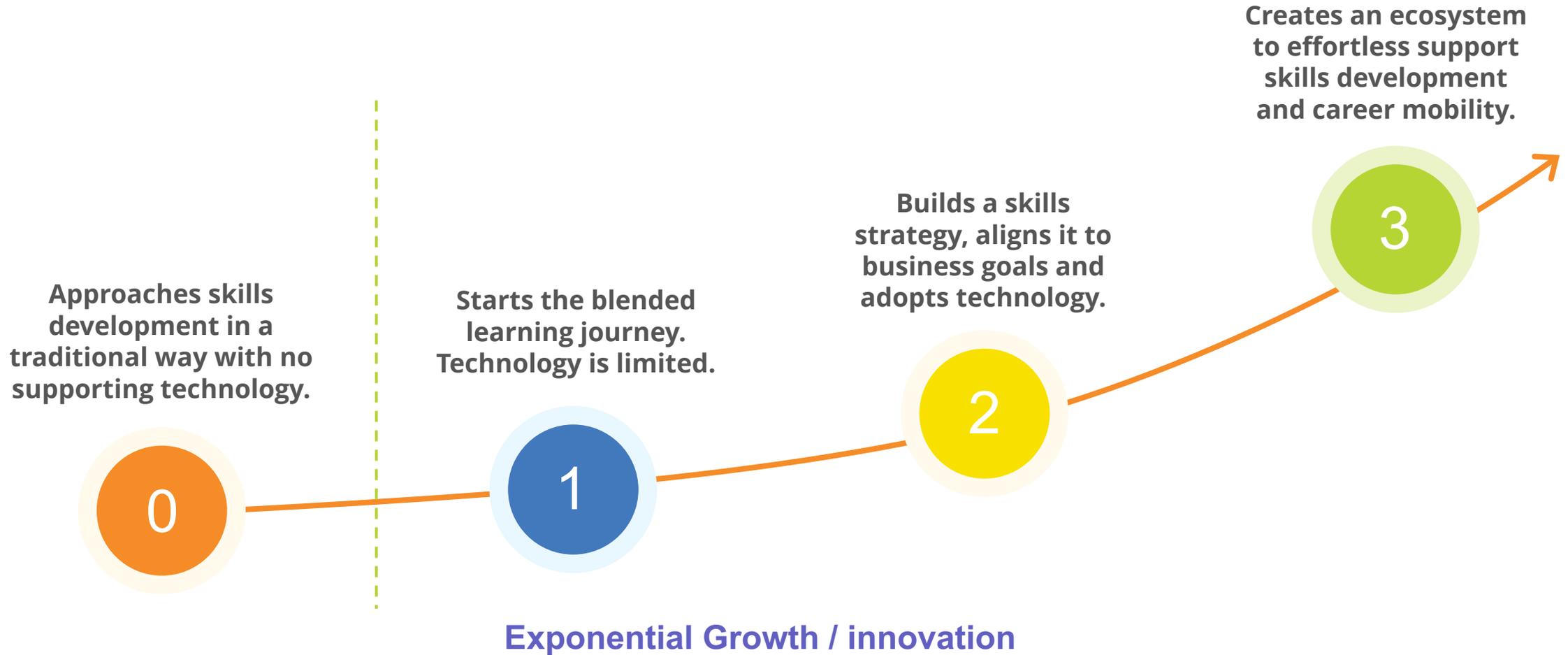
Areas of focus

- 01** Tips to align colleagues across the organisation
- 02** The importance of using skill data
- 03** Practical insights on a skills-based vs. HR-based strategy



Where to play and how to win

Accelerated Learning



Skills must be owned and nurtured by all

1 **Human Resources**
Provides insights about skills and strategic solutions that accelerate business execution.

2 **Leaders**
Set the strategic direction for the business.



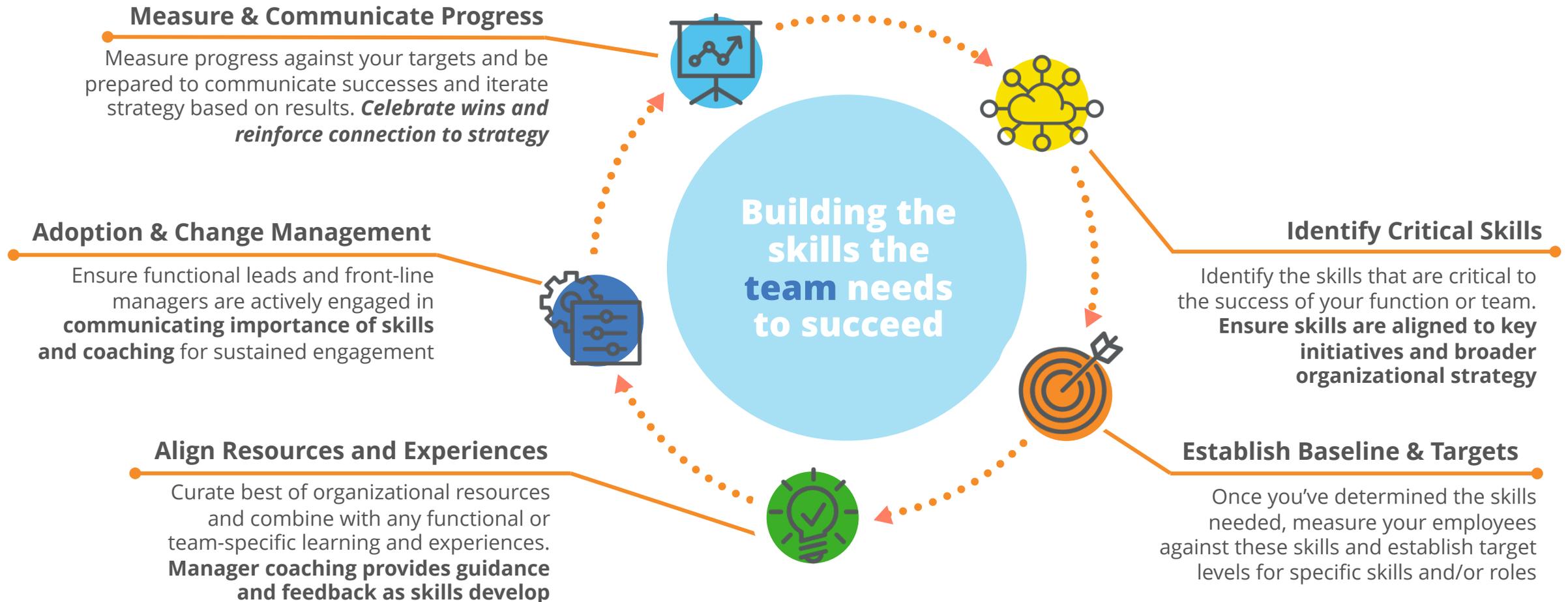
3 **Employees**
Offer and grow their skills in exchange for career opportunities

4 **Managers**
Create the conditions for development and provide guidance and support

Developing your organisational skills strategy



Developing your functional & team skills strategies

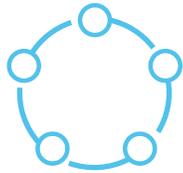


Empower learners to pursue their own skills path



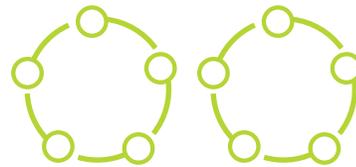
In summary

Organisational



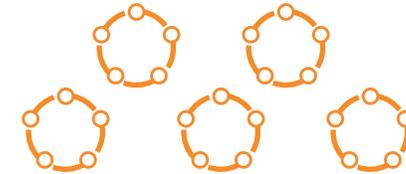
- Identify and develop org-wide skills (leadership, strategic, etc.)
- Analyse organisational skill data to inform talent strategy

Functional / Team



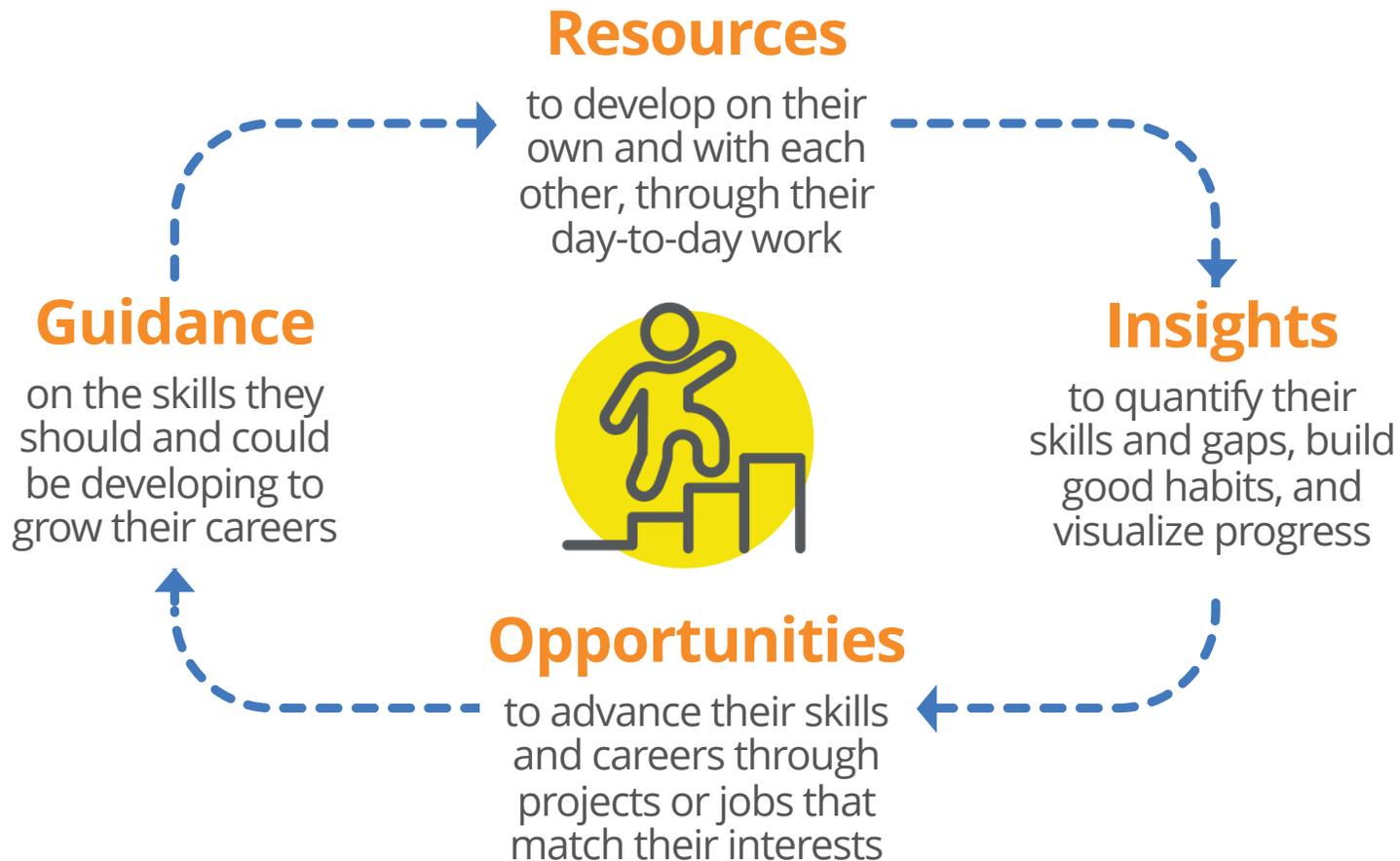
- Equip functional leaders with data and resources to rapidly develop key skills
- Pollinate resources and SMEs across functions
- Managers to coach and develop team-critical skills

Individual



- Empower learners to proactively identify and develop the skills most important to them
- Equip individuals with tools to assess and communicate progress

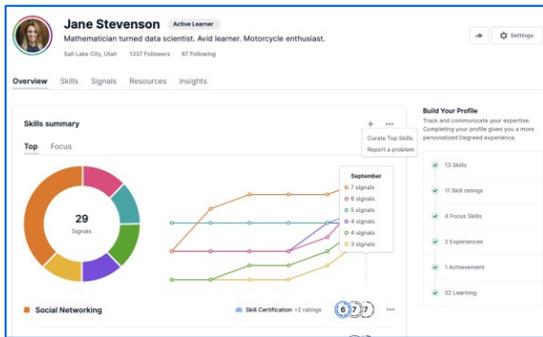
Only 16% of organisations link people's skills to goals



Connect learning to *skills*, and skills to *opportunities*

Learning Experience

Present dynamic content recommendations to target current skill level and development needs for skill growth



Get real-time skill gap feedback on where employees should spend their time

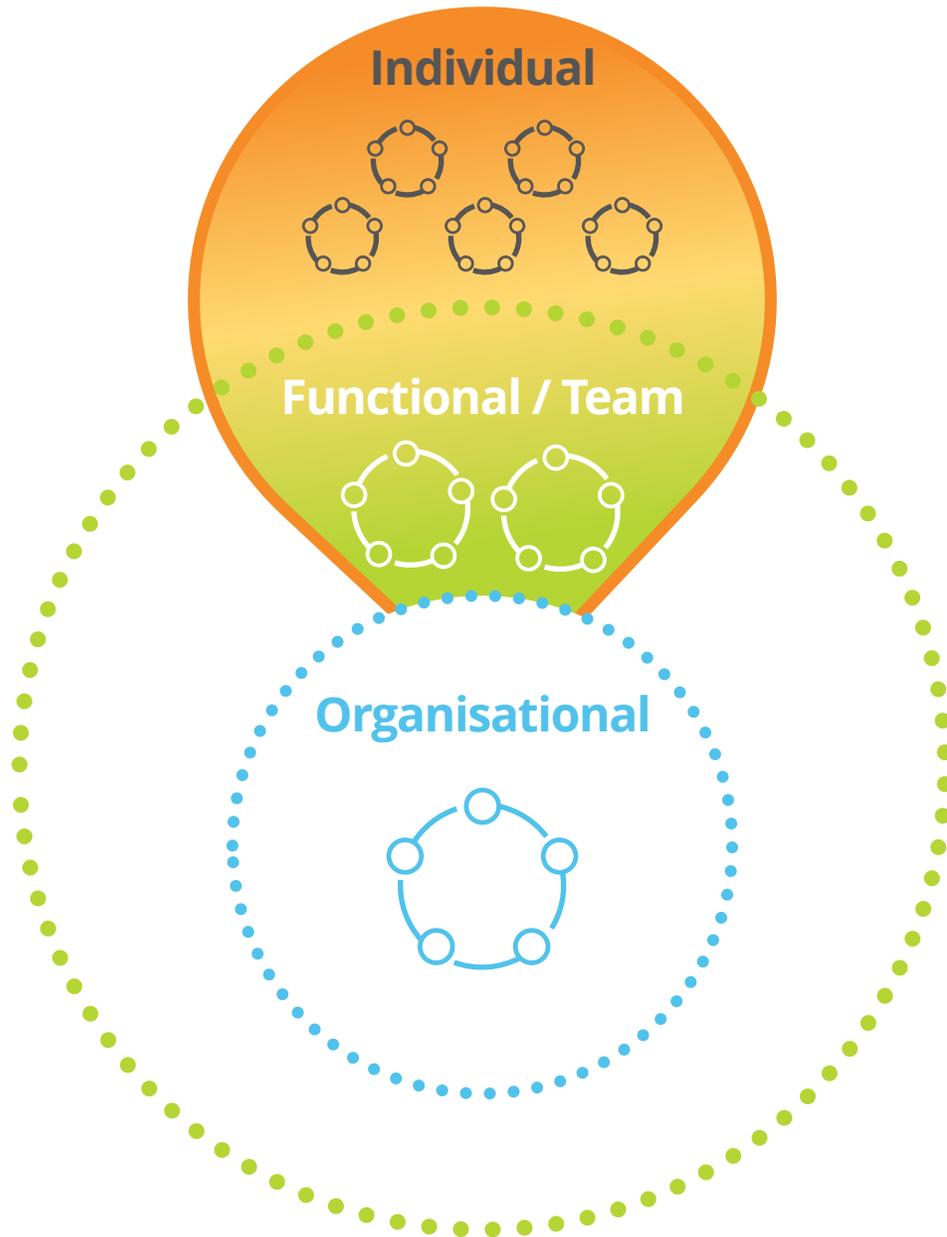


Skill Analytics

Gain insights into an individual's measured, verifiable skills

Career Mobility

Connect individuals to opportunity on the basis of their verifiable skills



Broader Skills Data is critical

A purely top-down skill strategy is too slow and too cumbersome.

L&D and Talent must create an environment where functions and individual learners can enact their own skill journeys.

Increase the value you provide to your organisation

- Accelerate business strategy execution
- Optimize cost of labor
- Create a workforce of talent multipliers
- Establish a culture of continuous learning and skilling
- Build an adaptable and durable workforce



How We Win

Thank you!

