

THE CASE FOR TRANSFORMING SKILLS FROM LEARNER TO ORGANIZATION LED



Getting the right skills into your organization is more important than ever. Here's why.

183%

Increase in the rate of change in the last 4 years, largely due to technology disruptions

#2

After technology, talent gaps are the biggest reason organizations are struggling to meet disruption

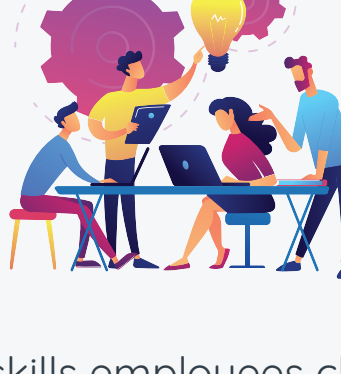
Top Priority Skills



2/3 of companies expect to see skills training ROI within a year of the investment



The problem is most organizational learning is LEARNER LED



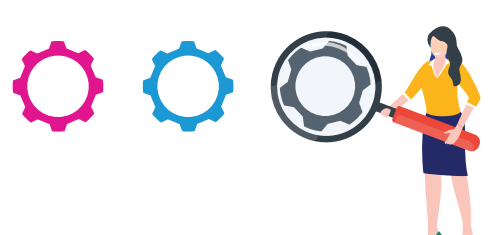
The skills employees choose to pursue may interest the learner, but not serve the needs of the business

To ensure these skills are acquired in time, learning needs to be ORGANIZATION LED

- Leadership knows what skills are needed



- Talent Acquisition knows which skills are hard to hire for



- Proactive assignment of learning is more likely to result in completion



- Employee training aligned to organizational needs results in more career mobility



How to get started with your skills strategy



FOCUS

Focus on the skills critical to organizational success as identified by senior leaders

Develop TA's hard-to-hire for skills in-house



OWN

Make completion of skills-based training part of performance objectives for employees and managers. Skills development is everyone's responsibility



MANAGE

Put the right learning in front of the right people.

Track skills acquisition, alongside retention, mobility and organizational success

ExpertusONE helps organizations Scale, Validate, and Identify skills



SCALE

Leverage AI to manage skills assignments, skills assessments, and more



VALIDATE

Create skill certainty by closing the loop with managers, with easy validation of employee skills



IDENTIFY

Pinpoint skills adjacencies and the right high-potential employees for training

Find out why ExpertusONE is the zero-compromises enterprise learning platform.