

Build your skills movement.  
Become a skills-driven organization.

By Hanns Aderhold (hanns@cobrainer.com)

Organizations become skills-driven by building a skills movement within their workforce.

A skills movement means the HR team no more needs to painfully “sell” talent and skill management processes to their organization. Instead, employees in the organization are self-driven and self-reinforcing when it comes to showing their skills, managing their internal career, and completing courses for personal growth and up-skilling.

Employees become the advocates and drivers of talent and skill processes for each other. In doing so, they continuously contribute skills data.

The HR team becomes the steward of the skills movement: With precise and real-time skills insights, they make data-driven decisions on the talent and workforce strategy level, such as: Steering availability of highly relevant course content, filling vacancies with high speed and quality by increasing internal talent mobility, and providing dedicated mentoring and career advice to relevant employee groups. These actions fuel and accelerate the skills movement.

Establishing a skills movement creates the data, processes, and culture to become a skills-driven organization. This is key to making the organization future-proof and achieving real continuous transformation.

