

The Skills-based Organisation

Skills are the most foundational components of work as we know it



Job Titles

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The traditional way of defining work

Job titles have been the cornerstone of how we define work for centuries. They describe the collection of standardised tasks associated with a particular role, and they define an individual's position in the organisational hierarchy.



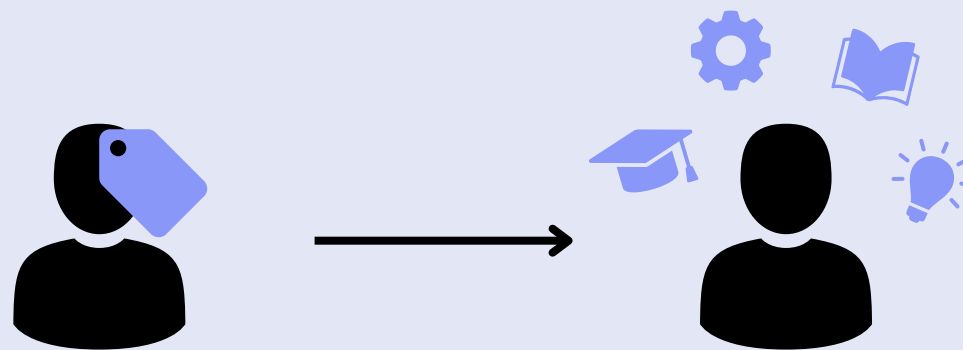
In today's environment, organisations in every field need to go much further than operational tasks if they are to have any hope of keeping up with rapidly changing business priorities.



Skills

2/8

A better understanding of what makes people tick



People don't want to be defined by their job titles. They want to be seen as individuals with key skills, capabilities, and talents.

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Organisations use a comprehensive skills taxonomy: a common language for skills data. Successful organisations put skills at the heart of their strategy; they understand the need to define operational roles as a collection of skills to reach their most critical objectives: innovation, flexibility, and growth.



The workforce

A collection of unique individuals

In the skills-based organisation, key people decisions are based on skills, rather than job titles.

Each individual is seen as unique, with a unique array of **hard and soft skills**. The skills-based approach makes it possible to create comprehensive skills passports for every worker.

The people in a skills-based organisation can then be **fluidly deployed** to roles, projects, and responsibilities that match their skills profile, interests, and preferences.



Flexibility

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Increased organisational adaptation

Skills-based organisations can be more responsive to changing market conditions and organisational challenges, because they can quickly identify the skills needed for an initiative, source the required skill profiles either internally or on the labor market, and develop or deploy the talent where it is needed the most.



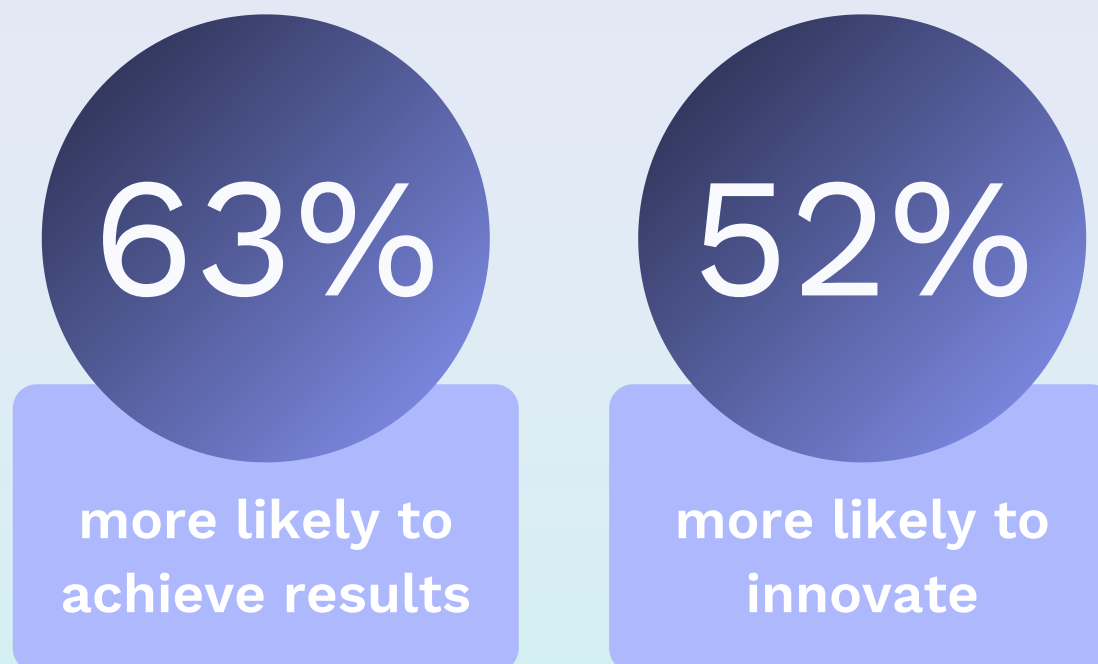
Better results

The skills-based approach works

Organisations adopting a skills-based approach achieve better results than those basing their people decisions on job titles.

1 BETTER BUSINESS RESULTS

Organisations with a skills-based approach are:

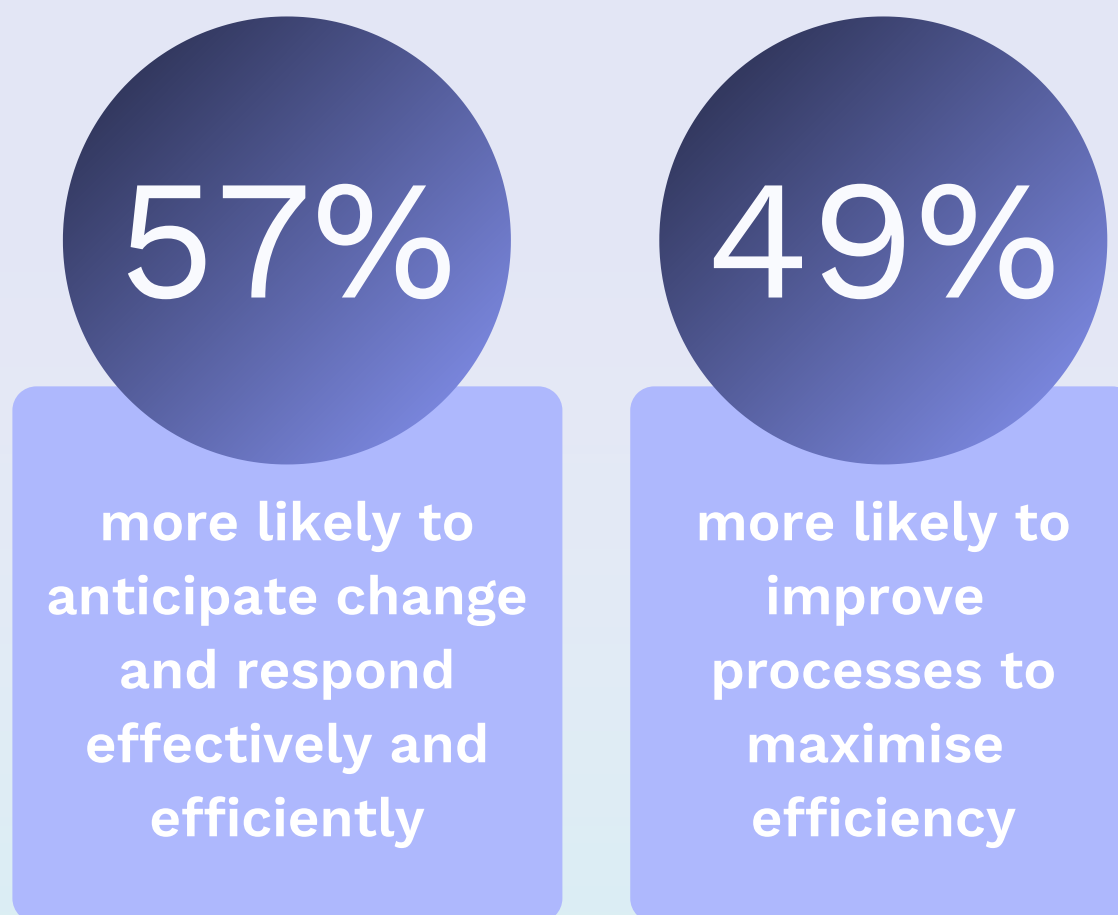


Source: Deloitte analysis of Deloitte Skills-Based Organization Survey, May-June 2022.



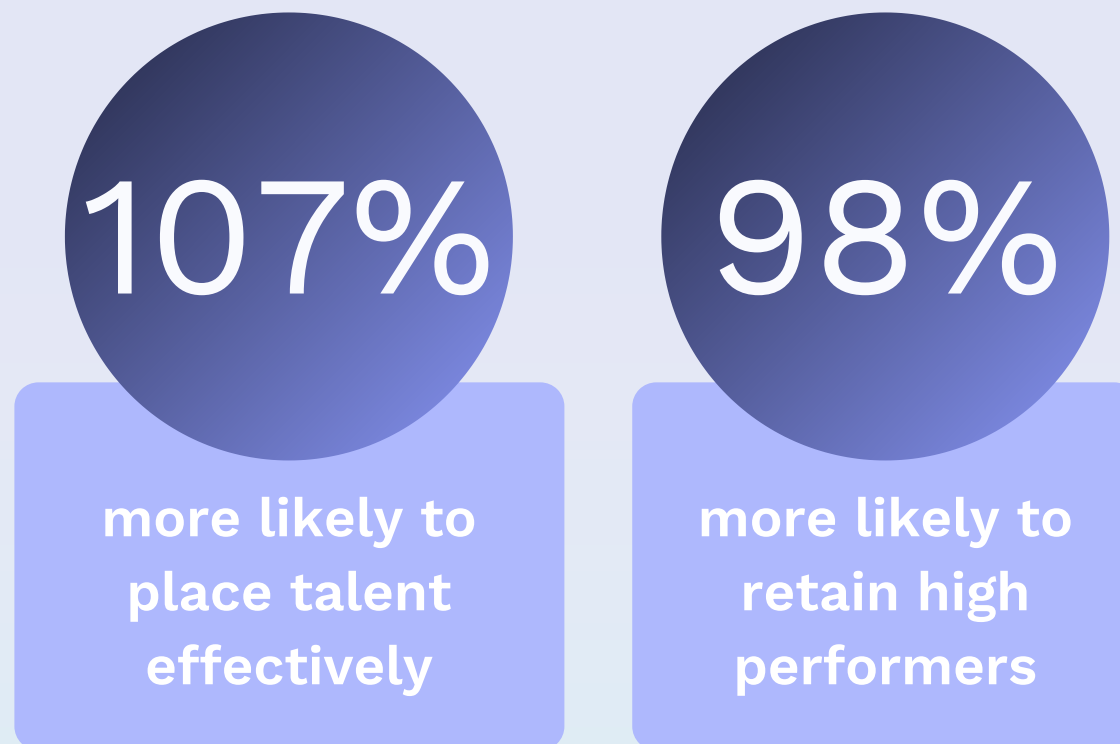
2 INCREASED FLEXIBILITY

Organisations with a skills-based approach are:



3 BETTER TALENT MANAGEMENT

Organisations with a skills-based approach are:



4 HAPPIER EMPLOYEES

Organisations with a skills-based approach are:

79%

more likely to
have a positive
workforce
experience

98%

more likely to
have a reputation
as a great place
to grow and
develop

47%

more likely to
provide an
inclusive
environment

Becoming a skills-based organisation

Get in touch!

techwolf.ai

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Who are we?

TechWolf is a fast-growing HRTech company. By using our AI technology, enterprises get an accurate, continuous and complete view of the skills their workforce has and needs to attain the company's strategic objectives - all based on existing data.

