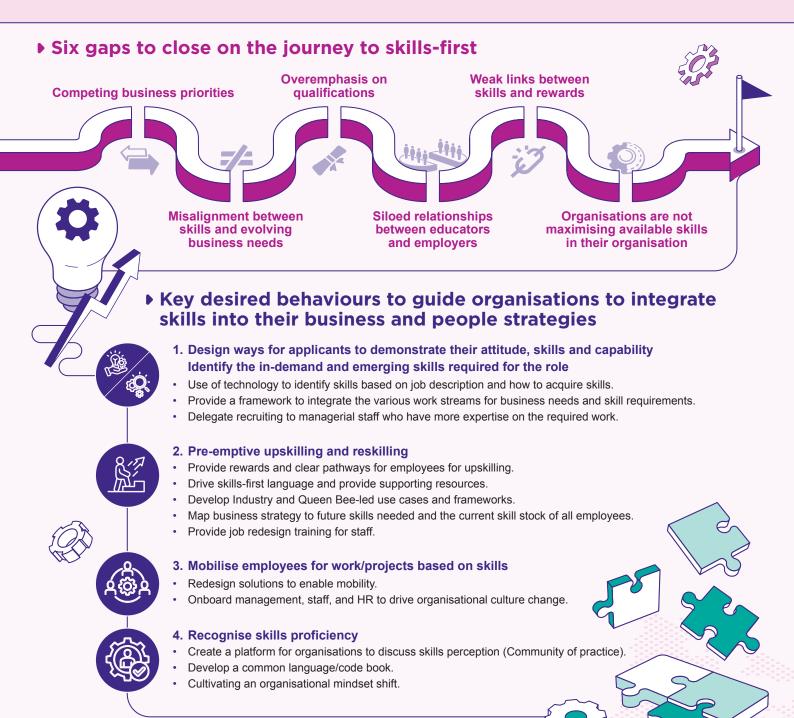
SKILLS-FIRST: WHAT DOES IT MEAN FOR MY ORGANISATION?



▶ From ideas to action

Necessary shifts for organisations to embrace skills-first practices:

- Redesign traditional job architectures to align employee and organisational intent
- Shift hiring and performance appraisal to place skills at the core of organisational strategy
- Build internal talent marketplaces for skill development and growth
- Measure performance by skills and potential

- Design operating systems that validate and reward skills development through human-centric recognition, including intrinsic motivations such as career growth and purpose
- Skills development should not be limited to current organisational needs. Adopt a forward-looking approach to skills, ensuring agility in meeting future market demands



Scan to view the full roundtable insights

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