

Skills Management Workshop

SKM



Delivery Type: Classroom

Duration: 1 day

In today's challenging economic conditions, it has become even more important to manage organisational capability to support the achievement of business objectives. Organisations work at their best when they make the most of their available assets. For most businesses in the 21st century, those assets are their people, yet surprisingly few take the time to fully understand the capability of the workforce and to maximise its potential. It's a telling indictment of most businesses in the 21st century that they probably have a better idea of the value of their tangible assets – building, equipment, IT systems and so forth – than they do of people that make up the organisation.

Skills management provides the means to enable organisations to determine what skills they have and what skills they need to perform. The greatest single reason for actively managing skills is that when organisations know what they can do, they can work to their strengths. It means that it can develop the right skills, deploy them to the best effect and provide appropriate career and development paths for its

people. This workshop is designed to support organisations that are considering or in the process of implementing a more structured approach to the management of skills. It aims to equip participants with a range of tools and techniques that will enable them to begin the process of creating and/or implementing a skills framework and managing skills. The day is structured as a series of interactive and participative sessions designed to give participants hands-on experience of what they need to do to start managing skills effectively.

Pre-Requisites

No prior knowledge is assumed, although familiarity with the language of skills and competency management may be helpful.

Objectives

- ✓ Explain the benefits to their organisation of introducing a skills framework
- ✓ Use a skills framework to identify core professional skills required for a role
- ✓ Create a simple role profile that describes the core professional and behavioural skills for a role

- ✓ Appreciate how a role profile underpins a range of organisational processes
- ✓ Devise appropriate strategies to address the challenges they face in introducing a skills framework within their own organization

Target Audience

Organisations either considering or in the process of implementing skills management. This may include HR Directors, HR business partners and their teams, Learning and development specialists, IT Directors, practice or community leads, resourcing managers