Professional

SKILLS-BASED TALENT STRATEGIES

COURSE OVERVIEW

Preparing for the shift from "Jobs" to "Skills," this course covers skills taxonomy, inferencing, and the internal talent marketplace.

COURSE OBJECTIVES

- Deconstruct jobs into tasks and skills.
- Differentiate between durable skills (soft) and perishable skills (hard).
- Implement an Internal Talent Marketplace.

SKELETON OUTLINE

- The Death of the Job Description?
- Building a Common Language: The Taxonomy.
- Talent Marketplaces: Unlocking Internal Mobility.
- **Application:** Deconstructing a Role into a Skill Cluster.

LEARNING ANALYTICS & ROI MEASUREMENT

COURSE OVERVIEW

Proving the value of L&D beyond "completion rates" to measuring behavior change and business impact.

COURSE OBJECTIVES

- Apply Kirkpatrick's 4 Levels of Evaluation.
- Calculate the ROI of training programs (Phillips Model).
- Isolate the effects of training from other variables.

SKELETON OUTLINE

- The "Chain of Impact" in Learning.
- Measuring Behavior Change (Level 3).
- Converting Impact to Monetary Value (Levels 4 & 5).
- **Action Plan:** Designing an Evaluation Strategy for a Leadership Program.

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