



# Skills Based Organisation “The How To”

for HR & L&D Professionals

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‘40% of CEOs say their business will not be viable in 10 years if skills is not addressed’  
(Collings, McMackin, 2023)

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‘Over 70% of global workers are willing to learn new skills and/or completely retrain’  
(BCG, 2021)

## Why A Skills Approach ?

‘85% of companies are considering how work is organised so that skills can be flexibly ported across work for a company to remain competitive and relevant.’ (Udemy, 2024). According to the World Economic Forum, **85 million** jobs will be displaced by 2025.

Apart from the fact different skills are required in comparison to what was needed in the past, the pace of skills change for jobs is a major challenge and the number of skills for each job is increasing year-on-year.

As a HR/L&D leader, are you considering this shift and thinking about:

- How the skills approach could apply in your organisation?
- How will it impact long-term on business and people strategies?
- Where do I start?

**Then sign up for this practical, high impact one-day programme.**

# Programme Aim

*To equip HR and/or L&D leaders and professionals with a practical roadmap to apply the latest research and thinking behind a skills-based approach to their own organisation.*

## Programme Objectives

1. **The WHY:** Understand the driving forces behind the shift to become a skills-based organisation
2. **The WHAT:** Explore a range of options to evolve into a skills-based organisation that aligns to your organisation's strategic goals
3. **The HOW:** Gain the skills and confidence to apply a skills-based approach within your own organisation
4. Know how to evaluate the available technology options to support a skills-based strategy aligned to your organisations's strategic goals

## Audience

For professionals responsible for HR/L&D within their organisation – most likely experienced L&D or HR colleagues.

## Duration

1-day programme from 9am to 4.30pm

### Morning Session

- Getting Started: The principles to consider
- The WHY: Understanding trends relevant to a skills-based organisation
- The WHAT: What might a skills-first approach mean for your organisation?
- The HOW: Phase 1 - Clarify your strategic intent

### Afternoon Session

- Phase 2 – Undertake organisational skills analysis
- Phase 3 – How to best use skills to drive organisational success
- How to evaluate the available technology options
- Wrap up

# Meet the Programme Director

Nicola O'Neill, Harvest Managing Director



## Expertise

Nicola has extensive experience in all aspects of OD, including:

- Getting started with skills-based approaches
- Learning and development strategy design
- Culture development and implementation strategies
- Leadership, talent, and people development strategies

An expert Learning and Development specialist creating bespoke learning experiences for individual, team, and organisational enhancement and growth.

## Experience

- Nicola has been the Managing Director and Principal of Harvest since 2005
- She has been involved in the development of people and organisations for the past 30 years
- Describing herself as an entrepreneur, Nicola and the Harvest team set up the Harvest Training Academy in 2007, the Harvest Learning Hub & eLearning offer in 2013 and Flex Labs (now The Digital Learning Institute (DLI)) in 2018
- Nicola served as board member and former president of the Learning and Development Institute (L&DI) and Board member of DLI
- Over 30 years' experience in Learning and Development, partnering with the private and public sector, corporates and multinationals including several overseas assignments
- Masters in Education and a Diploma in Executive Coaching
- Shortlisted in 2020 for the Women in Business "Entrepreneur of the Year" and Image Magazine's "CEO of the Year" awards

**Date:** Tuesday, 15<sup>th</sup> October 2024

**(Pilot Programme) cost per person:** €395

**Funding:** Available through L&D Skillnet

**Register your interest here:** [Skills Based Organisation "The How To"](#)

In partnership with:



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An Roinn Breisoideachais agus Ardoideachais,  
Taighde, Nuálaíochta agus Eolaíochta  
Department of Further and Higher Education,  
Research, Innovation and Science



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# Harvest – Your Learning, Your Growth, Our Expertise

## What we do

- L & D Strategy
- Talent Strategy and Management
- Role Profiling & Career Path Mapping
- Leadership Development
- Team Dynamics and Coaching
- Performance Management
- Executive Coaching Panel
- Sales Leadership & Team Development
- Executive Coaching Panel
- Developing In-House Mentoring Capability

## About Harvest

Our team of learning experts and training specialists are dedicated to transforming workplace learning by building world-class learning experiences for our clients, which includes digital and virtual delivery approaches. We are Ireland's foremost people development consultancy with almost 40 years' experience in leadership and people development, talent strategies, team development, business and sales team development, executive coaching, and in-house mentoring panels.

We excel at helping people improve performance and grow their business by designing and delivering a tailored training solution to meet their specific business challenge. We place significant emphasis on context. All of our tailored learning solutions will positively impact individual, team and organisational challenges and growth needs.

For more information and to meet the team please check out [www.harvest.ie](http://www.harvest.ie)



Your Learning  
Your Growth  
Our Expertise



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