

Your Skills Snapshot: What to Expect



Congrats, your skills analysis is in the works! As our team compiles a snapshot of your organization's critical roles, the skills associated with those roles, and any progression information that can be provided, we wanted to share a quick overview of what to expect next.

In the meeting you've scheduled, we will review your skills data and discuss how we can help you go from a snapshot to a full-blown career architecture, quickly. We'll also outline the best technology for you and your team to roll out first, and cover how to manage change with the appropriate stakeholders.

The Big Picture

When setting out to invest in technology to support a skills-based organization, the main stakeholders in this journey will be the talent manager, team managers, and then the rest of your organization's employees — as well as other influencers and decision makers.

The way you choose to approach new technology will impact one or more of these stakeholders, and will require a change management strategy that maximizes adoption while overcoming objections. But that shouldn't stop you from trying to move your organization forward. The first step is identifying where your organization sits on the maturity curve.

Assessing Workforce Intelligence Maturity

The maturity curve outlines the journey beyond core HR systems to the nirvana state of a truly innovative talent management ecosystem. We've separated this journey into three stages:



Evolve

The first step starts with adopting a talent marketplace and fostering employee engagement to gather important skills and career aspiration information



Mature

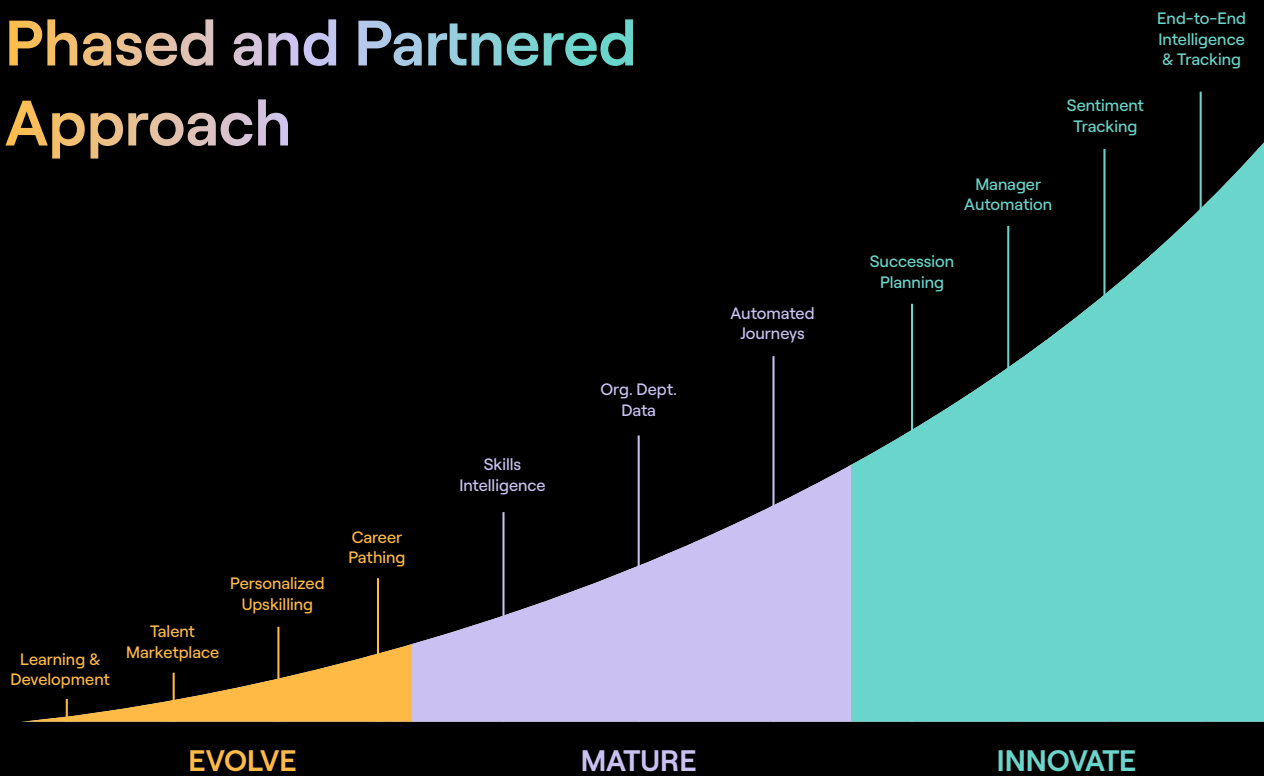
The next step is the real-time, automated aggregation of company data points to create an overview of roles, skills, and progressions in the organization, highlighting critical gaps and high-potential employees



Innovate

The top of the curve adds managers into the loop with talent management and employees to create a connected system of data and feedback

Transforming Your Talent Experience with a Phased and Partnered Approach



As an organization that is focused on transforming your talent and retention strategy by taking a skills-forward approach, the goal is to get your technology systems and change management processes in a place that will facilitate movement to the top of the innovation curve.

The journey up the curve involves rolling out a number of solutions based on your organization's current talent management state, including:



Talent Marketplace →



Career Pathing →



Dynamic Skills Architecture →
(skills ontology, role-to-skill associations)



Employee Relationship Management →



Succession Planning →



People and Performance Management →

Next Step: Deep-Dive Meeting

When you meet with Phenom's Talent Management Strategy team, you'll review your skills analysis and discuss a recommended technology plan based on the answers you provided in the form, as well as:

- The snapshot of skills, roles, and progressions we compiled for your organization
- How to move from this snapshot to a consolidated view of your entire career architecture
- Best practices from our 500+ customers who have deployed a skills ontology
- A proposed rollout plan outline with time frames and resource requirements
- Qualitative and quantitative ROI details to help justify your budget and gain alignment with leadership

This is a proven approach that has allowed our customers to see amazing results:



Cigna was able to gain visibility into 33,000 skills in their organization they weren't previously aware of



AXA saw 11 times more internal applications and a 50% decrease in time to apply for employees



Kuehne+Nagel saw a 20% decrease in time to fill for internal jobs

We look forward to digging in and helping you prepare for your **Workforce Intelligence** technology journey.

If you have any questions in the meantime, don't hesitate to reach out.

Contact us

About Phenom

Phenom is a purpose-driven company that delivers AI-powered talent experiences to global enterprises. With Phenom, candidates find and choose you faster, employees develop their skills and evolve, recruiters become wildly productive, managers build stronger-performing teams, HR aligns employee development with company goals, and HRIS creates a holistic tech infrastructure through seamless integrations. [Learn more →](#)

