



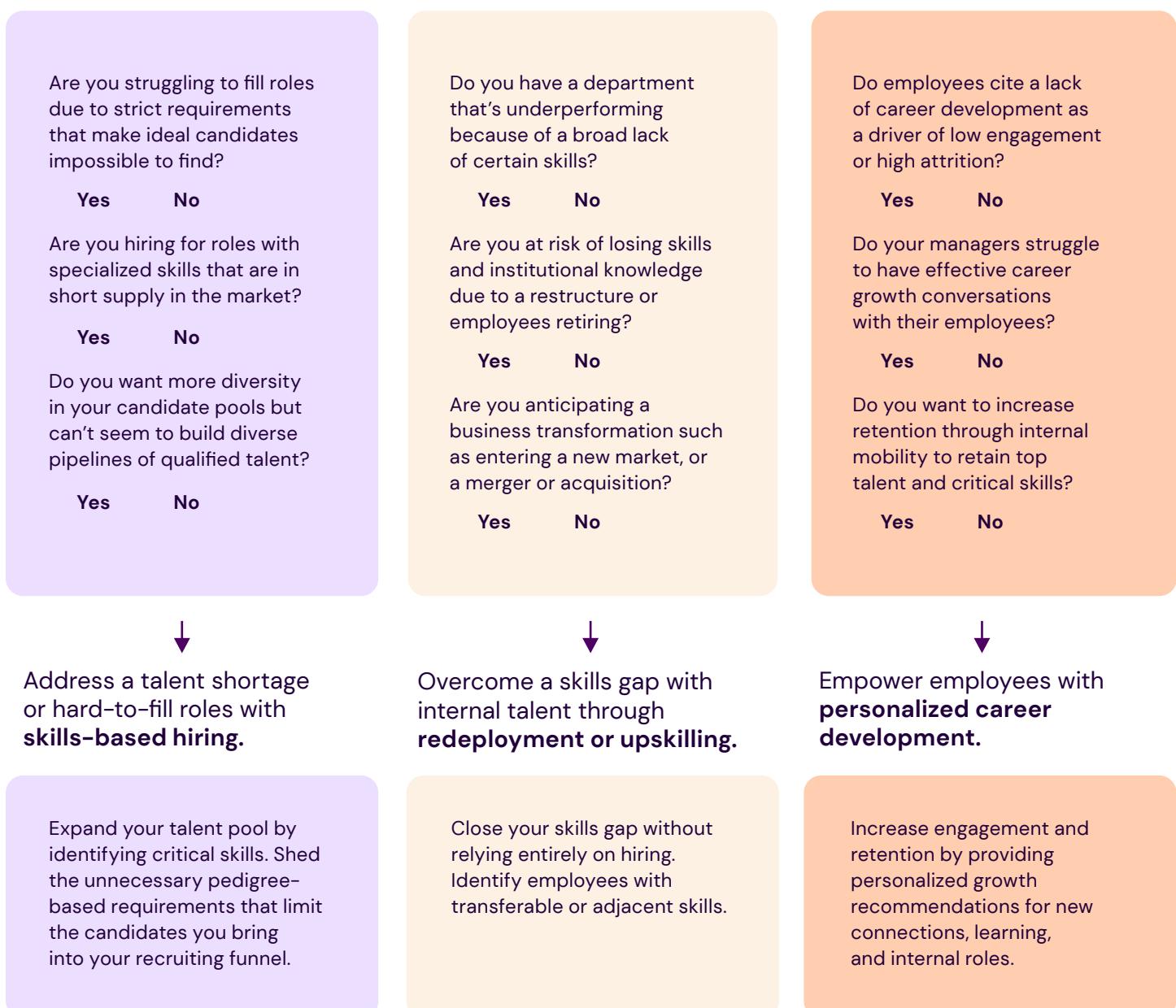
How to Start a Skills-Based Project

The path to becoming a dynamic, skills-based organization may seem daunting—but it doesn't have to be.

You won't get traction (or buy-in) trying to boil the ocean, so start where you can make an immediate impact: with a smaller project focused on a specific challenge. Global analyst and thought leader Josh Bersin calls this “falling in love with the problem.”

Step 1: Identify your talent challenge

Wherever you answer “yes” is a great place to start.



Step 2: Prepare your business case

How is your current challenge impacting the business?

Which metrics will you use to demonstrate impact? (E.g. time-to-hire, furlough costs, attrition, employee engagement)

Who are your key stakeholders and teams to partner with for your skills project?

Exec sponsor:

Functional leader:

HR (TA, TM, L&D):

IT/Operations:

CFO/FP&A:

Others:

Step 3: Start on your path to success

Skills-based hiring next steps:

Speak to hiring managers and the most successful people in the job(s) to learn which skills are critical and which requirements you can relax.

How SeekOut can help:

1. Paste a job description and SeekOut's AI builds a targeted candidate search with relevant and related skills.
2. Adjust the search criteria—you have full control! In a matter of seconds, you get a list of qualified candidates.
3. Generative AI drafts personalized, relevant outreach messages to each candidate.

Redeployment or upskilling next steps:

Connect with managers and employees to discover which skills are most needed. Elect a domain expert to help drive skills development.

How SeekOut can help:

1. Integrate SeekOut with your HR systems to combine internal and external talent data.
2. SeekOut's AI will populate employee profiles in an internal talent marketplace—no data entry required.
3. Analyze skills across your organization to inform decisions for training, development, reskilling, and redeployment.

Personalized career development next steps:

Choose one functional team or department to pilot an internal talent marketplace. Determine priorities and rollout plans for internal jobs, gigs/projects, learning content, and people connections.

How SeekOut can help:

1. Integrate SeekOut with your HR systems to combine internal and external talent data.
2. SeekOut's AI will populate employee profiles in an internal talent marketplace—no data entry required.
3. Employees can explore learning and career paths, while managers are enabled to have meaningful career conversations.

Ready to get started with skills? Thousands of leading companies trust SeekOut for finding and growing diverse, specialized talent. Our talent intelligence platform unifies data from your siloed HR systems and external sources to offer a complete picture of talent with actionable insights.



Contact us
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