

skills als superkracht

STAPPEN NAAR EEN DYNAMISCHE ORGANISATIE



uitdagingen L&D en HR

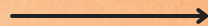
Behouden en aantrekken medewerkers

Digitalisering

Wet Werkbaar & Wendbaar Werk

Gepersonaliseerd ontwikkelen

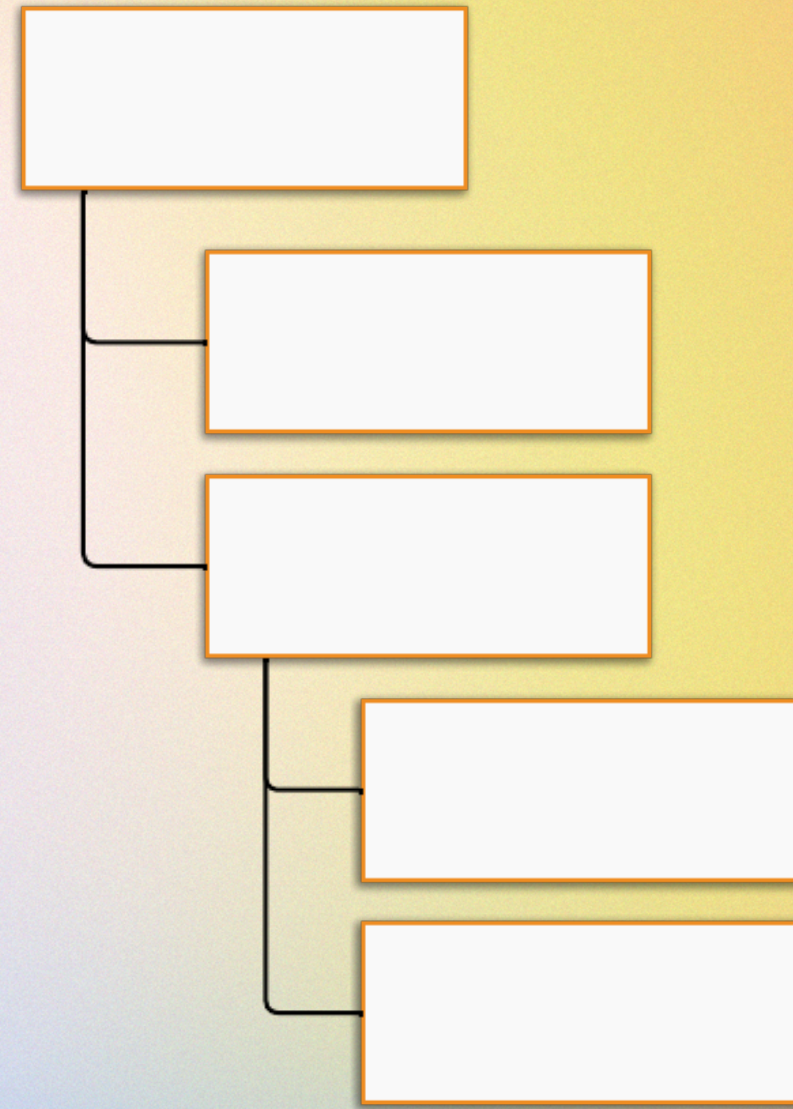
Vergrijzing



waarom skills?

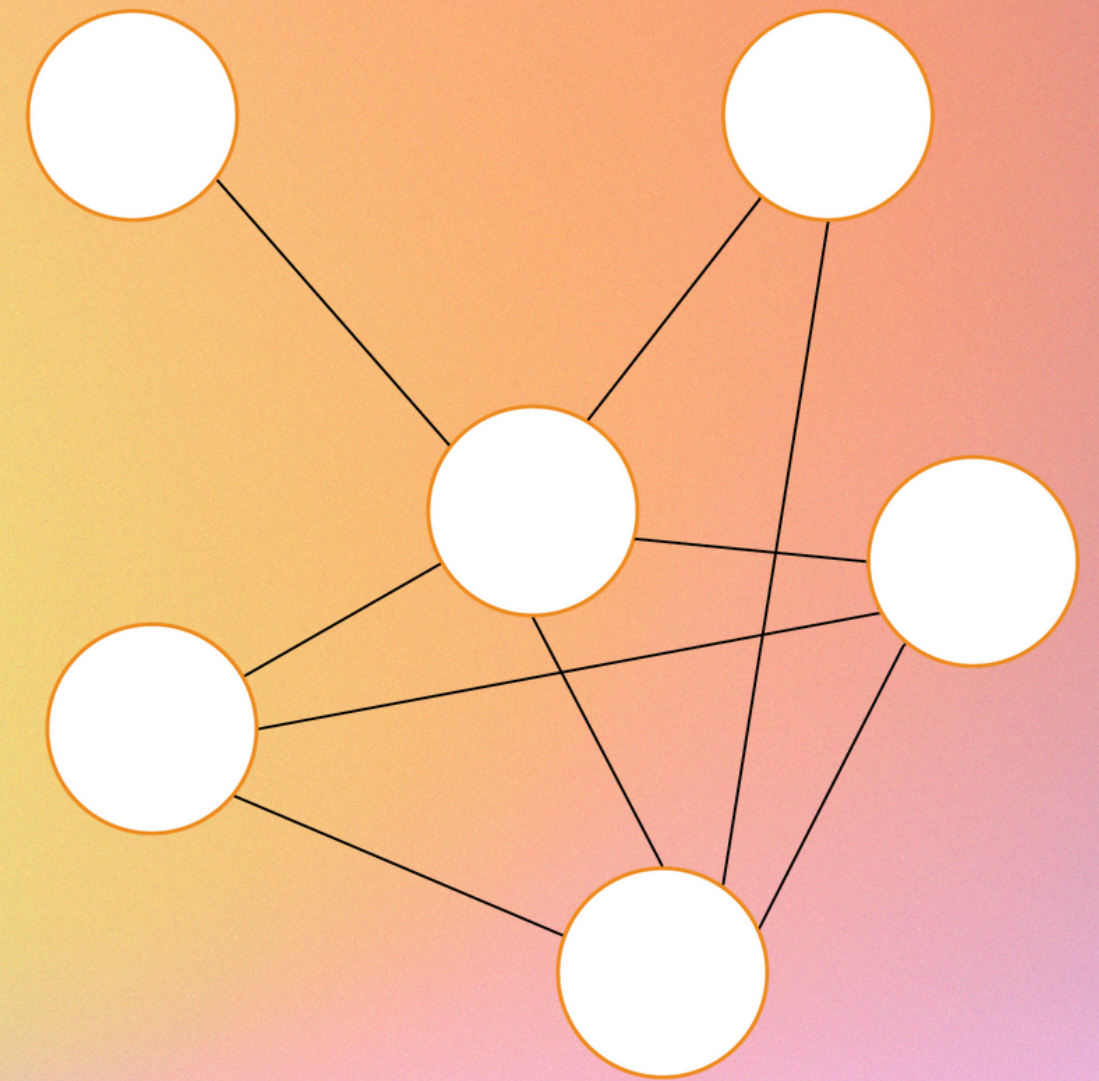


hoe?



taxonomie

met vaste
relaties en hiërarchie



ontologie

met veranderlijke
en veelzijdige relaties





Add skills

All the latest

26 Skills total

You're doing fantastically!

Add skills:

Skills by job title

Scan document

Add manually

Skills by internal roles

Validate skills

Don't forget to validate your skills

Self assigned skills	Expertise	Proof point	Like	Learn	Confirm	Delete
Leadership	☆☆☆		♥	🎓	✓	🗑️
Data Analysis	☆☆☆	Use it in my current job	♥	🎓	✓	🗑️

CONFIRM VALIDATIONS (1)

Review skill suggestions

Skills recently added by my coworkers

Team Working	✓ Have
People Management	✓ Have
Social skills	✓ Have
Able to manage multiple tasks	✓ Have
Listening skills	✓ Have
Doing the right things	✓ Have
Agile Project Management	✓ Have

Detect opportunities

Explore your opportunities

Projects Communication 100% Match	Projects Team Lead 80% Match
Projects StudentIn FHNW 75% Match	Projects Sustainability Project 70% Match
Internal roles Project Manager	Internal roles Business Development Leadership Capability

Update my development plan

My further development

Measures achieved

1/5

Skills developed

1/4

Upcoming development measures:

30/01/2024: HR processen

View my development plan

Team readiness

Overall team readiness: 51% 

 Download current view (.xls)

Team member		Absence Coordi... ▾ ✕	Project Manager ▾ ✕	HR Manager ▾ ✕	Sustainability Pr... ▾ ✕	Customer Succ... ▾ ✕	
		Internal roles	Internal roles	Internal roles	Projects	Vacancies	
☐	 D	50%	43%	29%	47%	44%	
☒	 Aksel	31%	36%	21%	51%	10%	
☒	 W	31%	67%	29%	61%	25%	
☐	 S	15%	19%	68%	27%	22%	
☐	 K	2%	8%	11%	0%	1%	
☒	 C	46%	78%	64%	57%	51%	
☐	 So	50%	64%	32%	53%	38%	
	Selected members per capability		36%	60%	38%	56%	29%
	All members per capability		32%	45%	36%	42%	27%

leidinggevende



Learning & Development

Hebben we passend leeraanbod voor de skills die onze medewerkers willen ontwikkelen?





Customer Success Manager

Commercial

Created by on 27/10/2022 02:40 am

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Published

Description *

B I U

In order to be able to offer first-class customer service, we are looking for a person who explicitly takes care of our customers' needs. First and foremost, this means being the primary point of contact for our customers and helping to optimize our internal processes. As we are a small team, you will have the opportunity to gain insight into all our areas of activity and therefore, come into direct contact with all facets of our business. We strongly believe in a team spirit: a team that laughs together stays together.

Capability Type *

Internal roles

Language *

Deutsch

Employment lvl min

100

Department

Commercial

Zipcode

Employment lvl max

100

Custom URL

https://...

Seniority level

Contact email

example@example.com

Skills 17

Show best-matching employees

Download current view (.xls)

Name		Overall match ↓
		82%
		42%
		33%
		30%
		28%
		23%
		12%

Name ↑	Expertise difference	Proof point	Status	Like	Learn
Able to build good relationships	— ★ ★	Use it in my current job			
Account Opening	↑ ★ ★ ★	Used in previous job at Learning Pool			
Business Development	↑ ★ ★	Use it in my current job			
Client Relations	↓ ★ ★ ★	Use it in my current job			
Client Satisfaction	↓ ★ ★ ★	Use it in my current job			
Clients Needs	↓ ★ ★ ★	Use it in my current job			

Bedankt

Vragen of zin in een gesprek? Zoek ons vooral op bij de paarse tafel



schrijf je in voor onze nieuwsbrief.
geen spam, wel mooie dingen.
<https://lnkd.in/edgGQxi6>

