



ACCENTURE AT WORKDAY: RESKILLING AND TALENT OPTIMIZATION VIDEO TRANSCRIPT

Transcript:

Christer Larsson: Do you have any sort of recommendations? You could share? That again to your experience on how organizations can be successful when they're looking at a skills-based approach.

Chris Jones: So why invest time in skills-based approach to HR? Now, why, when skilling people for new roles is actually just smart business. One of the best things we can do in lieu of simply reducing headcount as jobs and skills demands, changes or declines. In many cases, organizations still just don't know the skills that they have and how portable those skills are between these new roles and job requirements. And in the old world, we use consultants and HR staff to figure that out. Figure out what skills they the organization had, and now this is an area that you can really, you can really embrace technology and you can do that on a scale, and you can build these self-maintaining ontologies and remove the data maintenance effort that was there before.

And again, HR plays this even more critical role in closing the skills gap. But first, I actually HR needs to create a new capabilities first. And they almost need to put on their own oxygen mask before helping others and skills and capabilities around data and AI become essential to HR. In order for HR to support the individual and also the organization by empowering people to make choices based on their strengths and interests and personal criteria's. And AI is also essential to eliminate bias And it opens up possibilities that people can't see due to inherent bias that's already there and you have to, you have to embrace AI, and build this capability within HR as early as possible. And there's this phrase, culture eats strategy for breakfast, which also rings true here. So no successful skills-based approach is without a mindset shift to foster a culture that recognizes the relationship between expanding career opportunities and creating growth for the business. And, and again, collaboration is, is a new accelerator that exists here.



So as more and more roles and skills and requirements converge, these new pathways from old jobs to new jobs will emerge. And collaborating across the partners in the ecosystem and the communities really opens up the possibility for companies to prepare and be resilient for future work.

Christer Larsson: Thank you. Thank you for those insights. Thank you for sharing those.

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