

Journey through Skills Development

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Agenda



Why Skills Development?



Our Journey



Challenges (and how to overcome)



The rewards



Questions

Why develop skills?



Organisational Performance



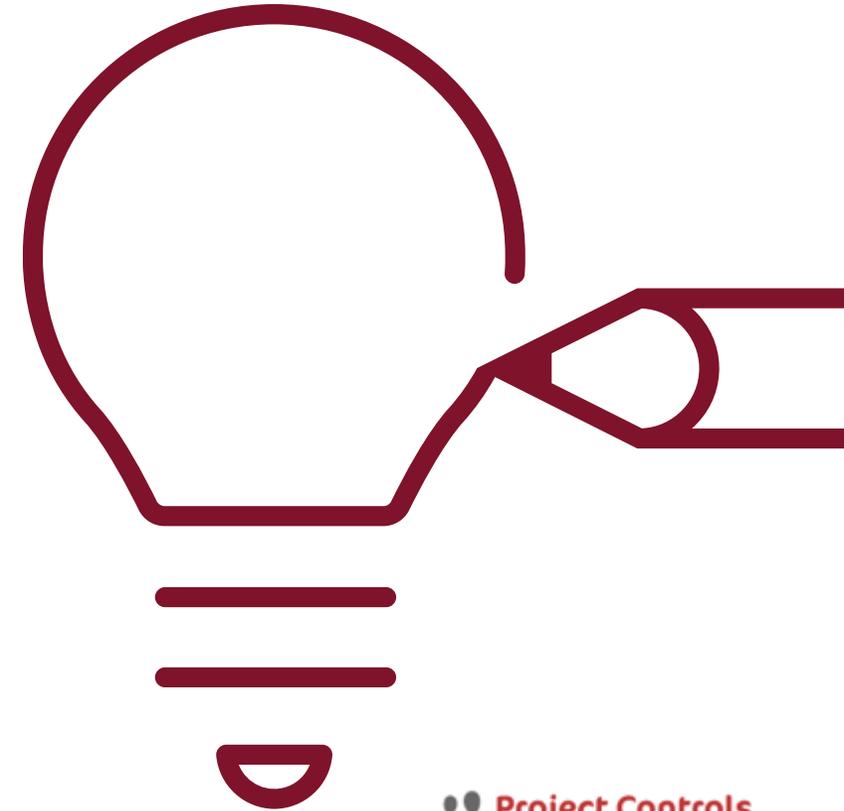
Employee growth



Diversification and Growth



Market forces/Skills Availability



Where to start...

~~Deploy learning and development~~

Who needs
development?

What skills do we
need to develop?

What skills do they
already have?

What evidence do we
have?

What are our skills
requirements?

How do people meet
those requirements?

“What do we know about our
people *today*?”

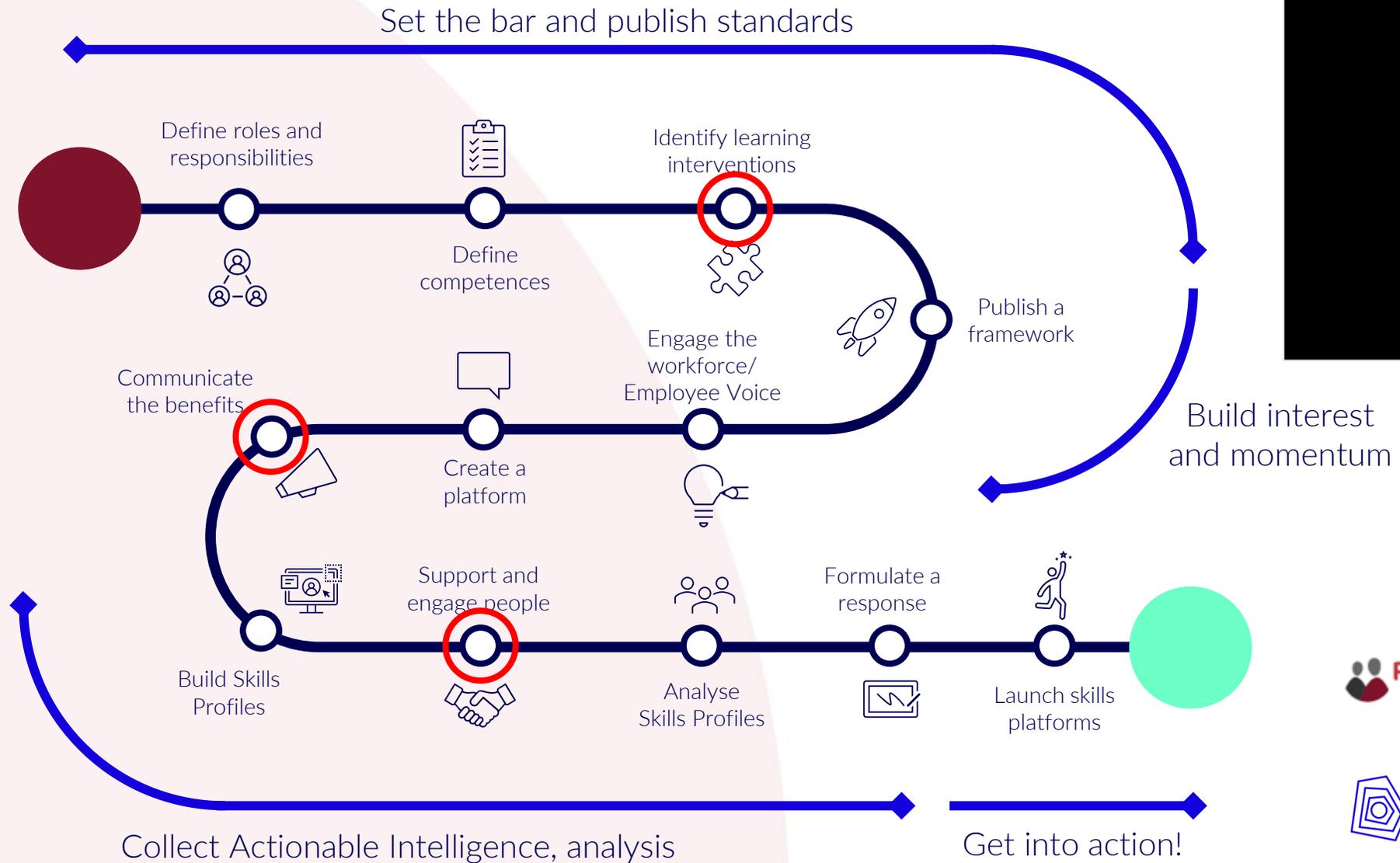
My boss (2023)

The answer...

AI!

Actionable
Intelligence

Developing skills via intelligence



Skills platforms



Skills Events



Formal/Academic Learning



Continued Professional Development



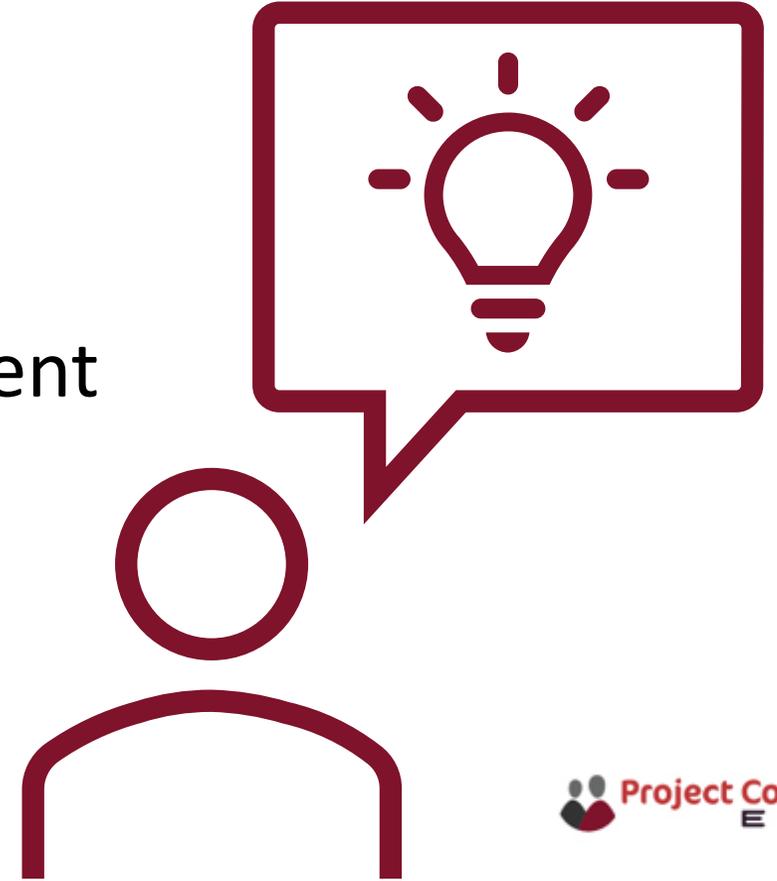
Learning Hub



Mentoring



Guidance material



The reward

Organisational Performance

Skills generation to meet business objectives

Employee growth

Employee Value Proposition, “engender trust”, opportunity to talk, competence, confidence, compliance

Diversification and Growth

Proactive Skills Development and Risk Identification

Market Forces/Skills Availability

Recognition of scarce and critical skills

Recap



Why Skills Development?

How to develop skills

Set the standards

Engage and communicate

Learn about people - Actionable Intelligence

Be ready and get into action



Rewards



Questions?



**Thank
You**