

Strategy, Capability and Talent:

“Our People are our Most Important Asset.”



Robin Hoyle

Head of Learning Innovation, Huthwaite International

HR Evolve

 People

 Strategy

 Capability

 Talent & Potential

“

Our people are our most
important asset.

Really?

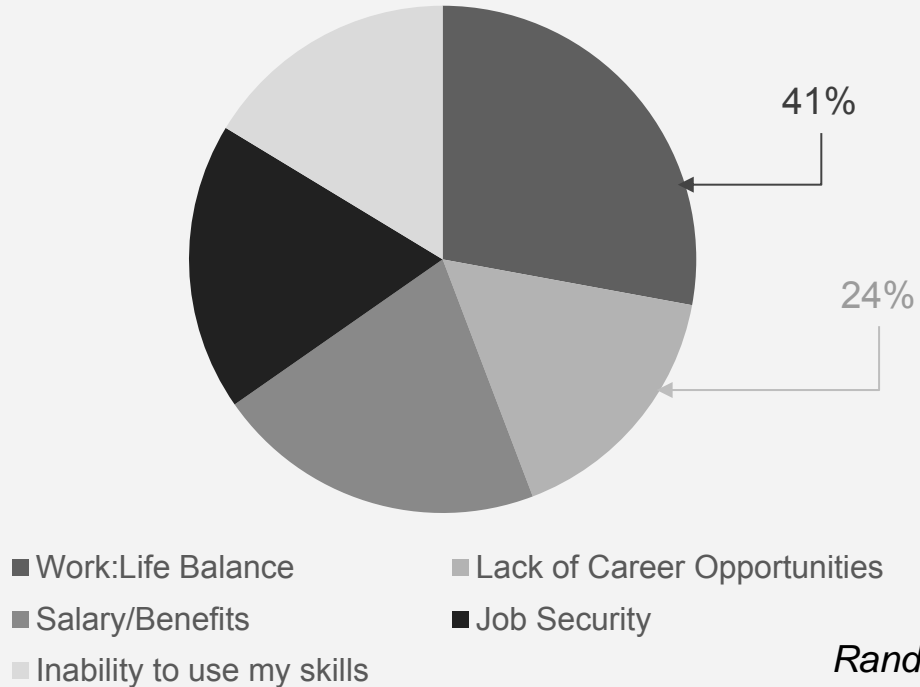
Exhibit 1

75% of employers, globally,
are finding it difficult to fill
roles





Manpower Group, Talent Shortage Survey 2024

Exhibit 2

Top 5 reasons for leaving a job (2024):



*Randstad Employer
Brand Survey 2024*

-  People
-  Strategy
-  Capability
-  Talent & Potential

Organisational **strategy**
takes too little account of
organisational capability.

A strategy without a detailed understanding of the capability and skills of your people is not a strategy at all.


It is a wish list.



The essence of
strategy is
deciding what
you are **NOT**
going to do.

*Michael Porter
Harvard Business School*



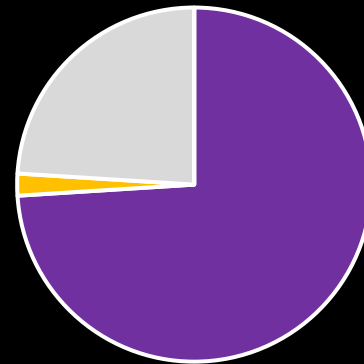
-  People
-  Strategy
-  Capability
-  Talent & Potential

What capability do we need...
..and what capability do we hire?

How much of a priority is skill building in your organisation?

- People
- Strategy
- Capability
- Talent & Potential

Priority Level



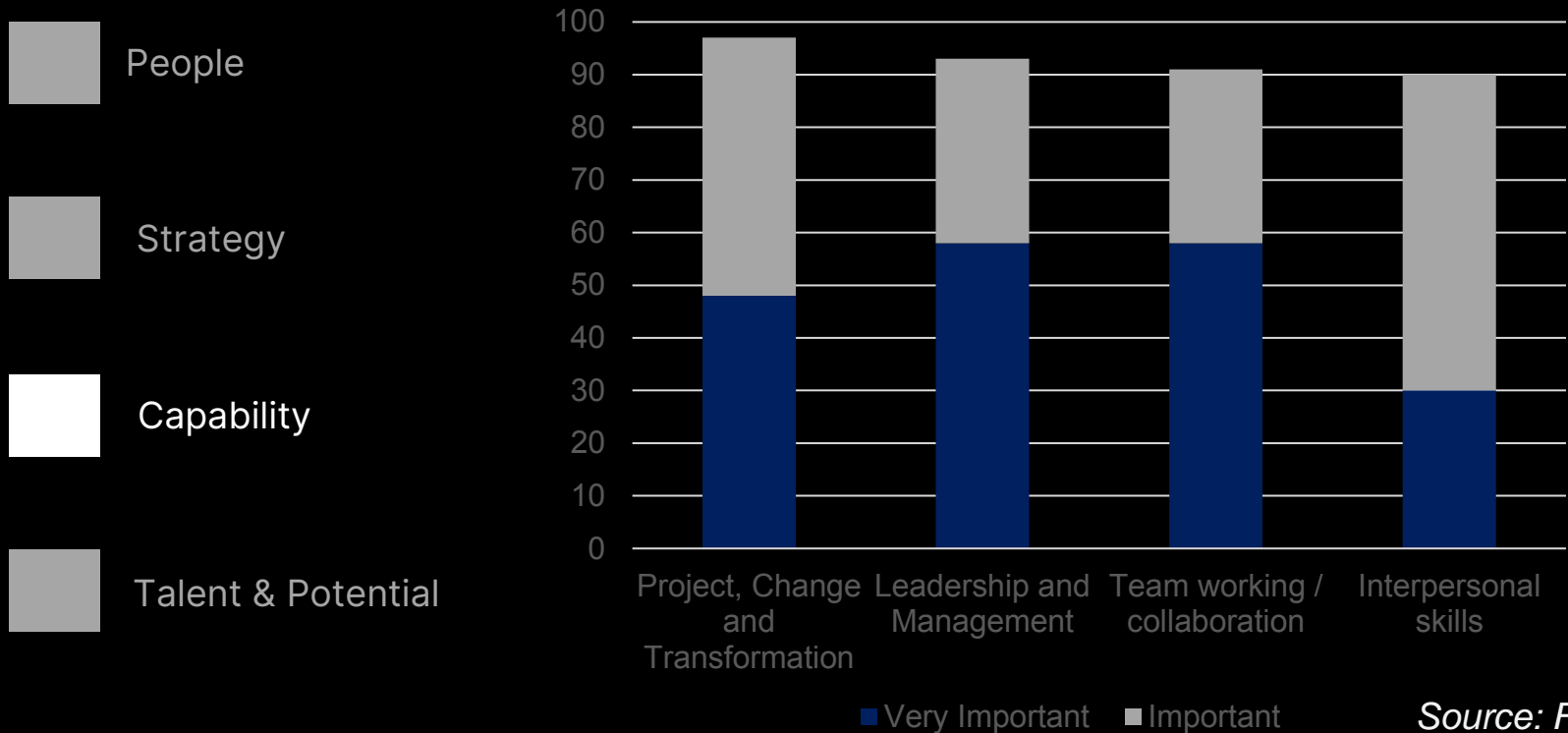
- High Priority
- Remains the Same
- Low Priority
- Not a priority

What are the top priorities for your learning strategy?



Source: Fosway 2024

The four most important skills required by organisations:



Source: Fosway 2022

Show of Hands

1. How many of you participate in...

2. How many of you have needed to master a new technology or software in the last two years?



- People
- Strategy
- Capability
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Hire/support/promote people who:


Have a demonstrable ability to learn

Have a proven desire to communicate and collaborate

 People

 Strategy

 Capability

 Talent & Potential

Skills are not static.

The role of
corporate learning
is to enable people
to do things
differently and
to do different
things.



Three stage skills mastery

Acquire Knowledge

Understanding **core concepts** and **models**



Integrating concepts and models with your **previous experience**

Skills and Practise

Applying the concepts and models in a **safe environment**



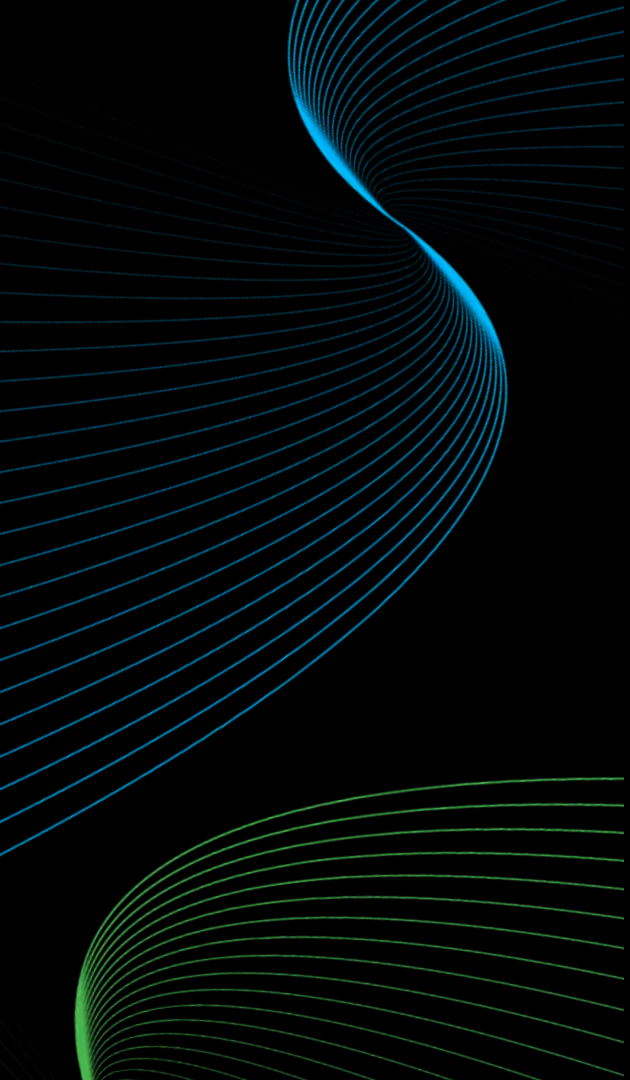
Trying out **new skills** and **gaining feedback**

Workplace Transfer

Implementation in **real work situations**



Planning, reviewing, gaining feedback and **planning further implementation**



“The learners will inherit the earth, whereas the learned will find themselves beautifully equipped to succeed in a world which no longer exists”

Eric Hoffer

“Our People are our Most
Important Asset.”

They're not...

...but they could be.

Thank You



HR Evolve