

# Skills-Based Organization Playlist - Deloitte

The 5 resources below represent thought leadership from Deloitte on various aspects of skills-based talent practices. While I have covered them individually in different blog posts, they are captured here for ease of access. The link will take you to my original post, which includes the link to the Deloitte source document.

Title	Description	Sample Point Made
<a href="#">Building Tomorrow's Skills-based Organization: Jobs Aren't Working Anymore   Deloitte</a>	A robust 101-page report on how organizations are thinking about shifting from traditional jobs to skills-based work and skills-based talent practices.	<b>Skills-based development and skills-based hiring</b> are the most widely cited talent practices where organizations are starting to make this shift.
<a href="#">The Skills-based Organization: A New Operating Model for Work and the Workforce   Deloitte Insights</a>	An in-depth article that provides several ideas for operationalizing skills-based talent practices.	<b>Many organizations create a centralized “skills hub” and a skills-based talent philosophy</b> before expanding out to skills-based talent practices.
<a href="#">Beyond the Job: Developing New Work Models   Deloitte Insights</a>	Shares ideas on how firms can organize work beyond the constraints of the traditional job and integrate with more effective workforce planning.	<b>One way to organize work beyond the job is creating very broad commitments to problems to be solved</b> and outcomes to be achieved by the work performed.
<a href="#">Reshaping Your Organization Using a Skill-based Reward Structure   Deloitte US</a>	Offers ideas on how organizations can begin to move towards skills-based compensation and reward structures.	<b>Part of a worker's compensation can be determined by their proficiency in specific skills</b> relative to the value the organization places on those skills.
<a href="#">Podcast: The Shift to a Skills-based Organization With Deloitte's Michael Griffiths   Dan Pontefract Podcast</a>	A 27-minute podcast episode that supplements the Deloitte article: <i>The Skills-based Organization: A New Operating Model for Work and the Workforce</i> .	<b>63% of executives say that work in their organization is being performed in teams or projects outside of employees' job descriptions</b> —supporting the case to organize work beyond the constraints of jobs.

# Other Resources



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