

Organization capability & talent strategy

Actioned in 14 days over 5 weeks



Do you want to “Uplift your Organization capability to be able to lead the market with future solutions” ?



Do you know, what “Organization level skills are required to build your entire talent to be future ready”?

Have you identified for all roles the “correct source to find, the best fit talent in place”?

Example : Build internal talent vs Buy external talent vs Borrow contractors vs Bot/Automate

Have you built a Capability framework (covering knowledge, skills etc) for key critical roles/profiles?

We partner to solve the puzzle with your leadership team & cocreate a solution together, with a creative twist in 14 days over 5 weeks!

Let's Cocreate your “Organisation capability & talent strategy” together!



Offering 3- Organization Capability & Talent strategy

Our approach

Design solution style

Step 1: We Discover the

- Organization capability uplift with ghostbusting surveys with c-suite/Leadership
- 2-4 key roles for the Organization capability framework with the c-suite interviews
- Talent strategy to source with Talent acquisition team through interviews / surveys

Step 2: We Define & Cocreate

- Organization capability uplift in a cocreation workshop with leadership team with experience ,exposure & education (3Es) approach
- Key persona Organisation talent capability framework in a cocreation workshop based on current, future ready skills
- Talent strategy to source based on Build, buy, borrow, bot (4B) framework, in a cocreation workshop with Talent Acquisition leads

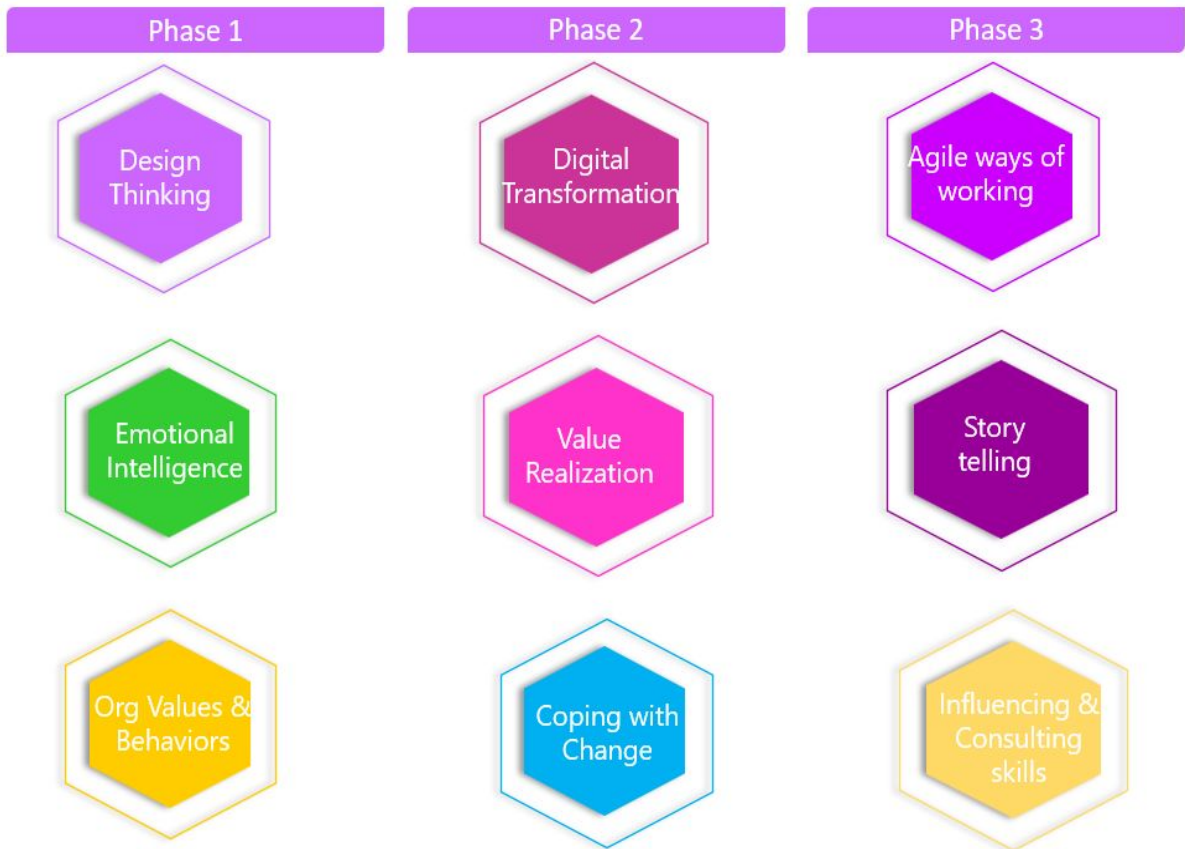
while exploring theatre & accelerated learning tools like legos, sketching, movement.



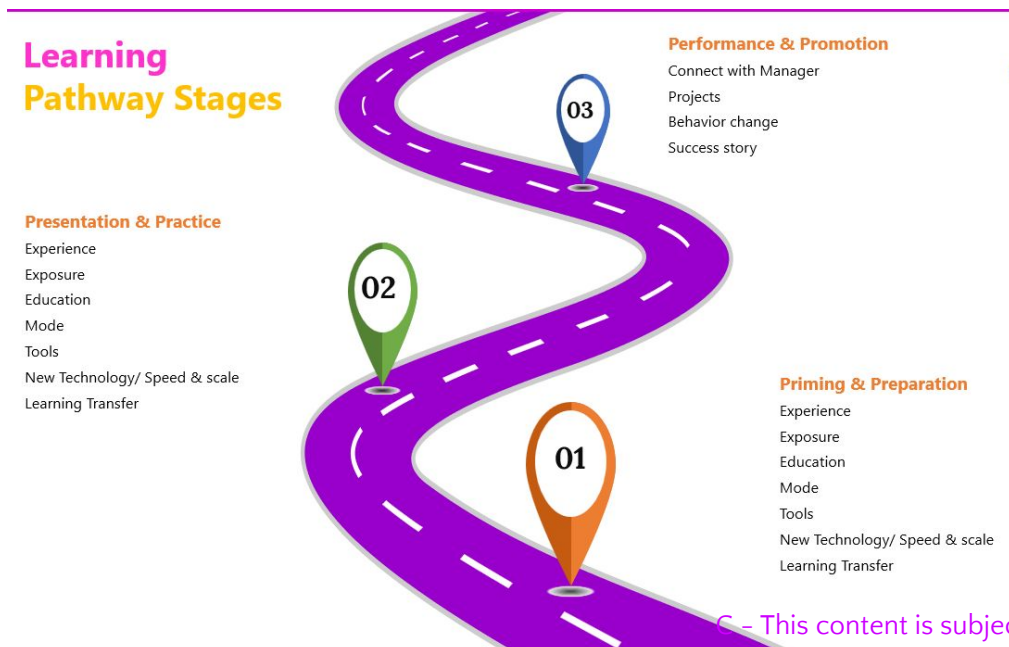
3. Organisation capability & talent strategy models/frameworks

We diagnose, discover, define & cocreate the Organization Capability based on these components, formats, frameworks

Organization Capability uplift Components



Persona based capability framework

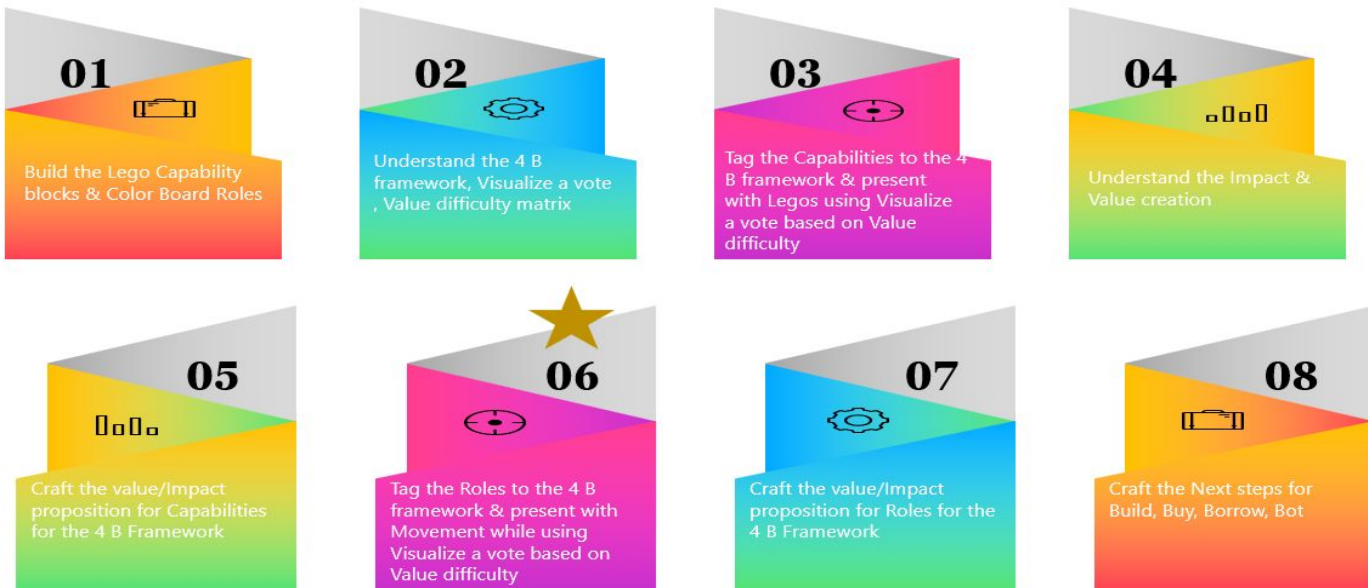


3. Organisation capability & talent strategy models/frameworks

Org capability/ roles tagged to the 4 B framework
(Build, Buy, Borrow, Bot)



Talent strategy - Lets Divide & Conquer in 8 Steps



Persona based capability framework

	Technical			Functional			Professional development		
	Current	Future		Current	Future		Current	Future	
Capabilities	Data Visualization	Data Analytics	Big Data Management	Benefits of analytics	Data Governance	Usage in AR/VR	Leading teams	Coping with Change	AR/VR Presentations

Personas	Capabilities								
	Advanced	Advanced	Basic	Basic	Intermediate	Basic	Intermediate	Basic	Intermediate
Data Scientist-Mid	Knowledge of...	Knowledge of...	Knowledge of...	Knowledge of...	Knowledge of...	Knowledge of...	Knowledge of...	Knowledge of...	Knowledge of...
Data Scientist-Senior	Skills including ability to...	Skills including ability to...	Skills including ability to...	Skills including ability to...	Skills including ability to...	Skills including ability to...	Skills including ability to...	Skills including ability to...	Skills including ability to...

Offering 3- Organization capability & talent strategy -Output

3. Organisation capability & talent strategy models/frameworks **Final Output**



Cocreated Version 1 of

1. Capability building solution for organization wide capability uplift, based on forward compatible skills (eg Digital, Design thinking etc) with experience, exposure, education based learning journeys)
2. Talent strategy with capabilities/roles tagged to build, buy, borrow, bot talent strategy framework
3. Capability framework for 2-4 key personas covering Current vs future ready vs role agnostic capabilities with knowledge, skill with basic, intermediate & advance tagging



Do write to our Genie :

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Talent strategy”
together in 14 days over 5 weeks!

