SKILLS TAXONOMY (ST)
Josh Bersin Podcast

Map : https://bit.ly/33aUUIQ

Podcast: https://spoti.fi/3e9Eved

- MARKETPLACE
  - TECHNOLOGIES THEY SELL TOOLS
    - WORKDAY/EDCAST/CORNERSTONE/ORACLE
  - CONTENT
    - COURSERA/UDEMY/SKILLSOFT
  - CONSULTANTS
    - GOOD UNDERSTANDING PROBLEMS BUT NO TECHNOLOGY EXPERTS
  - TOOL LIMITATIONS
    - NOT MATURE MERGING SKILLS
    - NOT GOOD MATCHING SKILLS TO JOB HISTORY
    - HELPING RATIONALIZE SKILLS TAXONOMY
    - INGESTING SKILLS MODELS
  - FUTURE: OFF THE SHELF TOOLS FOR BUILDING YOUR SKILLS TAXONOMY
    - EDCAST
    - LINKEDIN LEARNING
- BUSINESS
  - ONCE TO HAVE YOUR SKILLS CATALOG...
    - YOU CAN STRATEGICALLY DECIDE WHAT CAPABILITIES YOU NEED TO BE SUCCESFUL IN THE FUTURE
  - DIFFERENT BUSINESS TYPES REQUIRES BUSINESS CAPABILITIES
    - INNOVATORS
    - EXECUTORS
    - CUSTOMER ORIENTED
- DATA SKILLS DATABASES
  - THOUSANDS OF SKILLS COLLECTED
    - YOUR COMPANY DATA
  - IBM
    - EMSI
  - NASCOM
    - BURNING GLASS
  - TOOLS TO RATIONALIZE AND SIMPLIFY TAXONOMY
    - EDCAST
    - DEGREED
    - SKILLS DNA TECHNOLOGY
- EARLY STAGE SOLUTIONS
  - SOFTWARE VENDORS
    - DEGREED/EDCAST/WOKDAY/ORACLE, ETC
    - READS WORDS AND FIND MATCHES
    - INFERE FROM BACKGROUND, EXPERIENCE, CONTACTS, ETC
  - CATEGORIES
    - RELATED TO LEARNING
      - LINKEDIN LEARNING
      - EDCAST
      - DEGREED
    - MATCHING SOFTWARE (APPLIED TO RECRUIING)
      - EIGHFOLD
      - AVATURE
    - HYBRID SKILLS INFERENCE TOOLS
      - EDCAST
      - EIGHTFOLD
- TAXONOMY
  - WAY OF ORGANIZING INFORMATION
  - HELPS FIND WHAT YOU LOOK FOR
- SKILLS & CAPABILITIES
  - A SKILL IS A MEASURE OF WHAT SOMEONE CAN DO BROKEN DOWN TO ITS MOST GRANULAR LEVEL
    - W
    - FINE GRANED TECHNICAL OR OPERATION COMPETENCY THAT CAN BE VALIDATED, MEASURED AND MAYBE CERTIFIED
  - CAPABILITY: BROADER SET OF SKILLS THAT COME TOGETHER TO SOLVE A BUSINESS PROBLEM
    - EXAMPLE: OBJECTION HANDLING REQUIRES SEVERAL SKILLS...
      - LISTENING
      - NOTE TAKING
      - COMMUNICATION
  - WE PRACTICE THOUSANDS OF SKILLS EVERYDAY
- WHY ST IS IMPORTANT NOW ?
  - LAST DECADE
    - BUSINESS DIGITIZED
      - NEW SKILLS NEEDED
      - TONS OF DATA AVAILABLE
        - TOOLS THAT INFERS SKILLS
  - COMPANIES HAVE HIGH POWER HUMAN CAPITAL SOFTWARE
    - DATA TO HELP DECIDE ABOUT...
      - WHO TO HIRE, PROMOTE, ETC
        - ALL RELATED WITH SKILLS
  - ST ORGANIZE THIS SKILLS INTO A HIERARCHY
    - EXAMPLE: SALES
      - LEAD GENERATION
        - OPPORTUNITY IDENTIFICATION
          - QUALIFICATION
      - OBJECTION HANDLING
        - COMMUNICATION
        - TEAMWORK
        - ETC.
      - AND SO ON...
  - WHEN WE MOVE FROM ROLE TO ROLE WE CAN IDENTIFY WHAT SKILLS WE HAVE
- ASSESSING SKILLS
  - TRADITIONAL TESTS ARE VALID FOR OPERATIONAL SKILLS
  - FOR MOST SKILLS YOU NEED DATA
  - SETUP A LITTLE TEAM TO FOCUS ON THIS