# Rapid Capability Development

Bridging skills gaps to safeguard competitive edge

## Why is it important?

Market forces and changes to the external environment are constantly challenging organisations to be innovative and to transform. Today, this situation is worsened due to the speed of technological advancement, a slowdown in productivity, and low levels of investment in upskilling programmes. Ultimately, workforces do not have the appropriate skills to perform. To stay competitive, leadership teams need to rapidly upskill their people in order to meet the short term and longer term needs of their organisation.

### When is it most valuable?



Specific skills shortages



Changes in **technology or regulatory landscape** 



New strategic priorities



Need to **drive productivity** 

PwC's Rapid Capability Development offering responds to organisations' need to resolve specific capability challenges at pace:







# Identify New Capabilities

Decode new business priorities into the capabilities required to meet new challenges.

# Solution **Development**

Deploy PwC's proven workforce planning tools and benchmarks to identify, test and prioritise solutions.

# Rapidly Develop Capabilities

Launch internal programmes and form meaningful alliances to swiftly build and deploy the new capabilities.

### **Iterate & Evolve**



To maintain the momentum of the specific capability development and to drive continual improvement, each programme is reviewed on an ongoing basis.



## CHRO and Head of Learning Agenda



#### Strategy

How quickly can we respond to develop new capability requirements?



### **Right Capability**

How do we know what the right capabilities are to meet these new challenges?



#### Skillset

What transferable skills exist in today's workforce? How can we rapidly fill the gaps?

Maintain

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## How can we help?

PwC's unique approach helps organisations to determine their most pressing skills gaps and mismatches, the populations of employees whose roles will become redundant or significantly changed - and the key challenges to upskill and reskill their organisation. We combine proven PwC tools with market insights in order to validate a case for change and deliver a plan for targeted and timely interventions to rapidly build the capabilities needed.



Capability testing

People and data

driven validation

What type, and level of intervention is

required? How will it

Design

Solution development and prioritisation workshops

be delivered?

✓ Rapid capability development roadma

development roadmap

✓ Change toolkit

What functional (internal and external) alliances need to be in place? What enablers are required?

Build

- ✓ Establish internal and external functional alliances (e.g. L&D, people analytics, talent development, and talent acquisition) and onboarding as required
- ✓ Define future learning pathways
- ✓ Establish capability maintenance plans

How can we embed this approach into BAU? How can we maintain and develop the new capabilities?

✓ Learning management plans



Are you looking to rapidly upskill your people? Let's chat.



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