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The job is dead – long live skills!

Adapting to an evolving workforce...and other stuff

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TODAY'S AGENDA

When is a **job** not a **job**?

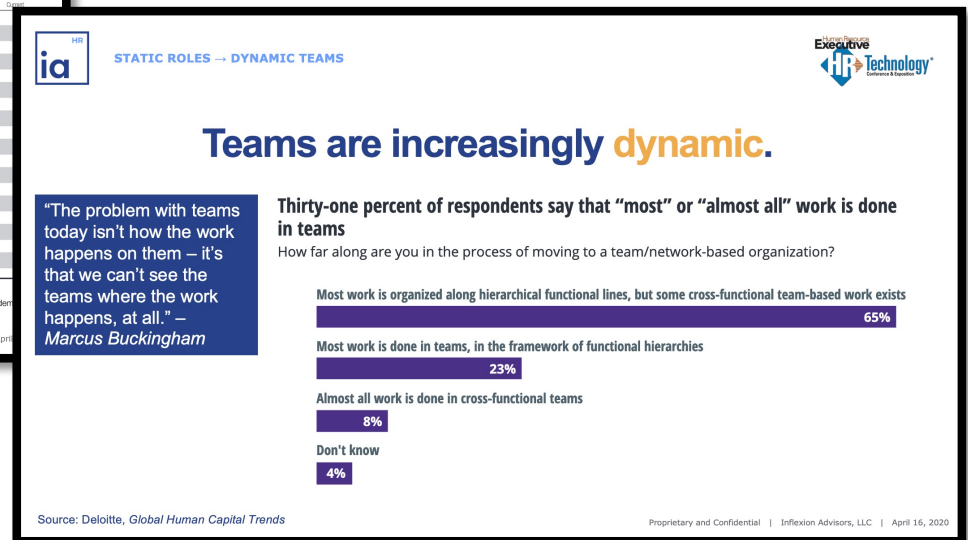
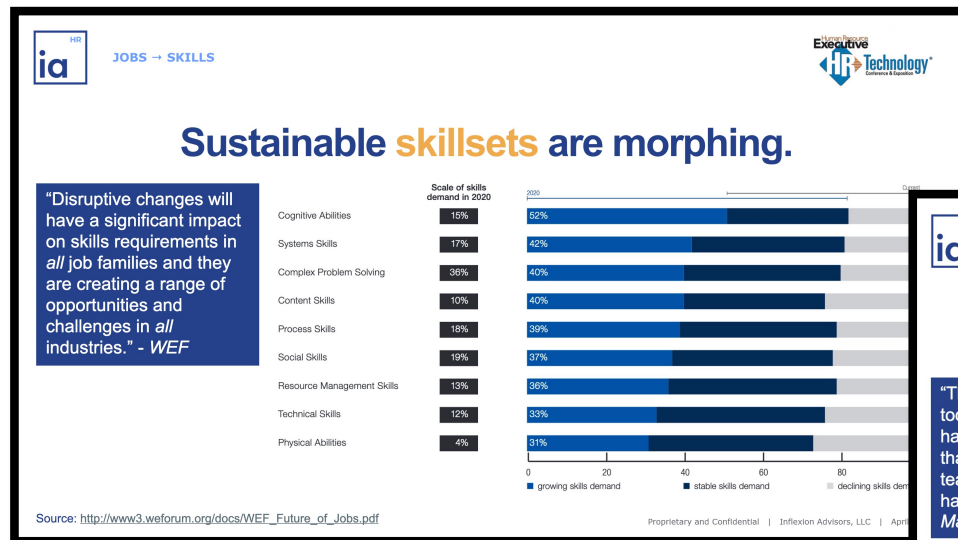
Buzzword and buzzworthy.

The way we hire, develop workers, and structure work is changing rapidly. Noise meet signal.



- The story so far
- Where we are now
- The struggle is real
- A brave new world

A tale as old as (COVID) time.





THE STORY SO FAR



Your 2020 homework.



ALL IS NOT LOST

Where to **begin**.

Start with today.
Deconstruct and inventory the models you currently leverage, including subscribed taxonomies and any inherent dependency upon third-party organizations and standards.



- Partner
- Rethink
- Educate
- Enable

Proprietary and Confidential | Inflexion Advisors, LLC | April 16, 2020



WHERE WE ARE NOW

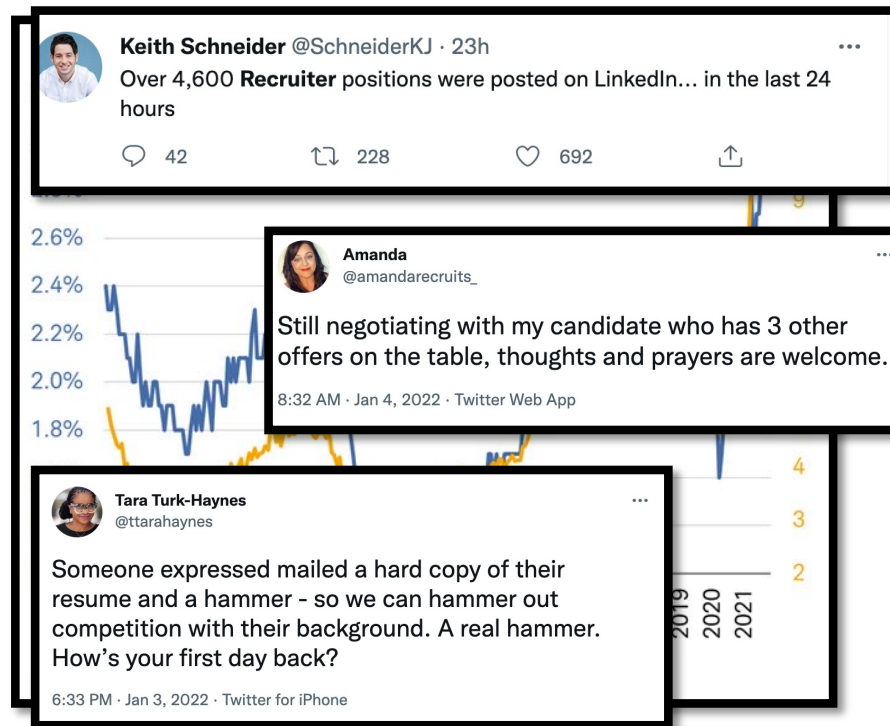
The more things change...

...the more they reinforce trends.
The pandemic simply accelerated the need for workforce agility and a rethinking of the nature of work.

Sources: Gartner, US Dept of Labor, Upwork, Manpower Group, Giant Pompeii Rock



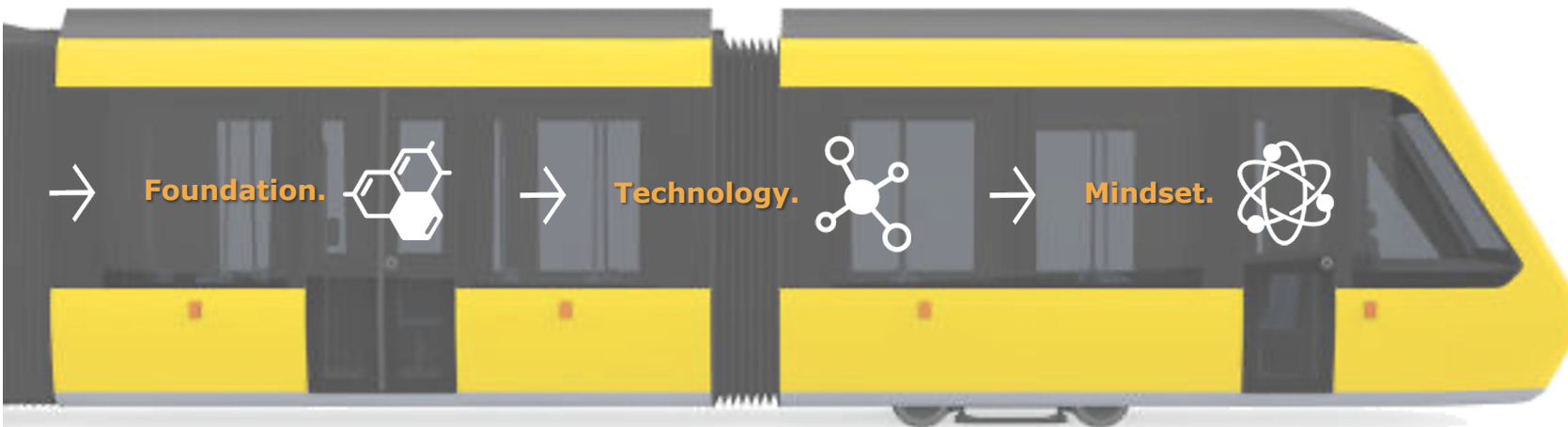
Talent acquisition is under pressure.



And **skills-based work** is headline grabbing.



If we all know it's **coming**, why
haven't we **adapted** yet?



Recruitment

Focused on past experience, not future potential

Redesign talent acquisition around the work to be done, with demonstrable skills and learning agility versus pure "experience"



JOB

Compensation

Tied to job requirements and qualifications

SKILL

Skills-based pay from the start – identify skills that are valuable for the organization's current and future work; build a dynamic model

Competency Models

Built to support a specific role, not the work that an organization needs to complete

Throw out competency models and focus on assessable, developmental skills

HCM, ATS, LMS

Predicated on a 1:1 relationship between a job and a manager

A skills-led, many-to-many relationship



Technology.



JOB

Talent Profiles

They are not portable and live with the organization, not with the worker

SKILL

A dynamic worker-centered profile that flexes from gig to gig, project to project, and company to company

Position-Centered

Requisitions, onboarding, performance, succession, workforce planning

Center on outcomes and consider all sources of skill-based labor (including AI/robotics)

Career

Our identity is often linked to a social construct of “our job”

The opportunity to redefine work based upon a continuous learning approach



JOB

Hierarchy

Spans and levels are the measures of gravitas in the traditional org structure

SKILL

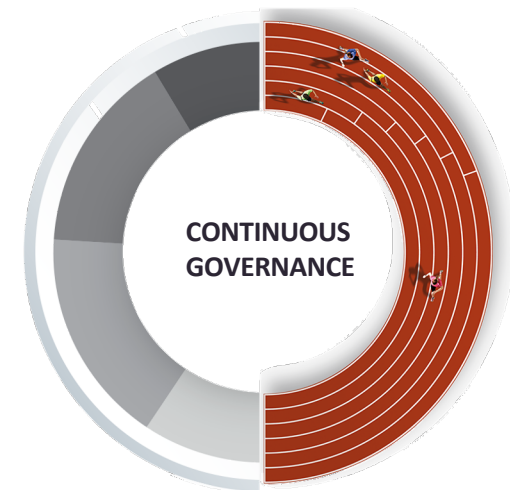
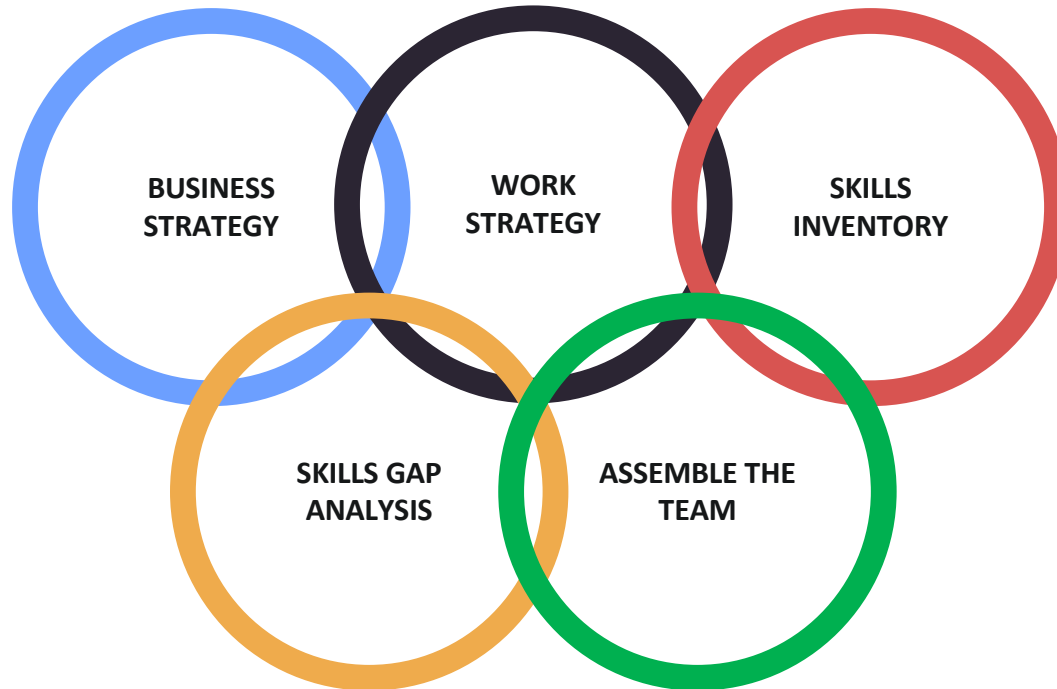
Emphasize mastery and market value over team size

Balance

Work to live? Live to work?

LIVE

Think like a consultant.





BRAVE NEW WORLD

**This is not a moment,
it's a **movement**.**

Just you wait....

If you don't know, now you know.



- **Set your strategy**
- **Make your business case**
- **Declare role and ownership of ALL worker types**
- **Gather in-house use cases**
- **Document lessons learned**
- **Socialize and champion**
- **Advocate at legislative level**
- **Commit to new mindset**



THANK YOU

Stalk me.



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