Skills

Recruiting

Workforce planning

Learning and development

Internal mobility

Talent-centered design

How to build an agile and flexible workforce to deliver the results you need with skills-based talent intelligence.

eightfold.ai

Skills-based strategies require talent-centered design

Change requires a deeper understanding of talent in the context of work.

We are faced with choosing a path for the future at the intersection of business, digital, and talent reinvention.

Unfortunately, too many of us are still using systems, processes, and procedures to manage talent that were built for a world of work drastically different from the one we are facing today.

We need to think beyond process and talent optimization and embrace transformation through skills-based strategies. We need to gain a dynamic understanding of skills mapped to talent in the context of work.

This is an approach that can only be realized through an AI-native talent intelligence platform built using talent-centered design.

375M

Number of people who will need to be reskilled by 2025
— World Economic Forum

83%

Organizations re-engineering career programs
— EY

$8.5T

Unrealized revenue due to skills crisis
— Korn Ferry

What we mean by talent-centered design

Talent-centered design means putting your talent — not jobs — at the center of everything you do.

Jobs can be broken down into skills. And once you have a complete view of the skills in your organization, you can start mapping work to skills — and bringing in the right talent with those skills to do that work.

By integrating this complete understanding of skills, experiences, and interests, you create a dynamic understanding of what people are capable of doing, what they can learn, and what they want to do.

This approach is made even more essential because the skills people use in the context of work are rapidly changing. This demands a dynamic understanding of skills in real time.

talent-centered design

[tælənt sɛntərd dəzayn] *noun*

HR systems architecture where the **talent profile** is the foundational component and integrates skills, experiences, and interests to create a **dynamic understanding** of talent that can be used both within traditional constructs of jobs and **new and evolving ways of work.**

Talent acquisition, talent management, diversity, equity, inclusion (DEI) practices, and employee experience are all areas that can benefit from this approach. Here's why:

Traditionally, **talent acquisition** has focused on job descriptions and filling requisitions. A talent-centered approach means revamping job descriptions to reflect current and future needs, considering and even emphasizing emerging skills over historical job duties.

DEI efforts intersect with talent design by questioning whether job requirements create unnecessary barriers to inclusion. By understanding jobs at the skill level, you can consider skill adjacencies and learnability that can broaden the talent pool.

Talent management has always had a heavy focus on performance and promotions, but increasingly organizations have been looking to foster mobility across teams. An understanding of skills in the context of work, powered dynamically by AI, provides the granularity to unlock mobility.

From an **employee experience** perspective, delving deeper into skills allows you to gauge whether employees are reaching their full potential and aligning their skills with meaningful tasks and career development.

A new approach to talent

Talent-centered design reframes the entire talent process.

It uses AI and real-time data to answer questions like: "What is this person interested in?" "What skills do they have?" "And how do those skills, interests, and strengths align with our organization's needs?"
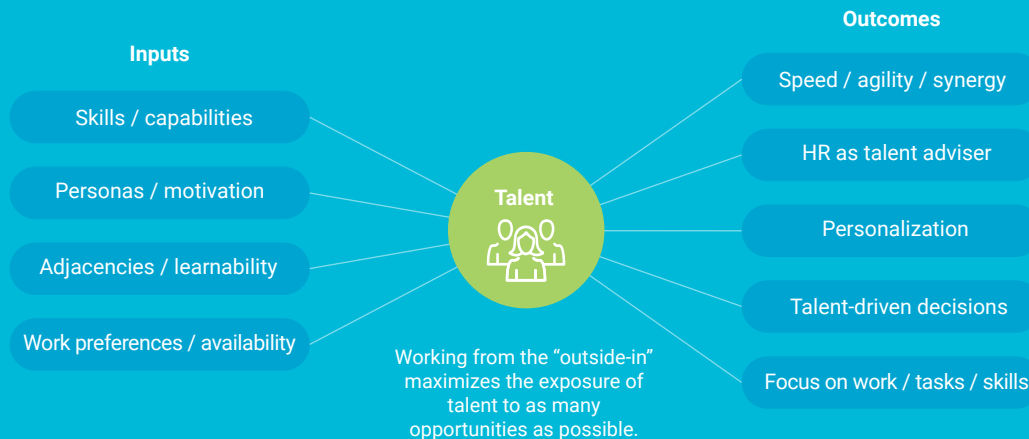
Rather than broadcasting one job to as many people as possible, this method **exposes one person to as many opportunities as possible** — an "outside-in" approach.

Likewise, instead of employees operating within the narrow confines of their job descriptions, talent-centric organizations match a person's unique skills to projects, gigs, jobs, events, volunteering, and more.

This new approach allows for speed and agility rather than inefficiency and rigidity, as it uses real-time data — not historical data — to reveal what someone can do and where to deploy them.

Organizing around talent

The new approach to talent planning is centered on talent, matching people to opportunities based on their skills and potential.

Inputs

- Skills / capabilities
- Personas / motivation
- Adjacencies / learnability
- Work preferences / availability

Talent

Working from the "outside-in" maximizes the exposure of talent to as many opportunities as possible.

Outcomes

- Speed / agility / synergy
- HR as talent adviser
- Personalization
- Talent-driven decisions
- Focus on work / tasks / skills

The rise of AI-powered talent intelligence

This new approach is possible today because of talent intelligence and its ability to understand skills in real time.

Organizations have always known skills were important, but quantifying and describing them wasn't always simple or easy. Historically, organizations would use a skills taxonomy, or a static listing of skills, to guide talent decisions.

This static approach simply can't keep up with today's pace of change.

Why now is the right time for talent intelligence

Pace of change

Digital skills have a shorter half-life than ever before. The World Economic Forum predicts that 23% of jobs will change within the next five years. Focusing on static or outdated job descriptions isn't enough to drive long-term success.

Internal and external forces

Inflation, budget cuts, talent shortages, recessions, geopolitical tensions, and organizational transformation are all pushing businesses to adopt more agile ways of hiring and managing people.

Transformation

40% of CEOs doubt their company will survive another decade without fundamental change. To survive, organizations are focusing on acquiring the talent and skills that will help them reinvent themselves.

Availability of data

With data more abundant and available than ever, HR practitioners can use real-time talent insights on people and work to guide every talent decision.

How to become a talent-centered organization

With skills as the underlying connector and talent intelligence as the AI-powered mechanism to understand them, these insights don't just inform one piece of the talent life cycle — everything becomes interconnected.

As a result, understanding grows over time and talent decisions are informed by the entire talent life cycle. Here are four steps your business can take to become an agile, talent-centered organization.

Step 1: **Gain greater visibility**

Talent intelligence can help your HR teams create and implement a dynamic skills inventory to monitor and manage skills in real time. Analyze skills trends — including rising and declining skills in the workforce — to see how your skills mix compares to the overall industry and even specific competitors.

Step 2: **Put strategy to work**

With real-time skills insights and a standardized role library, you can start to inform your talent practices. You can choose to hire talent with the skills you need, develop those skills in your existing talent through upskilling or reskilling, or make other workforce plans that align with your short- and long-term goals and budget.

Step 3: **Empower existing talent**

Find new ways for your existing talent to grow their experiences through upskilling, reskilling, and talent planning. Armed with data, you can make plans to upskill or reskill talent through AI-powered learning and development programs, including curated courses, mentorships, gigs, and more.

Step 4: **Lead the change you need**

With dynamic insights into talent and skills, your risk profile, and skills trends in the industry at large, you can make strategic, data-driven decisions to build, buy, borrow, or automate talent for long-lasting success.

Understand skills in real time

Enter AI. Using billions of global talent data points, talent intelligence platforms examine the entire life cycle of thousands of careers to provide real-time data on skills.

These insights are continuously updated, self-learning, and automatic. Adding a system of intelligence that reads and reacts to your environment will only improve your organization's ability to make data-informed decisions in real time — and prepare for emerging industry trends of tomorrow.

Systems of intelligence build upon your systems of record to provide skills-based insights

Systems of record
Built for stability

Structured data

Point solutions
Built for a job to be done

Specific results

Specific use case

Systems of intelligence
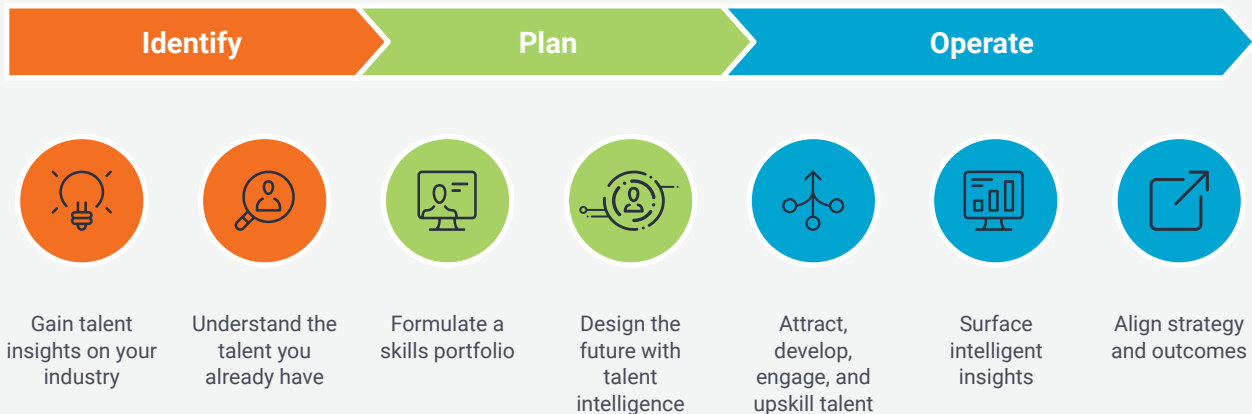Built to understand

✓ Uses internal & external data

✓ Automatic & self-updating

Jobs and positions ➤ ➤ Skills and talent ➤

Putting the pieces together

Our platform provides talent intelligence across the talent life cycle.

Identify	Plan	Operate

Identify

Gain talent insights on your industry

Understand the talent you already have

Plan

Formulate a skills portfolio

Design the future with talent intelligence

Operate

Attract, develop, engage, and upskill talent

Surface intelligent insights

Align strategy and outcomes

End-to-end talent intelligence

Our AI-powered Talent Intelligence Platform is designed to help your organization understand, engage, and retain its workforce more effectively. With our platform, you can find best-fit talent, identify and nurture talent within the organization, and create personalized learning and career paths for all employees.

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Discover how we can help you build a talent-centered workforce built for purpose today.

**Download the complete guide to
talent-centered design [here](#)**

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About Eightfold AI

Eightfold AI's market-leading Talent Intelligence Platform™ helps organizations retain top performers, upskill and reskill their workforce, recruit talent efficiently, and reach diversity goals. Eightfold's patented deep-learning artificial intelligence platform is available in more than 155 countries and 24 languages, enabling cutting-edge enterprises to transform their talent into a competitive advantage. For more information, visit www.eightfold.ai.