



Embracing and predicting future workforce skills

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Global Head of Talent Strategy





Agenda

- 1** The business case for Skills
- 2** Creating a Skills Strategy
- 3** Where can you start
- 4** Key Take Aways



The business case for Skills



Early adopters of skills based practices are starting to see positive benefits:

- 107%** more likely to **place talent effectively**
- 98%** more likely to **retain top performers**
- 98%** more likely have a **reputation as a great place to grow and develop**
- 79%** more likely to **have a positive workforce experience**
- 57%** more likely to **anticipate change and respond effectively and efficiently**
- 52%** more likely to **innovate**

Source: Deloitte Building tomorrow's skills-based organisation' report in 2022
 • Global survey across 10 countries (Australia, Brazil, Canada, Germany, India, Japan, Singapore, South Africa, the United Kingdom, and the United States)
 • 1,021 employees and 225 HR & Business Executives



Job-based view



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Tasks in current job

- Design Global Talent Policies
- Manage Global Team
- Drive the talent agenda
- Engage with stakeholders

Skills = Data

Skills-based view



Life Explorer

Skills for current job

- Talent Management
- People Management
- Strategic Thinking
- Stakeholder Management

Skills from previous job

- Change Management
- Design Thinking
- Learning & Development
- Project Management

Skills from personal life

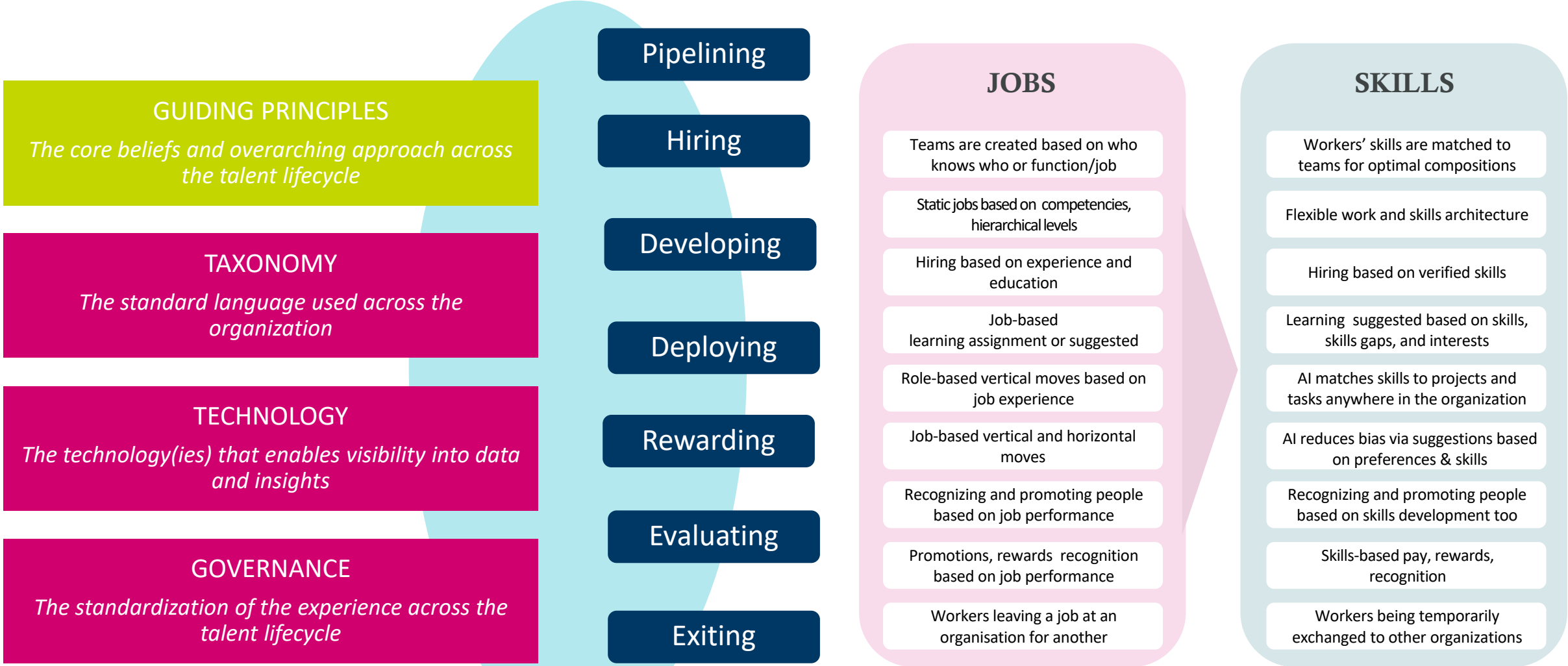
- Networking
- Multiple Languages
- Creativity
- Agile Mindset

Skills I want to learn

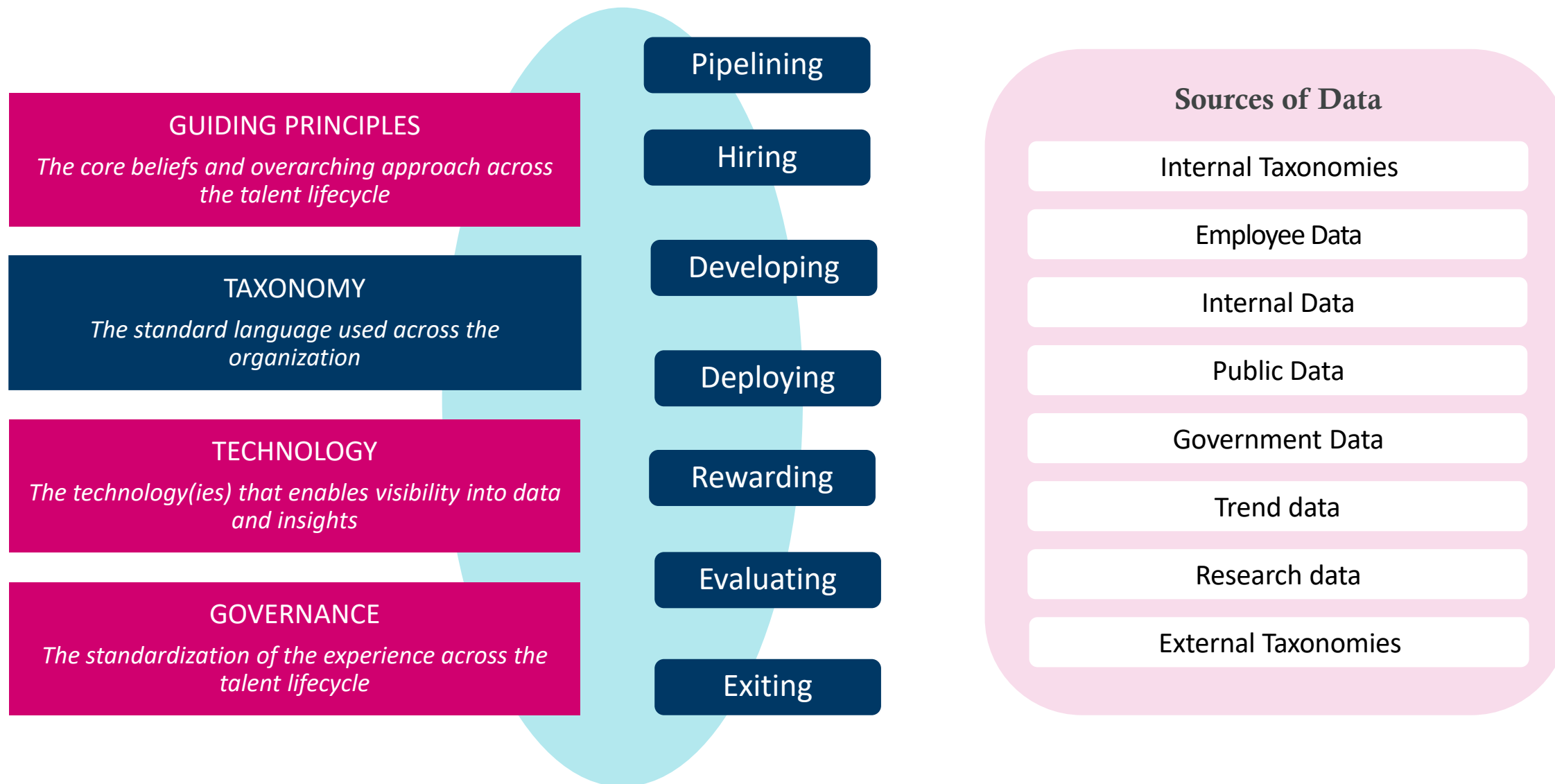
- Sailing
- Public Speaking
- Storytelling
- Chinese



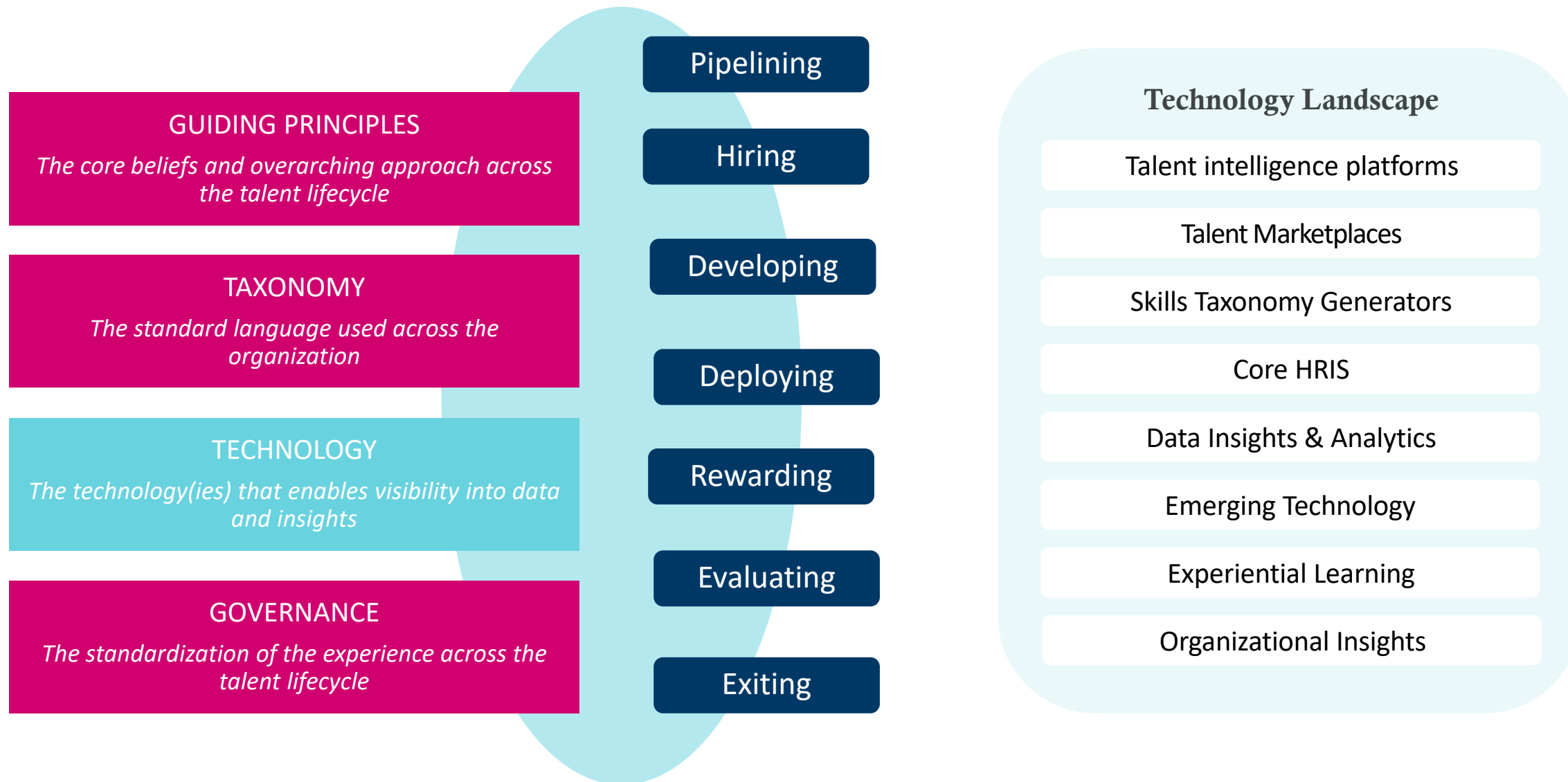
Creating a Skills Strategy



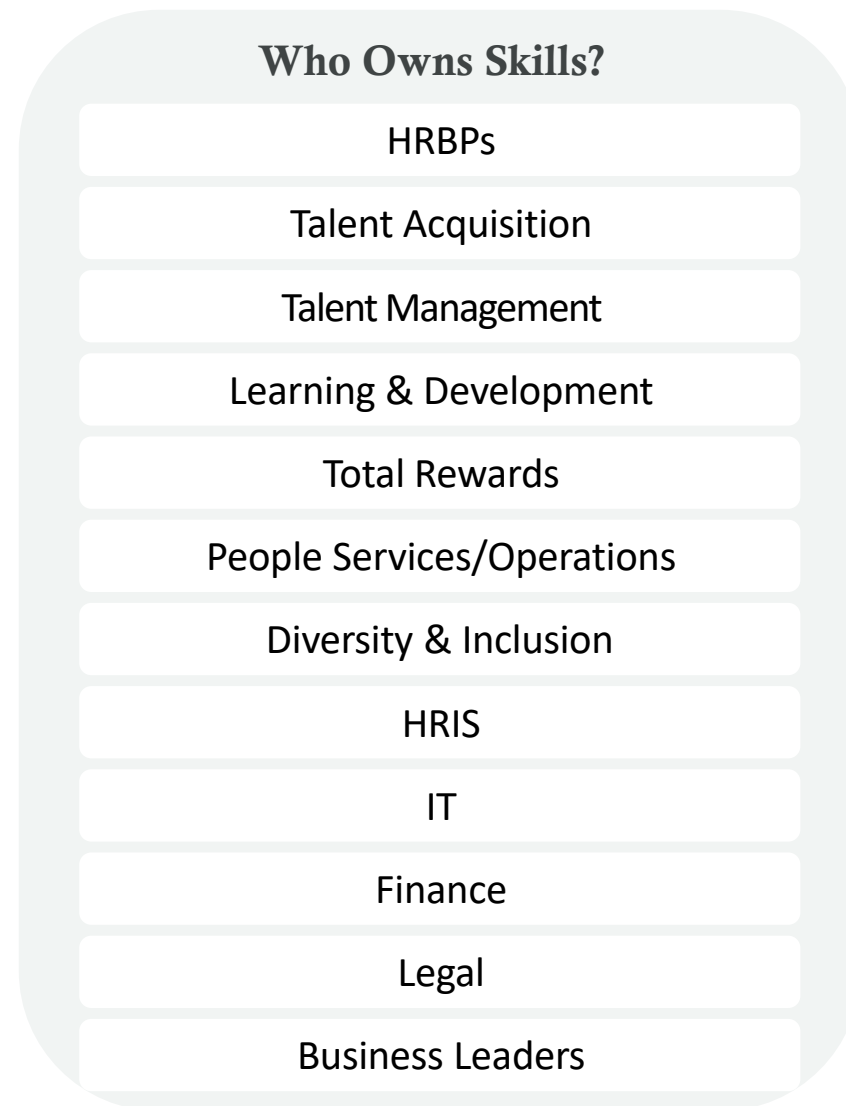
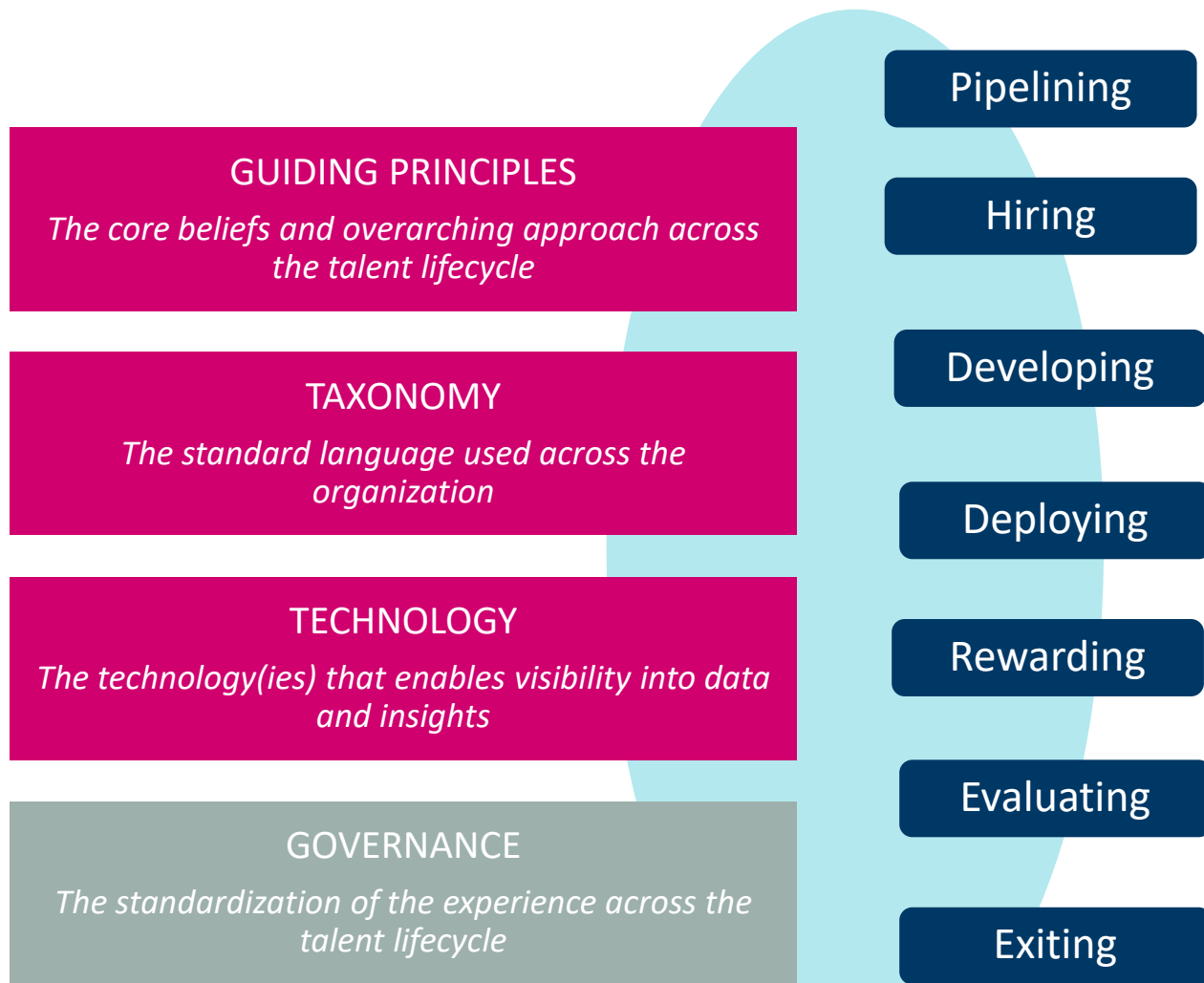
Creating a Skills Strategy



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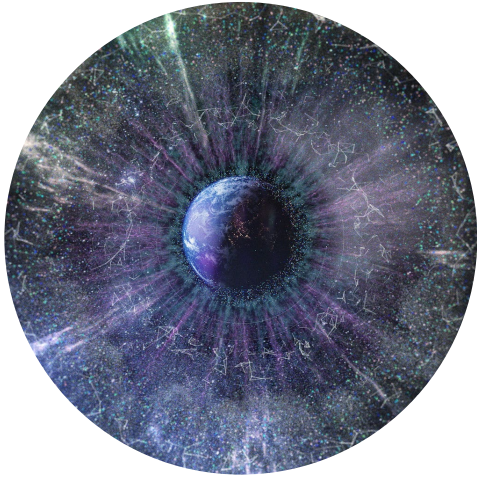


Where can you start

- 1** Get the organization ready by fostering learning
- 2** Keep yourself informed on skills trends
- 3** Start experimenting in small areas
- 4** Go where there is energy in your business



Key Take Aways



There is an increased need for workforce agility and a proper skills strategy can help unlock incredible potential



A skills strategy needs to include guiding principles, skills taxonomy, skills technology and proper governance



Don't try to boil the ocean, get started where there is appetite and fail fast to learn faster



Thank you.



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