

Fostering Excellence: How to Upskill and Reskill Your Team

GoSkills online course syllabus

Skill level

Beginner

Lessons

18

Pre-requisites

No prior experience needed

Video duration

1h 1m

Estimated study time

1h 1m

Instructor

Matt Gjertsen

Introduction

1 The skills-based organization

In the never-ending search for a competitive advantage, one of the best places for an organization to look is the skills of its employees.

Defining Upskilling and Reskilling

2 Defining skills

Skills is a really vague term so it is important to know what they mean.

3 I versus T employees

You may have heard the term I versus T employees, but do you know what they mean?

4 Upskilling versus reskilling

Though upskilling and reskilling are often used synonymously, the two terms have some important distinctions.

5 Benefits of a skill strategy

There are traditionally two ways to increase the skills within your organization, developing your existing team members or hiring new ones.

Assessing Your Team's Skills

6 Assessing your organization

Organizational skill assessments are a big undertaking and knowing your desired goal is essential for success.

7 Assessing your employees

There are many different approaches to determining the skill level of the individuals within your organization.

8 Leveraging technology

There are any number of technological solutions available to help your organization create a skills strategy, but which one is right for you?

9 Getting started

Nothing slows down a project faster than not knowing how to get started.

10 Biased assessments

Ideally, skill assessments are as cut and dry as possible, but in reality, that is never the case.

Developing Your Team's Skills

11 Bringing in experts

When an organization is looking to develop its skills, one of the first places they look is outside the organization.

12 Tapping into existing skills

The answer to your team's skill challenges may be closer than you think.

13 Integrating development plans

Every organization is busy.

14 Creating a learning culture

All the tools and resources in the world won't change the skills in your organization if it doesn't value skill development.

Making Organizational Changes

15 Building hiring strategies

Having a skill strategy doesn't just affect how people develop themselves, it also affects how you bring talent into the organization.

16 Identifying promotion strategies

Nothing will demotivate an employee faster than spending time developing their skills without any meaningful impact on their career.

17 Identifying structure changes

Skill development doesn't just impact individual employees, it also impacts the way employees relate to one another.

Conclusion

18 Skills of the future

Thanks for watching this course!

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