Skillsgrid

Skills as a critical workplace asset

Highly skilled employees are always worth more than their cost to company!

Successful and high performing employees are amongst the most valuable assets in business. The skills of successful employees are amongst the critical building blocks for success. In most instances, highly talented people display their talents as a skill. All business leaders and entrepreneurs are in agreement about the fact that a general scarcity of skills compromise the success and growth of their businesses.

Skillsgrid

The system enables business to determine what skills are necessary for a job, the level of the skill as well as the relative importance of every skill used by employees to do the job. This is done as a fully automated process using the insights of top performers in the job to capture their skills on the system, to indicate the relative strength of each skill as well as the importance it has for success in the job. Employees that are not part of the top performing pool can also capture their skills on the system. All skills captured can be exported in order to do a skills audit of the entire business. Applicants can be matched to the benchmark to determine if the applicant has the necessary skills to do the job.

Skills

Skills can best be defined as the ability of an employee to physically and successfully execute a task in a smooth and efficient manner. It is important to note that skills are always physical. It is the practical and operational execution of the task. The terms 'smooth' and 'efficient' are relevant to every work related task. Think of a musician, a pilot landing an aeroplane, typing a note on a computer, talking to a client as a call centre agent, etc. If the individual is not skilled, things can sometimes go wrong and success is compromised.

The System

Skillsgrid is a fully automated system with all intelligence necessary to auto update the skills register, calculate a benchmark skills profile, calculate the match between the individual and the benchmark skills profile and display all the information on a single multi dimensional graph.

Go to www.shadowmatch.com for more information
Email: info@shadowmatch.com • Phone: 012 665 1902