HUMAN RESOURCES MANAGEMENT

HR45-1 Adopting a Skills-Based Approach to Talent Management

Many organisations continue to manage talent through static roles, limiting flexibility, slowing decision-making, and underutilising capability. Moving to a skills-based approach is not just a conceptual shift — it requires leaders to rethink how talent is identified, deployed, and prioritised. This programme focuses on what leaders will do differently to actively use skills as a lever for performance. Participants will identify critical skills, challenge existing assumptions about roles, and make more deliberate decisions about how talent is deployed. The emphasis is on practical application and accountability, ensuring that participants leave with clear actions to better align capability with business priorities.

Course Information

Duration: 1 day

London (£795): 13th May 2026, 8th July 2026, 26th August 2026, 21st October 2026, 9th December 2026, 26th May 2027, 21st July 2027, 15th September 2027, 3rd November 2027, 22nd December 2027, 29th March 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This programme is designed for HR leaders, L&D professionals, operational leaders, and senior managers responsible for workforce planning, capability development, and talent decisions.

Course profile

From Roles to Skills – Driving Better Talent Decisions

- Understanding the shift from roles to skills and its practical implications
- Identifying the skills that matter most for current and future performance
- Applying the Skills Prioritisation Matrix to assess capability and gaps
- Rethinking how talent is deployed across teams and priorities
- Removing barriers to more flexible, skills-based working
- Strengthening leadership accountability for talent decisions
- Building a practical skills deployment plan

Competencies

At the end of this course, delegates will be able to:

- Define and prioritise critical skills aligned to business outcomes
- Apply the LMC Skills Prioritisation Matrix to identify capability gaps
- Challenge traditional role-based assumptions and improve talent deployment
- Align skills to workforce planning and operational needs
- Take accountability for ensuring skills are actively used to drive performance
- Identify a defined set of priority skills linked to business objectives
- Produce a clearer view of current capability gaps and risks
- Build a Skills Deployment Plan for better use of existing talent
- Develop a practical approach to moving beyond rigid role structures
- Establish greater clarity on leadership accountability for how talent is used, not just managed

Course Booking

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