

HUMAN RESOURCES | COURSE BROCHURE

Skills-Based Organisation: Reskilling and Internal Mobility

5 days | Classroom training | English

SMART HORIZON

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Course content

Why attend

Rapid technological change means that job titles and qualifications are no longer reliable indicators of what people can do. Leading organisations are shifting to skills-based approaches for hiring, development, deployment and career progression. This course explains how to build a skills taxonomy, assess current capabilities, identify future skills gaps, design reskilling and upskilling programmes and create internal talent marketplaces that improve mobility. Participants develop a practical skills strategy and implementation roadmap for their organisation.

Skills shortages, automation and AI are changing workforce needs faster than traditional HR processes can respond. This course shows you how a skills-based approach can help your organisation fill critical gaps, retain talent through internal opportunities and prepare the workforce for the future.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

Participants learn through facilitated sessions, skills-mapping workshops, case studies of skills-based organisations, technology demonstrations, group design exercises and peer review of implementation plans.

Course objectives

By the end of this course, participants will be able to:
• Explain the principles and benefits of a skills-based organisation
• Build and maintain a practical skills taxonomy
• Assess current workforce skills and identify future gaps
• Design reskilling and upskilling programmes linked to business needs
• Create internal mobility and talent marketplace practices
• Develop a skills strategy and implementation roadmap



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Target audience

This course is suitable for:
• HR directors and talent management leaders
• Learning and development managers
• Workforce planning specialists
• HR business partners
• Leaders responsible for transformation and capability building

Target competencies

Participants will develop competencies in:
• Skills taxonomy design
• Skills gap analysis
• Reskilling programme design
• Internal mobility
• Strategic workforce planning
• Talent marketplace design

Course outline

Day 1: From Jobs to Skills

09:00–09:54	Why organisations are moving to skills-based models
09:54–10:48	Skills, competencies and roles: key definitions
10:48–11:00	Impact of automation and AI on future skills
11:00–11:30	**Coffee break**
11:30–12:12	Impact of automation and AI on future skills (continued)
12:12–13:06	Benefits and challenges of skills-based approaches
13:06–14:00	Exercise: Assessing your organisation's readiness

Day 2: Building a Skills Taxonomy

09:00–09:54	Approaches to skills frameworks and taxonomies
09:54–10:48	Identifying critical and future skills
10:48–11:00	Skills data sources and inference technology



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11:00–11:30	**Coffee break**
11:30–12:12	Skills data sources and inference technology (continued)
12:12–13:06	Governance and maintenance of the taxonomy
13:06–14:00	Workshop: Drafting a skills framework for one job family

Day 3: Assessing Skills and Gaps

09:00–09:54	Skills assessment methods and validation
09:54–10:48	Workforce skills inventories
10:48–11:00	Future skills demand and scenario planning
11:00–11:30	**Coffee break**
11:30–12:12	Future skills demand and scenario planning (continued)
12:12–13:06	Prioritising critical gaps
13:06–14:00	Exercise: Conducting a skills gap analysis

Day 4: Reskilling, Upskilling and Mobility

09:00–09:54	Designing reskilling pathways
09:54–10:48	Learning in the flow of work, academies and partnerships
10:48–11:00	Internal talent marketplaces and gig assignments
11:00–11:30	**Coffee break**
11:30–12:12	Internal talent marketplaces and gig assignments (continued)
12:12–13:06	Skills-based hiring and career paths
13:06–14:00	Case study: Redeploying employees affected by automation

Day 5: Implementing a Skills Strategy

09:00–09:54	Business case and stakeholder engagement
09:54–10:48	Technology and data requirements
10:48–11:00	Measuring outcomes: mobility, retention and capability



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11:00–11:30	**Coffee break**
11:30–12:12	Measuring outcomes: mobility, retention and capability (continued)
12:12–13:06	Change management for managers and employees
13:06–14:00	Capstone: Skills strategy and implementation roadmap

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.

Dates, venues and fees

Current published course plans. Fees are per participant in EUR, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (EUR)
Kuala Lumpur Confirmed dates	9 Nov 2026	13 Nov 2026	**€1,450.-**
Online Confirmed dates	9 Nov 2026	13 Nov 2026	**€1,250.-**
Paris Confirmed dates	23 Nov 2026	27 Nov 2026	**€2,860.-**
Online Confirmed dates	23 Nov 2026	27 Nov 2026	**€1,250.-**
Istanbul Confirmed dates	7 Dec 2026	11 Dec 2026	**€2,650.-**
Online Confirmed dates	7 Dec 2026	11 Dec 2026	**€1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Amsterdam Confirmed dates	14 Dec 2026	18 Dec 2026	**€2,540.-**
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**€1,250.-**
Barcelona Confirmed dates	4 Jan 2027	8 Jan 2027	**€2,840.-**
Online Confirmed dates	4 Jan 2027	8 Jan 2027	**€1,250.-**
Singapore Confirmed dates	11 Jan 2027	15 Jan 2027	**€2,820.-**
Online Confirmed dates	11 Jan 2027	15 Jan 2027	**€1,250.-**
London Confirmed dates	25 Jan 2027	29 Jan 2027	**€2,450.-**
Online Confirmed dates	25 Jan 2027	29 Jan 2027	**€1,250.-**
Dubai Confirmed dates	8 Feb 2027	12 Feb 2027	**€3,150.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	8 Feb 2027	12 Feb 2027	**€1,250.–**
Frankfurt Confirmed dates	22 Feb 2027	26 Feb 2027	**€2,650.–**
Online Confirmed dates	22 Feb 2027	26 Feb 2027	**€1,250.–**
Cape Town Confirmed dates	1 Mar 2027	5 Mar 2027	**€1,890.–**
Online Confirmed dates	1 Mar 2027	5 Mar 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	8 Mar 2027	12 Mar 2027	**€1,450.–**
Online Confirmed dates	8 Mar 2027	12 Mar 2027	**€1,250.–**
Paris Confirmed dates	22 Mar 2027	26 Mar 2027	**€2,860.–**
Online Confirmed dates	22 Mar 2027	26 Mar 2027	**€1,250.–**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Istanbul Confirmed dates	12 Apr 2027	16 Apr 2027	**€2,650.-**
Online Confirmed dates	12 Apr 2027	16 Apr 2027	**€1,250.-**
Amsterdam Confirmed dates	26 Apr 2027	30 Apr 2027	**€2,540.-**
Online Confirmed dates	26 Apr 2027	30 Apr 2027	**€1,250.-**
Rome Confirmed dates	3 May 2027	7 May 2027	**€2,450.-**
Online Confirmed dates	3 May 2027	7 May 2027	**€1,250.-**
Singapore Confirmed dates	10 May 2027	14 May 2027	**€2,820.-**
Online Confirmed dates	10 May 2027	14 May 2027	**€1,250.-**
London Confirmed dates	24 May 2027	28 May 2027	**€2,450.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	24 May 2027	28 May 2027	**€1,250.–**
Dubai Confirmed dates	14 Jun 2027	18 Jun 2027	**€3,150.–**
Online Confirmed dates	14 Jun 2027	18 Jun 2027	**€1,250.–**
Frankfurt Confirmed dates	21 Jun 2027	25 Jun 2027	**€2,650.–**
Online Confirmed dates	21 Jun 2027	25 Jun 2027	**€1,250.–**
Rome Confirmed dates	5 Jul 2027	9 Jul 2027	**€2,450.–**
Online Confirmed dates	5 Jul 2027	9 Jul 2027	**€1,250.–**
Kuala Lumpur Confirmed dates	12 Jul 2027	16 Jul 2027	**€1,450.–**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**€1,250.–**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Paris Confirmed dates	26 Jul 2027	30 Jul 2027	**€2,860.-**
Online Confirmed dates	26 Jul 2027	30 Jul 2027	**€1,250.-**
Istanbul Confirmed dates	9 Aug 2027	13 Aug 2027	**€2,650.-**
Online Confirmed dates	9 Aug 2027	13 Aug 2027	**€1,250.-**
Amsterdam Confirmed dates	23 Aug 2027	27 Aug 2027	**€2,540.-**
Online Confirmed dates	23 Aug 2027	27 Aug 2027	**€1,250.-**
Cape Town Confirmed dates	30 Aug 2027	3 Sept 2027	**€1,890.-**
Online Confirmed dates	30 Aug 2027	3 Sept 2027	**€1,250.-**
Singapore Confirmed dates	13 Sept 2027	17 Sept 2027	**€2,820.-**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Online Confirmed dates	13 Sept 2027	17 Sept 2027	**€1,250.–**
London Confirmed dates	20 Sept 2027	24 Sept 2027	**€2,450.–**
Online Confirmed dates	20 Sept 2027	24 Sept 2027	**€1,250.–**
Dubai Confirmed dates	11 Oct 2027	15 Oct 2027	**€3,150.–**
Online Confirmed dates	11 Oct 2027	15 Oct 2027	**€1,250.–**
Frankfurt Confirmed dates	25 Oct 2027	29 Oct 2027	**€2,650.–**
Online Confirmed dates	25 Oct 2027	29 Oct 2027	**€1,250.–**
Vienna Confirmed dates	1 Nov 2027	5 Nov 2027	**€2,940.–**
Online Confirmed dates	1 Nov 2027	5 Nov 2027	**€1,250.–**



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Dates, venues and fees (continued)

Venue	Start date	End date	Fee (EUR)
Kuala Lumpur Confirmed dates	8 Nov 2027	12 Nov 2027	**€1,450.–**
Online Confirmed dates	8 Nov 2027	12 Nov 2027	**€1,250.–**
Paris Confirmed dates	22 Nov 2027	26 Nov 2027	**€2,860.–**
Online Confirmed dates	22 Nov 2027	26 Nov 2027	**€1,250.–**
Istanbul Confirmed dates	6 Dec 2027	10 Dec 2027	**€2,650.–**
Online Confirmed dates	6 Dec 2027	10 Dec 2027	**€1,250.–**
Amsterdam Confirmed dates	13 Dec 2027	17 Dec 2027	**€2,540.–**
Online Confirmed dates	13 Dec 2027	17 Dec 2027	**€1,250.–**



Course content

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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