



Bailes Partners
Consulting

The Skills Toolkit

A series of free guides to help you address your organisation's hardest skills challenges



#2

Assessing skills gaps and resilience

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We can learn lessons from sport about the need to balance short and long term objectives, the crucial role that culture plays and finding the right people to join our teams.

This short video explores these points

Understanding where business critical posts sit within your organisation is helpful for prioritising resources. This information can be used alongside other objectives such as developing resilience in key areas, talent management, building diversity into teams and establishing skills pipelines for core functions.

Organisational Skills Needs Assessment

Our Organisational Skills Needs Assessment provides a framework for conducting a basic Essential Skills needs assessment in your organisation. This template serves as an example of the assessment process we undertake with clients. We encourage you to use this as a starting point in the planning process.

	What is the role/skills needed?	Length of service of current incumbent in post	Known information whether this post is likely to become vacant & timeframe	Number of internal colleagues who could potentially undertake this role	Alignment to identification of talent	Diversity within the team
Essential post required to maintain organisational delivery						
Emerging skills need to deliver future objective (role not currently in structure)						

Time to assess gaps and build resilience?

Our customised programme drives strategic skills planning that's practical, inclusive, and sustainable.

Get in touch hello@bailespartners.co.uk

Why Bailes Partners Consulting?

We equip organisations for the skills challenges of tomorrow. Sharing the know-how to build inclusive leadership models that support people to flourish and outperform expectations.

Effective Leadership **Change & Transformation** **Business Growth** **HR Consultancy Practice**