



# SkillsPilot

Next-Gen Skills Development  
for Leaders



OPTIMISE LEADERSHIP CAPABILITY QUICKLY AND EFFECTIVELY

# Accelerate Leadership Development

Technology has moved forward significantly in recent years.

**FACT**  
Employee turnover costs UK businesses  
**£30,614**  
per position

**FACT**  
Almost **60%**  
said they never received any training when they transitioned into a leadership role.

**FACT**  
**20%**  
of first-time managers are doing a poor job according to their subordinates.

More and more business professionals have reliable easy access to internet services and are very used to using platforms such as Zoom, WebEx, Bluejeans, Skype and Yammer.

Traditional eLearning has had a tendency to focus on knowledge and information sharing to help participants gain understanding.

Despite recent advances to include video and quizzes to stimulate participant involvement, they often remain passive and knowledge-focused. Participants may be able to describe what “good” looks like but may not have practiced the skill themselves.

SkillsPilot is an easy to attend cloud-based learning platform.

Offering real-time facilitator-led development sessions. Group and one to one events that can be attended from anywhere in the world, then recorded

and professionally observed, generating development feedback and learning insights.

TYPICAL USES INCLUDE:

## On-Boarding

Target new leadership skills to build in their “first 100 days”.

## Emerging Leaders

Powerful exposure to situations that leaders may face.

## Leadership Development

Practise and hone existing skills that may otherwise take years of experience accumulation.

## Team Development

Work with intact teams and work groups to increase their effectiveness.

# Facilitator-led

Professionally facilitated bite-sized sessions

SkillsPilot enables participants to take part in professionally facilitated interactive sessions, from 30-60 minutes each.

Personal Feedback

Quick, Quality Set-up

Big Impact

## Real time actions

Participants think & act on their feet

Unlike eLearning, participants will be expected to take part in real time, experiencing real business scenarios

for skills practise, learning and development. No time to google the answer, participants will need to think on their feet!



## Group & 1:1 events

Interactive group and individual submissions

Take part in group or one to one events with real time actions, submissions and responses. Gather participant personal

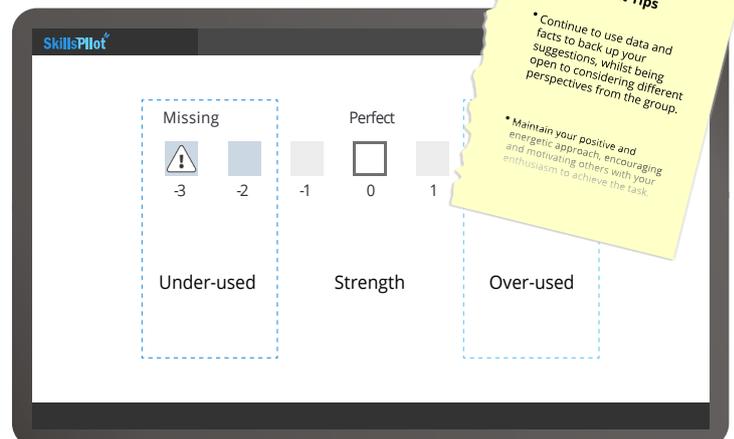
ratings of performance and insights to build self-awareness and reflective learning.

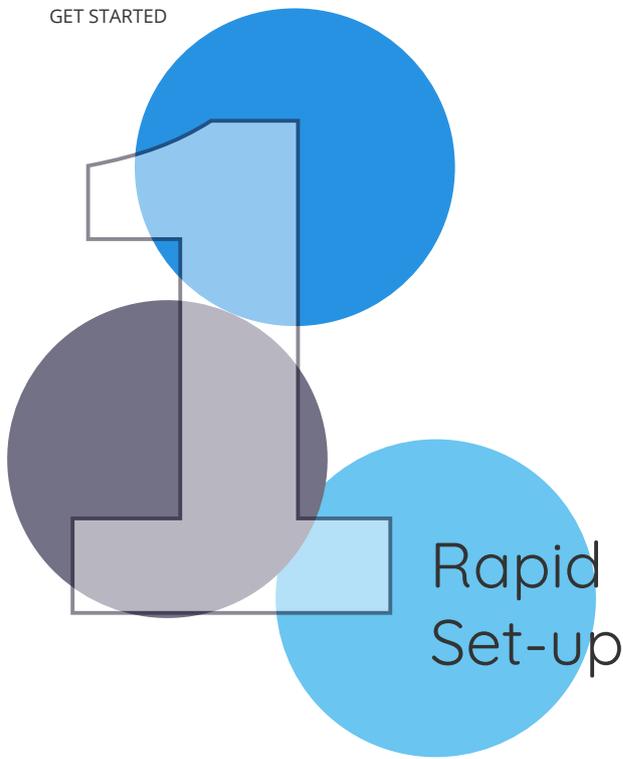
## Professional observations

Recorded and observed by real business people

Drive learning and development from our expert comments and

development tips, written by real business people, specifically for you.





# Rapid Set-up

## Rapidly develop a skills profile.

SkillsPilot enables you to choose from suggested researched job family profiles or from our pool of over 60 skills.

Skills can be correlated with results predicted from validated personality assessments and 360 Multi-rater Feedback.

Your skills profile can be renamed to align with your existing internal organisational language.

+ OVER 60 SKILLS TO PICK AND MIX FROM.

### → TYPICAL LEADER PROFILES

#### Professional

- Accountability
- Dealing with Ambiguity
- Decision Making
- Displaying Confidence
- Overcoming Obstacles
- Professionalism
- Self Development
- Solving Problems

#### Emerging Manager

- Driving Performance
- Leveraging People Skills
- Managing Resources
- Solving Problems
- Team Building
- Teamwork
- Time Management

#### Strategic Leaders

- Decision Making
- Driving Strategy
- Influencing Others
- Inspiring Others
- Leading Others
- Politically Savvy
- Presenting to Others



Select events that measure your skills profile

Once you have selected the skills you want to target, SkillsPilot will suggest exercises from our exercise pool with the highest opportunity for demonstrating the skill, giving you peace of mind you have provided your participants with ample opportunity for skills development.

Easy scheduling and event reminders

SkillsPilot has a built-in scheduler where your participants confirm their attendance and access any pre-work.

It also sends automated invitations to events which participants can add to their usual calendar system.

These bite-sized sessions fit around the organisations normal working day, enabling business as usual activities whilst gathering learning insights.



## Live Events

Participants engage with each live SkillsPilot event.

Participants attend on-line scheduled events just like other typical business meetings. Such meetings range from 30 minutes to an hour.

You can decide how many live events you want to include and over what time period to fit your learning program.

After being greeted by our facilitator, participants then tackle the business issue you have chosen which draw on the skills you wish to evolve.

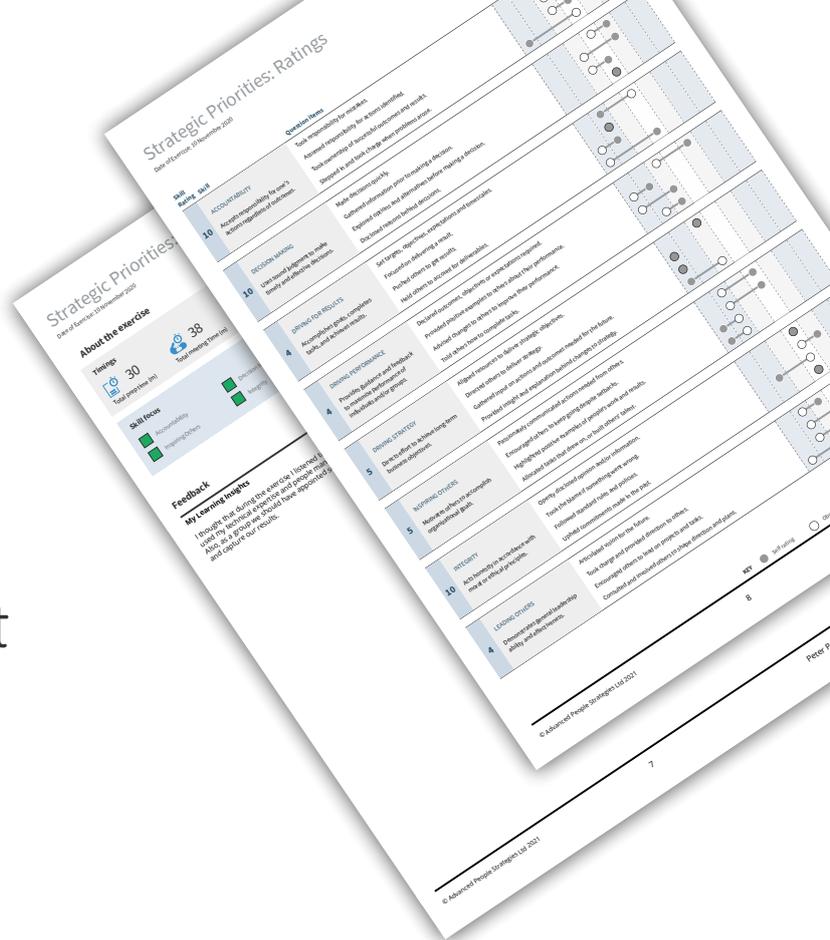


Real-time interactions

Focused exposure to real scenarios

Pro-actively build leadership experience

# Participant Feedback Report



## Executive Summary



Quickly identify and highlight key themes and patterns in behaviour for chosen skills.

## Tips from Real Business People

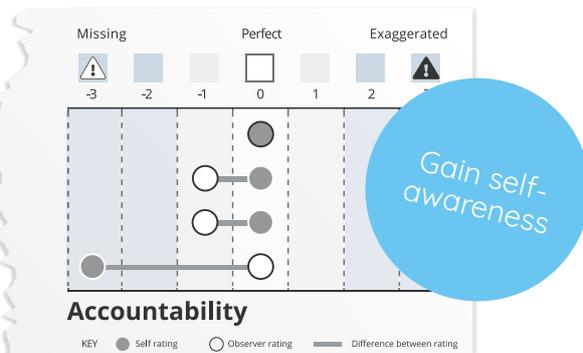
**Personal Feedback**

**Development Tips**

- When providing information, make sure that you summarise the key points that you are trying to make so the group are clear on the message. This will increase your influencing skills. Remember that less is more!
- Maintain your positive and energetic approach, encouraging and motivating others with your enthusiasm to achieve the task.
- Continue to use data and facts to back up your suggestions, whilst being open to considering different perspectives from the group.

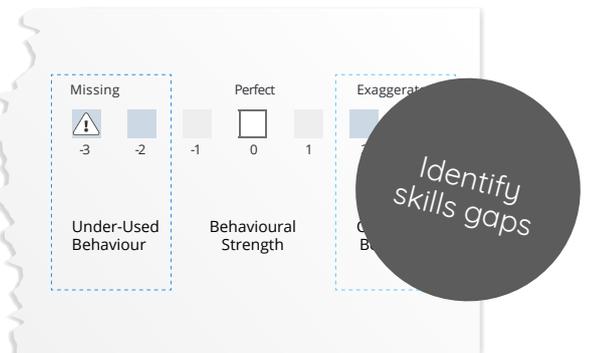
Focused comments, specific suggestions and actionable tips from real business people for each exercise.

## Side by Side Detailed Results



Easily reflect on the impact you have, quickly gain self-awareness and a clear perspective around your behaviours.

## Focused Development Areas



Fast and simple development focus, easily identify areas for improvement and gain deep understanding of your natural strengths.



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