

4 Ways Enterprises Can Close Skills Gaps

Closing the
Gaps and
Building
Skills for the
Future

 Identify & Anticipate Skills Needs With SSG

 Develop & Optimize Skills of Incumbent
Workforce At Work Through Work

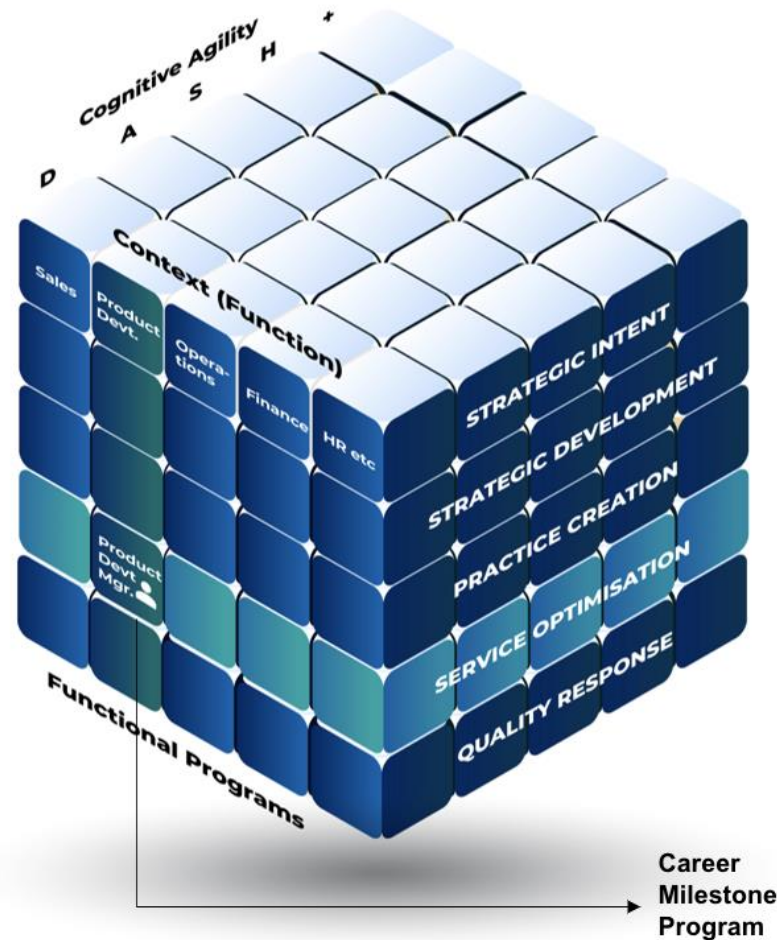
 Build Talent Pipeline Through
Development of Future Workforce

 Tap on Re-skilled Talent Through
Hiring Mid-Careerists

Sustainable
Business and
Workforce
Growth

SIM's C-Cube Learning Architecture Applied to a Role

Organisations must holistically address their talent needs along the three dimensions of industry functional and technical knowledge, horizontal cognitive skills and capabilities for managing complexity.



Each job role will have defined skills and training for all 3 dimensions

Position Description	
Job Title: Product Development Mgr	
Reports To	MoR
Unique Value Add	
Time Span	
Accountabilities	Authorities
Role Relationships	
Skills (20 max)	
<ul style="list-style-type: none"> Up to 10 by function 10 required skills by work theme (complexity and cognitive ability) 	
Knowledge and Experience	

Internship Program

Interns are part of our Human Capital structure; leverage Global Ready Talent Program.

Indiscriminate Hiring

Open to hiring Talent with favorable attitude & aptitude; Take-A-Bet on People.

Incubation Spirit

Hands-on development & training; encourage cross-pollination of functions.

Enabling Business Transformation

Digital Skills

Everyone, Let's Get Digital!

Data-driven Decisions

Be comfortable working with data.

Diversification Strategy

Multidisciplinary Teams, ready for repurpose.

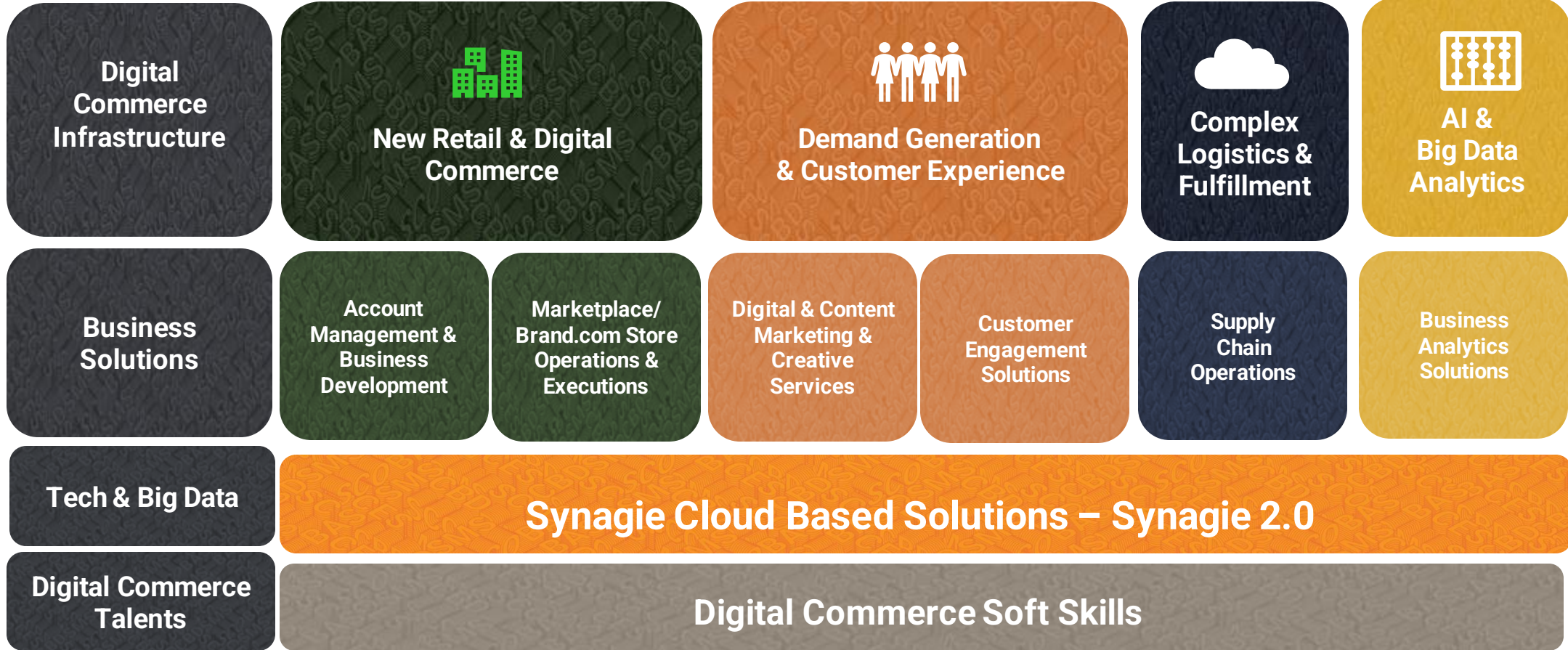


SYNAGIE COMMERCE ACADEMY (SCA)



Synagie

- Co-develop **>60 Digital Commerce Courses** with Higher Institutes of Learning
- Learning framework **customized for entire e-Commerce value-chain**, including technical and soft skills
- Open to Internal employees and the Public



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