SKILLS STRATEGY

richardson consulting group

Skills Pilot Design Sprint

A practical plan to test how skills improve a workforce decision

For HR, Talent, L&D and business leaders with a priority use case in onboarding, development, opportunity matching, or staffing.

3 weeks	1 use case	$12,500
Delivered virtually	One employee population	Fixed fee

A pilot your team can execute

Pilot charter and measurement plan, plus an executive summary for sponsor review and approval.

Business purpose and decision

Business problem, decision to improve, and the action skills information will change.

Pilot boundaries

Employee population, participating roles, activities, and scope limits.

Skills and evidence requirements

Skills data, sources, and validation needed for sufficient confidence in the decision.

Measurement and learning

Baselines, adoption, decision quality, business outcomes, and how to interpret results.

Ownership and workflow

Decision owners, information providers, manager and employee roles, and exceptions.

Execution and scale criteria

Owners, milestones, dependencies, and criteria to continue, adjust, stop, or expand.

Unresolved assumptions and launch dependencies are explicit in the sponsor summary.

Three weeks to a pilot plan

WEEK 1

1

Confirm the purpose

Review materials and interview up to 3 stakeholders to clarify the need, evidence, constraints, and decision.

WEEK 2

2

Design the pilot

Two working sessions, up to 2 hours each, on the decision process, data, ownership, participant experience, and measurement.

WEEK 3

3

Finalize the plan

Complete the charter and plan. Hold a 1-hour sponsor readout and incorporate one consolidated feedback round.

Timing depends on stakeholder availability and timely access to materials.

Your team provides

A lead and sponsor, relevant materials, participation from execution owners, and timely decisions and consolidated feedback.

Scope boundaries

Excludes configuration, integrations, full skills libraries, assessment administration, pilot operation, and an enterprise roadmap. Extra use cases or populations are scoped separately.

Schedule a scoping conversation brian@richardsonconsultinggroup.com