

Best Practices to Build Your Skills-Focused Talent Strategy



- 1 Start with your nonprofit's strategic goals to determine needed skills:** Align skill development with strategic goals to ensure the necessary skills are cultivated for future success.
- 2 Inventory staff skills and determine goals:** Conduct a thorough assessment of current staff skills and identify gaps to set targeted development goals.
- 3 Develop skills acquisition strategies:** Create effective strategies for acquiring the needed skills through training, hiring or other development methods.
- 4 Set achievable goals and build while you learn, adapting and evaluating over time:** Define clear, measurable and realistic objectives that align with your organization's mission and be agile in re-examining goals over time.
- 5 Test with a pilot program and ensure alignment and effectiveness:** Launch a pilot to assess effectiveness and gather insights before broader implementation.
- 6 Capitalize on SMEs to enrich content or consider outsourcing or collaborating with experts:** Use internal subject matter experts or partner with external experts to bring in specialized knowledge and fresh perspectives to develop content.
- 7 Involve the Finance and IT teams in the development of the plan:** Engage Finance and IT to ensure budget alignment and technological support.
- 8 Demonstrate ROI such as achievement of strategic goals and greater staff engagement and retention:** Measure and communicate the tangible benefits and impact of your skills-focused initiatives.