# Article information:

Skills-based organizations | Deloitte Insights  
<https://www2.deloitte.com/us/en/insights/topics/talent/organizational-skill-based-hiring.html?utm_source=pocket_saves>

# Article summary:

1. Organizations are increasingly experimenting with a skills-based approach to work and the workforce, which places skills at the center instead of jobs.

2. This shift is driven by a growing sense of responsibility for workers' welfare, workers' demand for more autonomy, talent shortages, the need for agility, digital transformation, and decreasing relevance of jobs.

3. Skills-based organizations operate based on four principles: liberating work from the confines of the job; reconceiving workers as individuals with unique portfolios of skills; using skills to make decisions about work and the workforce; and building a “skills hub” to power these decisions.

# Article rating:

May be slightly imbalanced: The article presents the information in a generally reliable way, but there are minor points of consideration that could be explored further or claims that are not fully backed by appropriate evidence. Some perspectives may also be omitted, and you are encouraged to use the research topics section to explore the topic further.

# Article analysis:

The article provides an overview of how organizations are transitioning from a traditional jobs-based model to one that is focused on skills-based approaches. The article is well researched and provides evidence from surveys conducted by Deloitte as well as interviews with executives from Unilever and Cushman & Wakefield. The article also provides examples such as Virgin Atlantic loaning its furloughed flight attendants to UK hospitals to help with customer care, Haier's fully fractionalized work model, and Cleveland Clinic's move from medical specialties to broadly defining all staff as “caregivers” responsible for treating not just physical ailments but also patients’ spirit and emotions.

The article does not appear to be biased or one-sided in its reporting. It presents both sides of the argument fairly by providing evidence for why organizations are making this shift as well as potential risks associated with it. It also acknowledges that there will always be a place for traditional jobs while exploring different ways in which organizations can organize their work without relying solely on them.

The only potential issue is that some claims made in the article may not be supported by sufficient evidence or data. For example, it states that those who have adopted skills-based approaches are achieving better business results than those with jobs-based practices but does not provide any data or evidence to support this claim.

# Topics for further research:

* Skills-based approach advantages
* Skills-based approach disadvantages
* Skills-based approach implementation
* Skills-based approach case studies
* Skills-based approach success stories
* Skills-based approach research

# Report location:

<https://www.fullpicture.app/item/68e88ad86cdb0e74a8171416d15d229a>