

Fixing Skills Gaps **Across Departments**

Boost Performance With Department-Specific Learning Paths





of core skills are expected to change by 2027, highlighting significant skills gaps across various industries.

World Economic Forum's 'Future of Jobs Report' 2023

Copyright Growth Tribe



This widening digital skills cap can lead to



Copyright Growth Tribe

Upskilling is essential in today's rapidly evolving digital landscape to ensure businesses stay competitive and adaptable. As new technologies emerge, employees must develop the skills to leverage these tools effectively, driving innovation, productivity, and efficiency.





But Where Should We Be Upskilling/Reskilling?

It's no easy task to run learning needs assessments and decide which capabilities teams should focus on next.



Agile Risk Retargeting Tactics Mitigation and Email Marketing NA A Safeguarding your Effective **Data Driven Digital Assets** communication **Strategies** KA T <u>& / · · · ·</u> 010, 010, 101 0100, 01001 007, 010, 90 ••• Digital **Agile Leadership Resilience in the Project Management** and Power Skills Communication workplace **Fundamentals** 30 **Product Management Data Visualisation Growth Mindset and** Al Business Concepts **Basics** Experimentation Strategy ? ? ? ÎA Ċ Antifragile **Data-Informed** Ideation Product Roadmap Leadership **Decision-Making Techniques** Development CTA CTA i 🜔 👘 71 **Creating a Sales Digital Marketing** Leading Project Execution Strategy **Fundamentals GenAl for Design** Aa 💦 **EU AI ACT Building a Brand Fundamentals of** Compliance CRO Identity **Data Presentation** <mark>₩</mark>ќ 000 0 **Building a Data Cultivate a Learning Data-Driven** Landing Page Culture Organisation Marketing Optimisation



Leadership



Copyright Growth Tribe







of executives say their leaders have the capabilities to navigate today's disrupted world, despite 81% of executives identifying leadership as a high priority for their organisations.

Deloitte. (2023). 2023 Global Human Capital Trends.

Copyright Growth Tribe



) The Top 3 Challenges We Usually See in Leadership Teams

Common Obstacles That Impact Performance



1. Hardships in Driving Digital Transformation and Al Integration

Leadership teams find it difficult to guide their organisations through digital transformation and Al adoption. Without effective strategies and tools, they miss key opportunities for innovation, efficiency, and competitive advantage. This gap in digital leadership limits their ability to optimise operations, harness data-driven insights, and fully leverage emerging technologies for growth.



The transition from traditional structures to an Agile organisation goes beyond adopting new methodologies—it requires embracing a mindset focused on adaptability, collaboration, and continuous learning. For many leaders, this shift presents challenges. They struggle with balancing long-term vision while responding rapidly to change, finding it difficult to create alignment, build trust, and sustain innovation at scale. **3. Struggling to Adapt, Innovate, and Grow**

Leadership teams struggle to keep up with rapid market changes and new technologies. Without fostering continuous learning and growth, they face difficulties in adapting, driving innovation, and staying competitive. The lack of focus on upskilling teams and promoting a learning culture leads to missed opportunities, stagnation, and the risk of falling behind competitors.





Capabilities to Focus on for Impact

Key Skills to Drive Leadership Success



1. Digital Transformation and Al adoption

Key capabilities for leading successful digital transformation and Al adoption include antifragile leadership, fostering a continuous learning culture, and mastering effective change management. Al literacy is also crucial for developing a robust Al business strategy and adopting Al tools that optimise operations.



2. Leading an Agile Organisation

Leaders must master an Agile mindset, including a flexible approach to risk management and problem-solving. Strong leadership and change management are key to guiding teams through transformation. Fostering psychological safety and facilitating cross-functional collaboration is essential for driving team performance and long-term success.



3. Leadership for Growth and Continuous Learning

Leadership teams should prioritise continuous learning and a resilient mindset to drive business growth. By embracing adaptability, experimentation, and closing skills gaps, leaders can create a culture that embraces change, leverages data, and invests in team development, ensuring long-term success in a fast-changing world.



1. Digital Transformation and Al Adoption Learning Path Example



1. Digital Transformation and Al Adoption - Modules Overview

Module	About	Focus Skills
Leading an Antifragile Organisation	Resilient leadership for digital success Discover principles and tactics that empower your organisation to thrive amid uncertainty and change, fostering agility and adaptability.	 → Leadership → Change Manageme → Digital Transformat
Cultivating a Learning Organisation	Fuel growth through continuous learning Formulate plans for continuous learning, surmounting obstacles, recognising the value of human resources, and investing in team capacities.	 → Closing Skills Gaps → Human Capital → Organisational Strate
Al & Machine Learning Fundamentals	Understand AI and Machine Learning basics Grasp the essentials of Artificial Intelligence and Machine Learning, unlocking the potential to make informed business decisions and harness transformative technologies.	 → Al Mindset → Al Application → Scoping Projects w
Al Business Strategy	Create an effective Al strategy Develop strategic acumen in integrating Al to drive business growth, exploring how Al aligns with organisational objectives for a competitive edge.	 → Scoping projects w → Skills and Team Ma → Al Infrastructure ar
Al for Productivity	Boost efficiency with Al Streamline operations and amplify efficiency using Al-powered solutions. Explore how Al can enhance productivity across various business functions.	 → Al Mindset → Al Application → Scoping Projects w
Leading Change Management	Leading change for organisational transformation Develop a leadership approach to steer successful change management and overcome challenges within an evolving digital environment.	 → Strategic Planning → Change Manageme → Leadership

	Lessons
ent ation	 → Complex and complicated systems → Fragile vs. antifragile → Your responsibility as a leader → Plan of attack: Mapping your desired change
s ategy	 → A learning strategy → Identifying key blockers → The era of human capital → A framework to invest in capabilities
with Al	 → What are AI and ML? → Types of ML and AI → Applications of AI & ML → Approaching AI projects
with Al apping and Governance	 → Define the problem statement → Data Infrastructure → Organisational Infrastructure → Governance
with Al	 → The mindset for automation → Al for personal productivity → Team productivity → Operational and organisational productivity
g ent	 → Why change fails → The change canvas → Change Management: Breaking down the 8-step plan



2. Leading an Agile Organisation Learning Path Example



2. Leading an Agile Organisation - Modules Overview

Module	About	Focus Skills	Lessons
Leading an Antifragile Organisation	Resilient leadership for digital success Discover principles and tactics that empower your organisation to thrive amid uncertainty and change, fostering agility and adaptability.	 → Leadership → Change Management → Digital Transformation 	 → Complex and complicated systems → Fragile vs. antifragile → Your responsibility as a leader → Plan of attack: Mapping your desired change
Agile Frameworks & Scrum Essentials	Agile & scrum proficiency for team & product value Learn Agile principles, refine your understanding of user stories, prioritise projects using the MoSCoW method, and become a proficient practitioner of the transformative Agile-Scrum methodology.	 → Agile Methodology & Mindset → Scrum Methods and Ceremonies → Estimations 	 → Agile mindset / principles / processes and practices → Roles and responsibilities → Estimation methods → Time-boxed agendas and Scrum ceremonies
Agile Project Communication & Reporting	Agile: Data-driven updates & clear comms Gain proficiency in project communication, utilising Al-generated charts, seamlessly track project progress, and ensure alignment with customer requirements.	 → Agile Metrics → Agile Chart Creation → Agile Project Visuals 	 → Charts, metrics, and monitoring → Communicate deliverables and customer needs → Burn-down charts & updates → Adapt to different audiences
Agile Risk Mitigation & Problem-Solving	Agile: Unblock & solve for project success Amplify your project's success through iterative refinement. Unearth potential risks and obstructions, and adeptly apply problem-solving frameworks to pave the way for consistent success.	 → Risk Identification & Prioritisation → Problem-Solving → Relationship Management 	 → Task conflicts vs. relationship conflicts → Identify risks and communicate risk prioritisation → Proactive risk mitigation & Problem-solving frameworks → Design a team working environment that fosters trust
Agile Team Leadership & Power Skills	Elevate Agile teams: Unlocking power skills Learn to lead sprint reviews and retrospectives effectively and conduct goal-driven workshops for project success.	 → Leadership & Change Management → Cognitive Bias Awareness → Psychological Safety & Collaboration 	 → Agile PM leadership styles → Recognise cognitive biases and influence your team → Emotional intelligence & psychological safety → Cross-functional collaboration
Leading Change Management	Leading change for organisational transformation Develop a leadership approach to steer successful change management and overcome challenges within an evolving digital environment.	 → Strategic Planning → Change Management → Leadership 	 → Why change fails → The change canvas → Change Management: Breaking down the 8-step plan



3. Leadership for Growth and Continuous Learning Learning Path Example



3. Leadership for Growth and Continuous Learning - Modules Overview

Module	About	Focus Skills
Leading an Antifragile Organisation	Resilient leadership for digital success Discover principles and tactics that empower your organisation to thrive amid uncertainty and change, fostering agility and adaptability.	 → Leadership → Change Managemen → Digital Transformat
Growth Mindset & Experimentation	Digital leadership: Embrace change & foster growth Cultivate a culture of constant enhancement and innovation by nurturing growth mindsets and ensuring team members feel psychologically secure to explore new avenues.	 → Psychological Safet → Change Strategy → Innovation
Data-Driven Strategies for Business Growth	Elevate business: Data-driven leadership Harness the power of data to make well-informed decisions, propelling sustainable business growth and enhancing competitive advantage.	 → Data Strategy → Data Maturity → Data-Informed Deci
Building a Data Culture	Cultivating data champions for tomorrow Acquire insights into constructing a culture that relies on data, promoting understanding of data and its effective application across various teams.	 → Data Roles → Talent Management → Learning Strategy → Digital Transformat
Cultivating a Learning Organisation	Fuel growth through continuous learning Formulate plans for continuous learning, surmounting obstacles, recognising the value of human resources, and investing in team capacities.	 → Closing Skills Gaps → Human Capital → Organisational Strate
Leading Change Management	Leading change for organisational transformation Develop a leadership approach to steer successful change management and overcome challenges within an evolving digital environment.	 → Strategic Planning → Change Management → Leadership

	Lessons	
ent ation	 → Complex and complicated systems → Fragile vs. antifragile → Your responsibility as a leader → Plan of attack: Mapping your desired change 	
ety	 → Why experimentation? → The growth mindset → The process of de-risking → Types of experiments 	
cision Making	 → The primary purpose of data usage → The pillars of data maturity → Prioritise key business questions → Make data useful for decision-making 	
nt ation	 → Data-related jobs → Operationalisation → Data teams → Building a data culture 	
s ategy	 → A learning strategy → Identifying key blockers → The era of human capital → A framework to invest in capabilities 	
) ent	 → Why change fails → The change canvas → Change Management: Breaking down the 8-step plan 	



Other Capabilities for Leadership







of CEOs are considered digitally savvy, and just 7% of large companies currently employ digitally savvy executive teams according to MIT/Cognizant.

The New Leadership Playbook for the Digital Age: Reimagining What It Takes to Lead - MIT Sloan Management Review and Cognizant.



Case-study Inchcape

Main contact person Louise Manzano - Group Talent & Organisation Development Director

Key Challenge

How can Inchcape transform its organisation to become customer-centric and drive decisions based on data?

The Solution

To address this challenge, Growth Tribe designed a flexible and comprehensive learning programme that combined virtual and on-demand training. The programme focused on equipping leaders with the right digital skills and tools necessary for experimentation, data-driven decision-making, and agility in a constantly changing environment.







The Impact

72%

86%

felt more engaged at work after completing the course.

86%

100%

have been able to implement the digital skills and knowledge they acquired from the training.

> reported that Growth Tribes training positively impacted overall business

"Creating a sense of urgency, learning and unlearning strategy it was so impactful on me as it gave me another perspective." Ivaylo Blajev - Head of Sales and Aftersales

performance.

work as a result of the training.

found greater meaning in their



Copyright Growth Tribe

86%

are more inclined to stay with the company after completing the training.



growthtribe.io

200

A Bit More About Growth Tribe



Copyright Growth Tribe

75+ Modules and more ...





Growth Tribe upskills individuals and teams to boost business performance with actionable skills in A.I. & Data, Digital & Growth Marketing, Digital Leadership & Business Skills.

How?

In an era where digital proficiency is paramount, Growth Tribe ensures your teams stay relevant and future-proof with blended learning. We provide actionable, practical training that equips your workforce with the skills needed to navigate and thrive in the digital landscape.





Choose a Format Adapted to Your Needs







On-demand

Scalability!

Learn at your own pace

Live

Engagement!

Get answers from experts

93% Completed in time9/10 Satisfaction score





Source: McKinsey (2023), The state of Al in 2023: Generative Al's breakout year

Our Learners Experience Continuous Learning Through Our On-Demand Platform

Each module provides a burst of knowledge on high-value topics like AI for Productivity, Design Thinking, and Building a Sales Pipeline...There's something for everyone.



Add Interactive Live Sessions Led by Experts Trainers



Inspire & Kick-off Inspiration Session

Max 150 people

A 1.5-hour live keynote designed to introduce your team(s) to Growth and Marketing, Data & Al, or Leadership Mindset. Leaving them with a new mental toolkit to tackle business challenges.



Engage & Discuss Expert Session

Max 25 people

An exclusive 1-hour Q&A with the course's Subject Matter Expert. Your team can ask questions and brainstorm on applying the learnings directly to their roles.





Behaviour Change Implementation Workshop

Max 25 people

A 3-hour workshop to solidify learning and foster collaboration. Engage in quality discussion, share knowledge, and create a clear plan for how to implement your learnings. Includes intake calls and next steps for the manager and team.



Giving Your Teams the Best of Both Worlds

Blend on-demand modules with live sessions for a more impactful learning experience.

On-demand modules

Make learning relevant and more effective, by choosing the modules that fit your team's needs and goals best. With our **library of 75+ modules**, there's something for everyone.



Live sessions

Supercharge your team's learning with interactive live sessions. These sessions enhance collaboration, build trust, and ensure your team can implement skills in real time, making training more engaging and effective.







of participants complete our courses within the desired timeframe. The industry average for on-demand courses lies around 15%.



How Do We Keep the Learners Engaged?

We produce in-house content with experts from the field to make sure learning is relevant, easy to follow and fun!



High-quality animations and slide design to make complex theory easy to grasp.

Bite-sized videos (with subtitles) of 15 minutes to cover the key concepts in a personal and professional way.



We Help You Go from Learning to Implementation

Our **Live Expert Sessions** are designed to challenge your team to define clear action points and accountabilities throughout the learning journey.



In a nutshell

- → 60 min Live Sessions
- > Expert Facilitators

Outcomes

- → A safe environment for the participants to share their learnings and reveal the organisational **blockers and accelerators**.
- → Inclusion of **industry-specific use cases**
- → Open discussions to share learnings and findings from their respective markets/countries.



<complex-block><section-header>



Measuring Impact & Sharing Learnings

How we show the impact of learning

Measuring the impact of learning is hard and often overlooked. We think it's essential to align learning efforts with business goals and to help improve the learning experience for your team and others moving forward.

- Collect qualitative insights through surveys.
- Conduct short interviews with several participants. 2.
- Write stories/case studies of how the impact was achieved. 3.
- Provide an impact report that can be shared within the organisation. 4.



We've asked participants to review whether they impact their key

Reported that they positively impacted their Helping other teams make data informed dec



We have a very long and prosperous relationship with GT. An essential partner for our path to Growth.



Marcel Zuidam



As NN Bank we are very happy with the outcome of the scan and found the insights very useful. This was exactly what we needed to determine which digital capabilities we needed to prioritise for upskilling.

Copyright Growth Tribe



This metric was selected by the business leaders to help drive the north star of the organisation

Impact on key skills

We've collected data before and after the Business analytics track to show increases in proficiency on key data skills. These are the skills selected by the business leaders to help reach goals.



GrowthT

Copyright Growth Tribe 2023



Global Head of Platform Innovation

Hugo Raaijmakers

Growth Tribe is part of our digital transformation programme. The training they have provided to teams is of extremely high quality and catered to our business context. I would highly recommend them to anyone!



Discover The Power of a Custom-Built Learning Journey How Does it Work?

We'll work with you to identify knowledge gaps and create a custom learning solution.



Copyright Growth Tribe

Review proposal

proposal, outlining your personalised learning journey, and refine it

-Measure impact

We measure and provide insight reports into learners' progress, performance and business outcomes.

6

-Deliver and monitor

Your programme is prepared and delivered. We'll provide reporting and nudging along the way to make sure everyone stays on track.





Trusted by Global Leaders in Digital







Trusted by Leading Brands





Louise Van Hees Customer Lead Innovation Team What a great course! Feels like I have had a whole semester of courses in just 2 days. So much great knowledge and insights. If you want to be ahead of the crowd, sign up!



Lizbeth Castillo Head of I2M Excellence

Best training for someone who knows very little about AI cause it has the balance between explaining the basics together with what a business needs for its implementation. Demonstrating some of the shelf AI tools is a needed plus to the training.



Trusted by Leading Brands



Software Improvement Group

Enhanced our understanding and application of new technologies and processes. It added valuable insights to our knowledge base and provided a solid foundation for integrating Al into our operations. This course is an excellent primer on Al and its practical applications.



VMI Group

Increased enthusiasm about AI and its potential. Learning how to use AI to boost productivity and gain predictive insights.



StudyPortals

Easy to follow and provided practical tools and examples. It helped us understand the basic foundations of how AI works but also equipped me with tools to create solutions independently.



Case-Studies & Customer Success Stories



Unilever -lce Cream **Business Group**

We upskilled 865 of Unilever's marketers globally on experimentation skills and managed to help them launch experiments and increase their performance. With a satisfaction score of 9.3, this was one of the most enjoyable learning experiences the teams ever had. On top of that, they reported a 68% faster time to market after implementing new best practices.





ING - Platform Innovation

We successfully implemented an innovation programme for over 475 ING experts in five different countries around rapid experimentation. By introducing a new mindset and way of working, we enabled teams and individuals to achieve tangible outcomes. The process was executed effectively, and as a result, ING's mortgage team witnessed significant improvements in their data. The mortgage department experienced a remarkable 56% increase in leads, while loan accounts saw an impressive uplift of up to 87.9%.





Philips - Data Programme

Philips achieved remarkable results by leveraging Growth Tribe's Data Analytic Foundation Programme. Through an open enrolment programme, 450 employees were successfully upskilled, while 216 teams received intensive coaching, allowing them to immediately apply their newfound knowledge in their daily tasks. The programme's impact was impressive, resulting in a total of 871 highly-skilled employees within a span of 24 months. This development has equipped Philips with enhanced capabilities to deliver professional insights, employ advanced analytics, and drive customer-centric strategies.



Customer Success Stories



"The training Growth Tribe provided to our teams is of extremely high quality and catered to our business context. I would highly recommend them to anyone looking to transform their business through education!"

Hugo Raajmakers Global Head of Platform Innovation @ ING ING D



Noortje van Genugten Data Analytics Director



"The biggest improvement I see is that analysts are seeing the bigger picture of their role. They are much more systematic in both working with stakeholders and carrying out their analysis. Furthermore, they are more enthusiastic about new techniques, and have improved their data storytelling."



Ready to reduce the skill gap?

Book a call with a learning consultant now!

Copyright Growth Tribe



