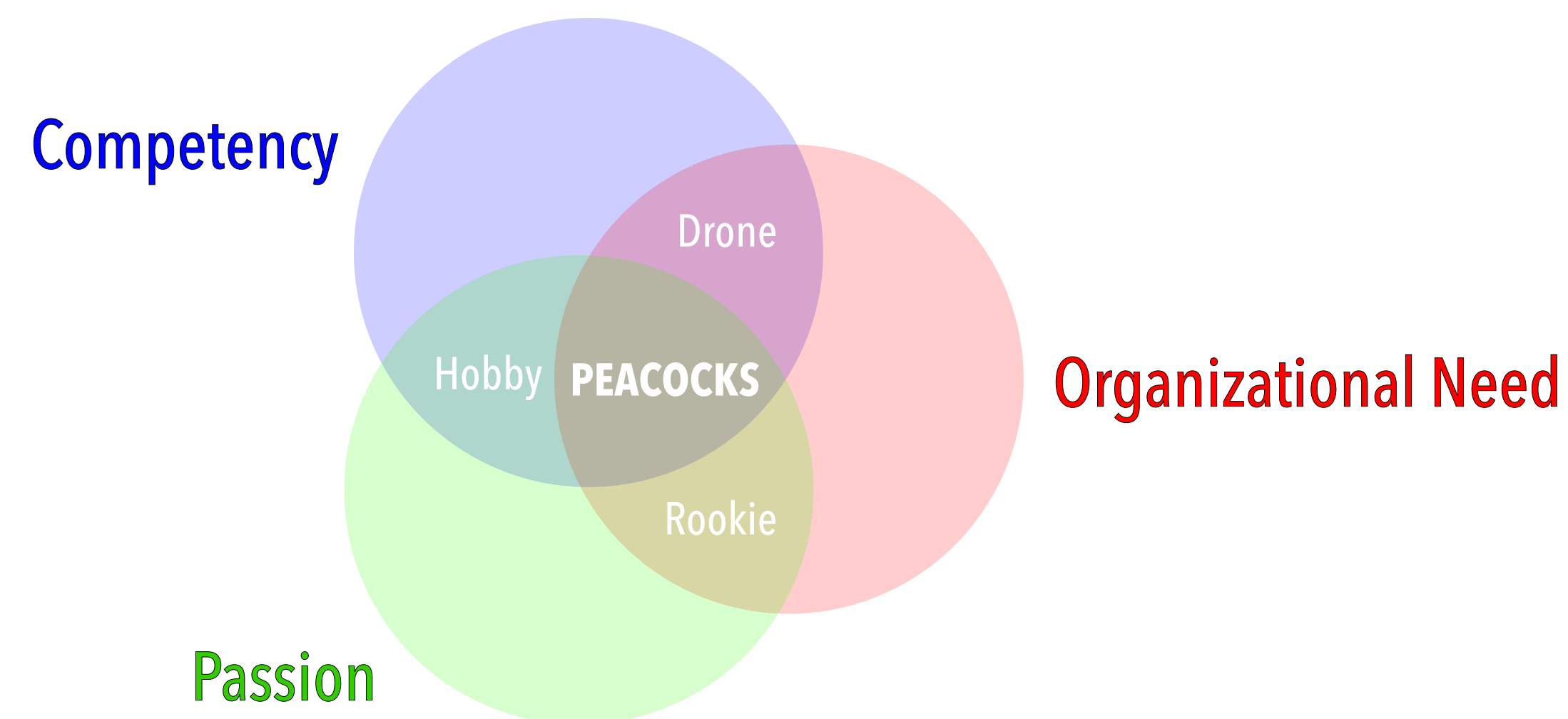


Improve Your Odds

The Evolution of Skill-set Matching with PEACOCKS

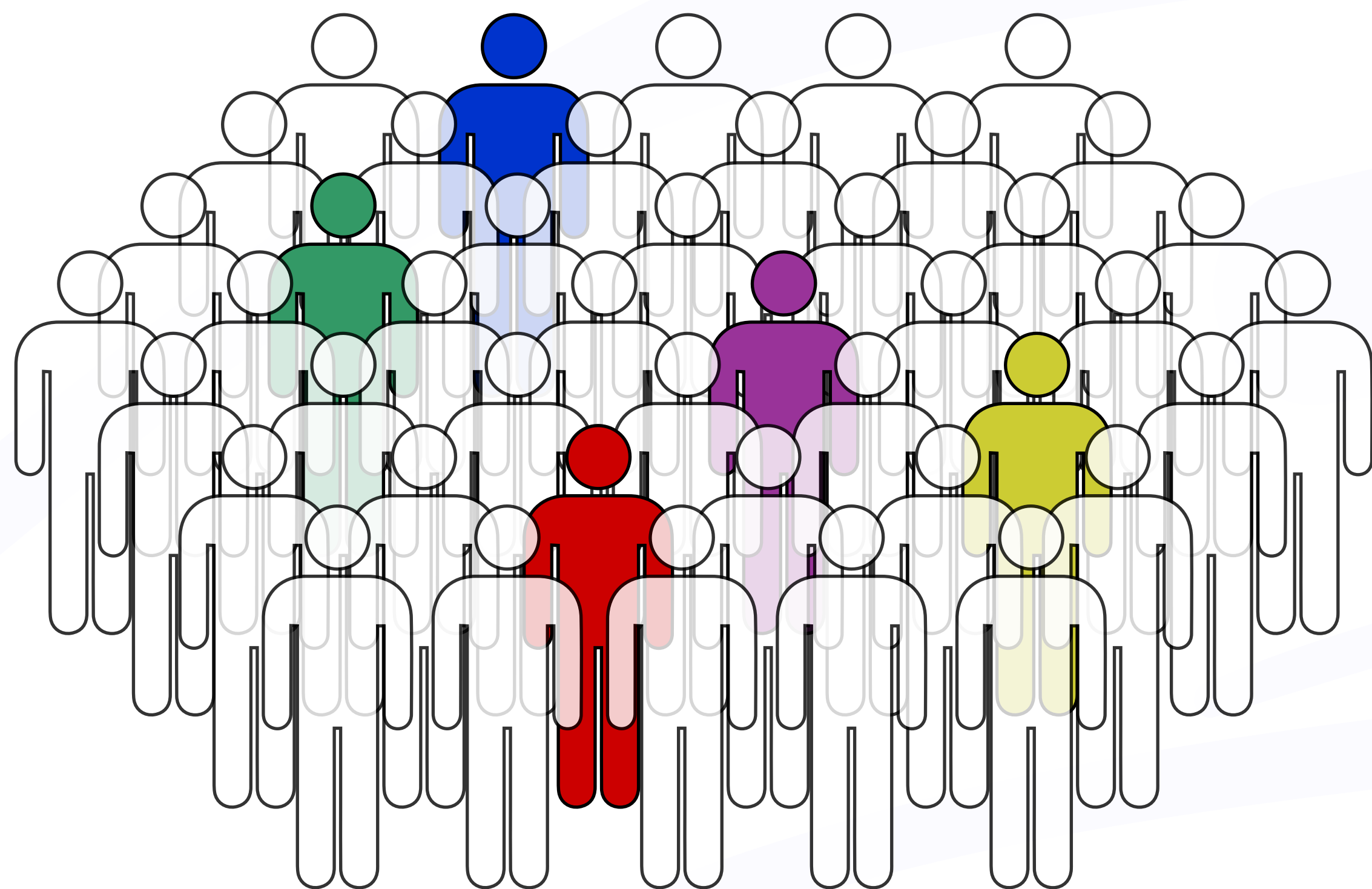
Karen L. Dahmen // Amy K. Neely // Jacob A. Morris



Problem Context:

Skill-set matching is essential when organizational demands evolve and new project opportunities arise. Alignment of people to meet changing needs is often based on instinct and tribal knowledge rather than optimized and informed by relevant data. Investing in people as valuable business assets requires knowledge of current skills and awareness of future opportunities to align interests with growth.

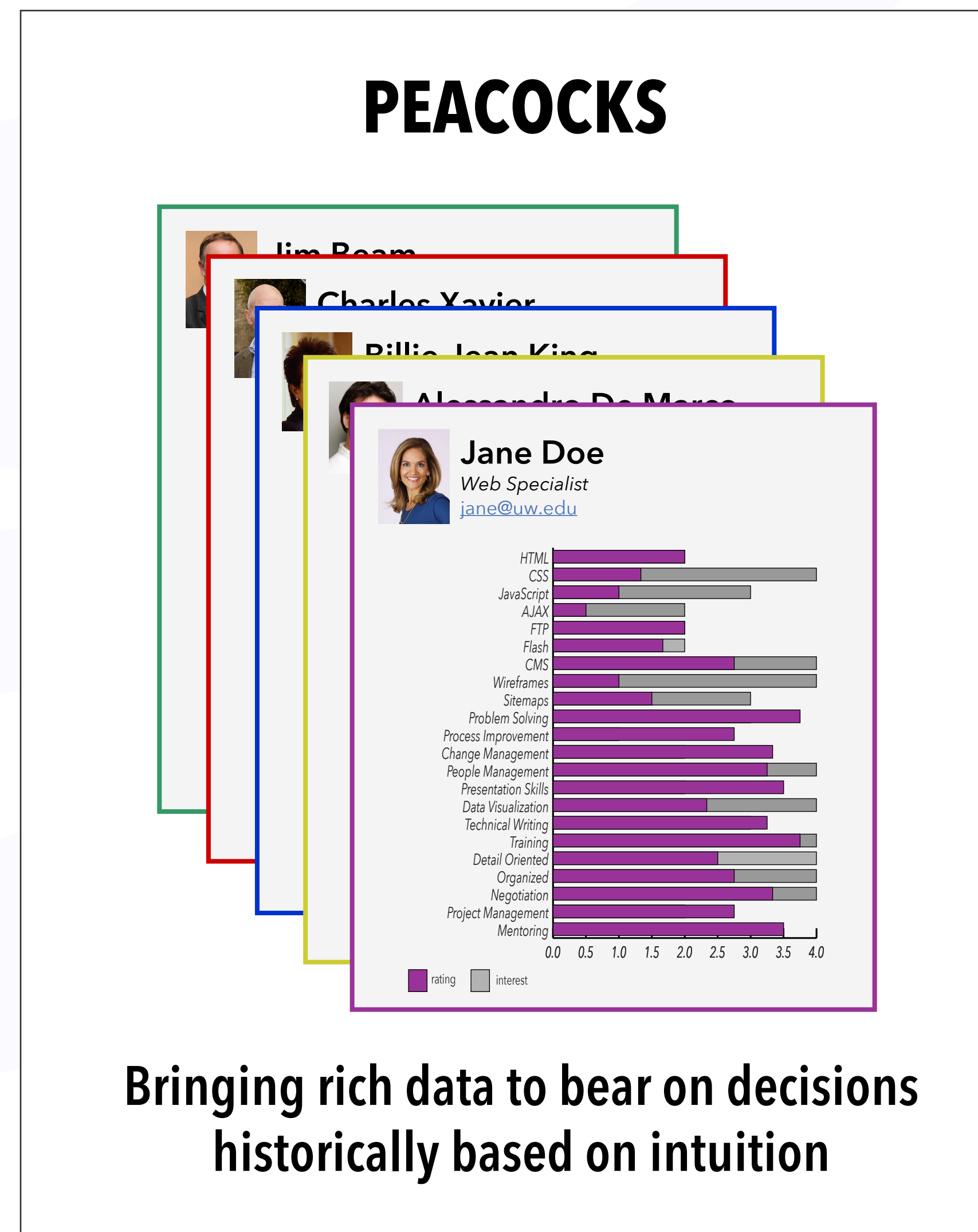
University of Washington Information Technology (UW-IT), like many large organizations, has limited visibility into the vast skill-sets, experience and interests of its numerous staff.



Potential Project Resources

Solution:

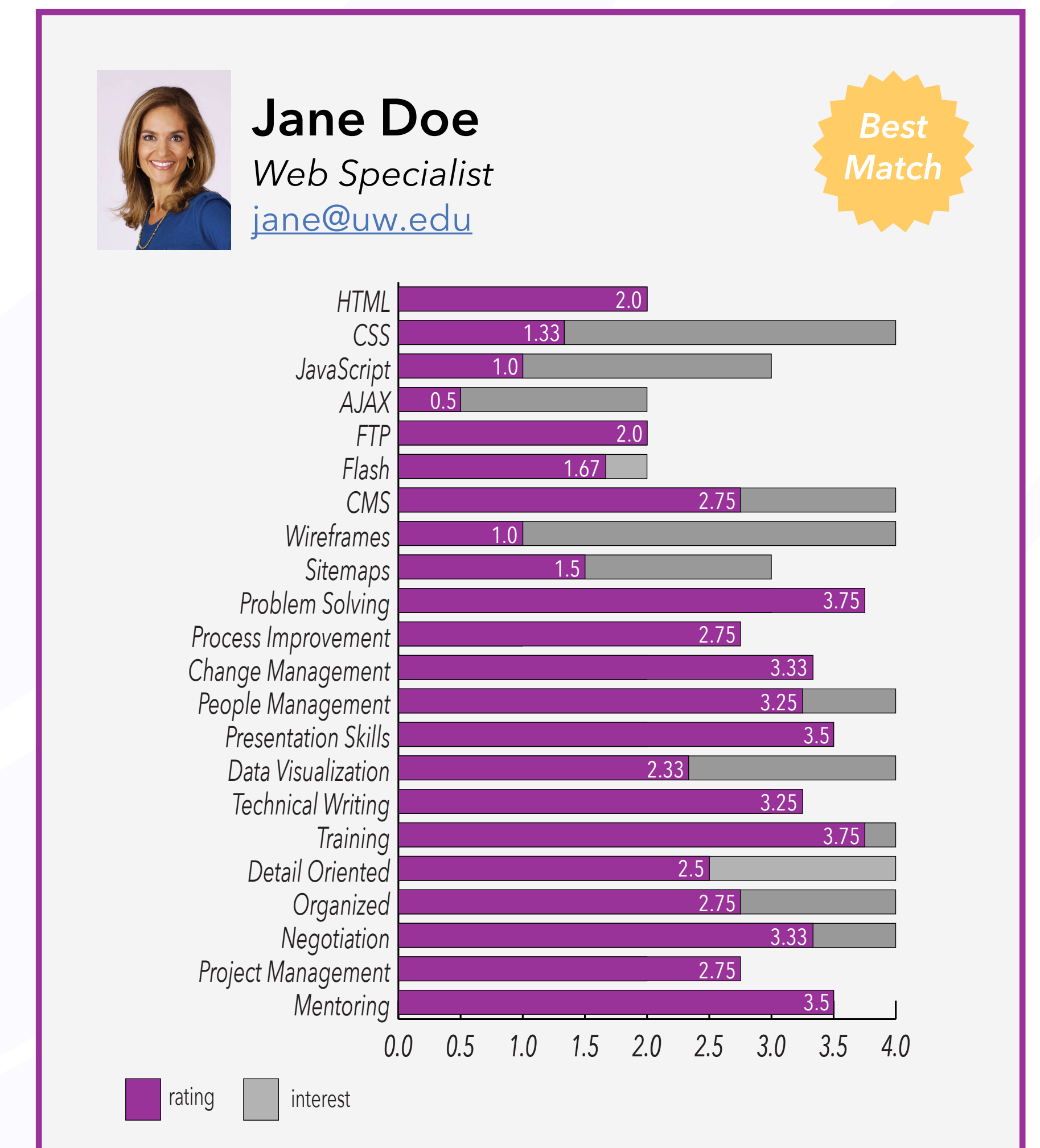
PEACOCKS provides a framework and prototype that systemizes human characteristics such as skills, experience levels, and growth interests, then applies a taxonomic schema to match project requirements with optimal team members. PEACOCKS is a vessel for collecting and organizing valuable knowledge and insight into staffs' talent, experience, and growth potential. The PEACOCKS prototype, built for UW-IT, is a customizable foundation that could be leveraged by other organizations.



Bringing rich data to bear on decisions historically based on intuition

Lessons Learned:

Criticality of soft skills in team, project, and organizational fit. // Curating and continually collecting relevant data is the most valued component of this system. // Importance of validating the taxonomic data in the organizational context. // Complexity related to self and peer skill evaluation.



Score card of optimal team member selection based on project criteria and PEACOCKS matching algorithm

Organizational Benefits:

- Increased efficiency and optimization when assigning staff to projects
- Pro-actively identify opportunities for staff growth and knowledge enhancement
- Reduced turnover due to growth and role alignment for staff
- Improved project quality by leveraging staff passion
- Data-informed alignment of skills with organizational strategy
- Enhanced visibility for staff connection with organizational strategy
- Accelerated identification of hiring needs

Future Iterations:

Add depth and dimension for identification and validation of soft skills. // Incorporate results from standardized personality tests such as Meyers Briggs, DiSC, etc. // Enhance security mechanisms including encryption and role-based access controls. // Allow organizations to create exclusionary capabilities, e.g. skills that do not work. // Enable dynamic resource selection reflecting broader team composition