



THE LEARNING
FORUM

Welcome to

Beyond Skills

One Common Language for Work

2024



Skills

Masterclass



Siobhan Savage
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Siobhan Savage ♥



We're in the midst of a **once-in-a-generation** transformation. AI is revolutionizing how we work, lead, and build organizations. The choices we make **today** will shape the course of society for years to come.

Are you ready?

Reejig

A World with Zero Wasted Potential is One Where...



People

Every individual has access to a meaningful work

Business

are productive, orchestrating work to the right workers

Society

Organizations fulfill their responsibility to ensure equitable access to opportunities and that no one is left behind.

This Requires **Bold & Responsible** Leadership



What's standing in the way?



No Common Language for Work

No understanding of the work being done beyond job titles.



Lack of Clarity on Work Being Done

Companies have no clear understanding of what work is actually being done across the organization.



No Visibility into Skills, Potential or busyness

You can't see what skills your people have or could have.



Inadequate understanding of the Impact of AI

It's not clear how AI will impact each job and the tasks being done



Rigid Workforce Strategy

In this new era, we need to design for fixed, flex, and digital workers.



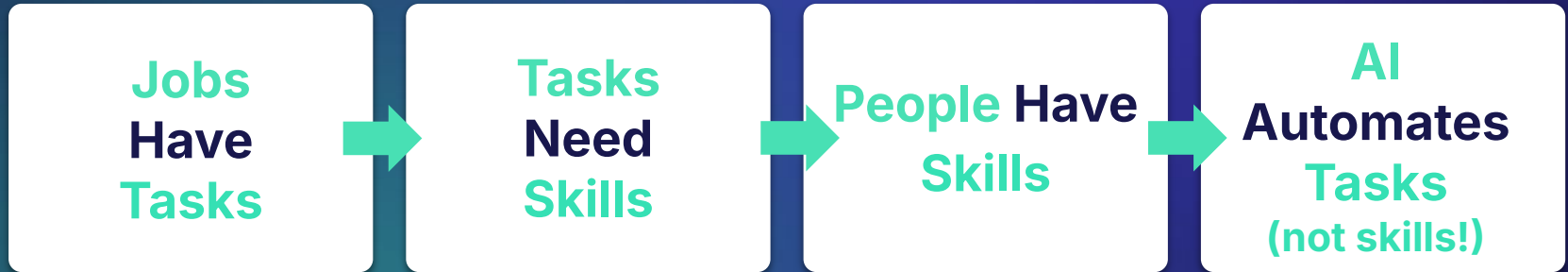
No Clear Roadmap for Workforce Transition

We lack clarity on which roles will be critical in the future and how to effectively pivot our workforce into them.





Toolkit for the New World of Work





Your New Workforce DNA



Fixed

- Employee
- Long Term Position
- Set Hours
- Consistent scope



Agile

- Employee
- Works various different scopes
- Internal Gigs or Projects
- Shifts Tasks



Flex

- External
- Gig Worker
- Consultant
- Contractor

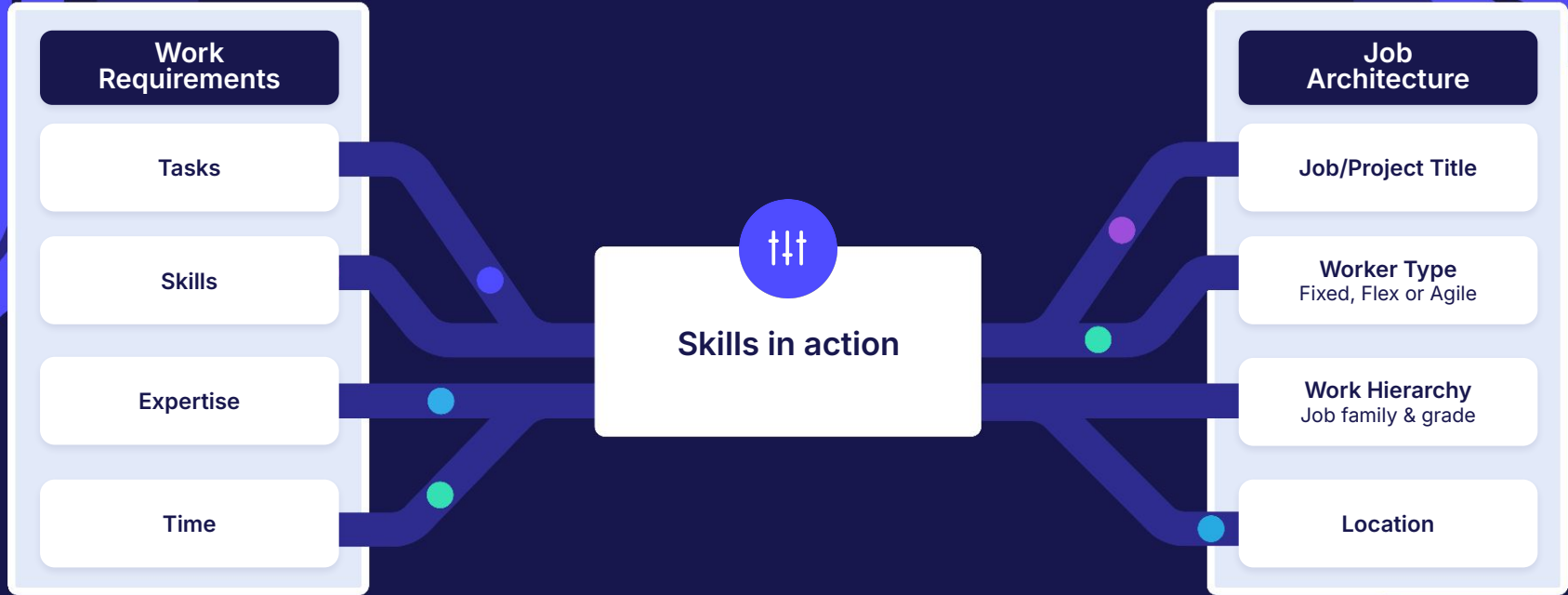


Digital

- AI Assistants
- Gen AI
- RPA Bots
- Autonomous Agents
- Industrial Robots

The Reejig Work Ontology™

23 Industry-Specific Ontologies
Harmonized with Your Work Context





What Can We Tell You About the Workforce or Industry



AI Potential Index

Where has the highest potential for AI or automation



Workforce Bloat and Task Duplication

How do we increase velocity and productivity by reducing task duplication and freeing workers up to do high value work



AI ROI & Timeline

What is the cost impact of AI and how long until we see value



Reskilling Requirements

What jobs are most impacted and what is the path to reskill to the critical roles we need



Key Takeaways

Reinvent

Reinvent your workforce with Work Ontology by understanding AI impacts, Workforce bloat and blockers to productivity

Mobilize

Opportunity Marketplace to move work to worker to increase velocity of work and ensure access to meaningful work

Reskill

Reskill your people with Career Co-pilot and retain top talent

The impact

- > Roadmap to adopt AI
- > Increase productivity and velocity
- > Culture of opportunity
- > Reskilling your people and leaving no one behind

Your Call To Adventure



Step 1

We've built a personalized resource just for you. Explore it, and reach out to my team if you need support..



Step 2

Be the change agent in your company. Lead the transformation from within



Step 3

Commit to bold, responsible leadership. Innovate while ensuring no one is left behind.



This is Your Moment, Don't Waste It.

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#zerowastedpotential



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Fireside Chat: Work Ontology in Practice



Siobhan Savage
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Amy Cook
Global Talent Director



Erika Ng
Head of Human
Resources, America





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