The bridge to possible

Unleashing Brilliance:

Nurturing Unique Skills for Authentic Success

Alistair Antoine
Director, People & Communities, Cisco Systems, Inc.
@AlistairAntoine

ITLGEN-1014

Cisco Live!
IT Leadership Program

Undervalued?
Unappreciated?



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Energised?



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Video



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



“.. if he were any more laid back, he would be horizontal!”

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Insight into current and future workforce skills



cisco Live!
IT Leadership Program

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Insight into current and future workforce skills

Align right skills to the right work



cisco Live!
IT Leadership Program

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Insight into current and future workforce skills

Align right skills to the right work

Identify transferable skills



cisco Live!
IT Leadership Program

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Insight into current and future workforce skills

Align right skills to the right work

Identify transferable skills

Embrace workforce diversity



cisco Live!
IT Leadership Program

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Empowered



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Confidential

Skills Centered Talent Journey Vision



A clear and predictable, always on, employee-centric approach to enable planning, movement, hiring and career paths.

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Skills Centered Talent Journey Vision



A clear and predictable, always on, employee-centric approach to enable planning, movement, hiring and career paths.



Theme Objective

Build the **framework** to identify and enable the talent Cisco needs.

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Skills Centered Talent Journey Vision

A clear and predictable, always on, employee-centric approach to enable planning, movement, hiring and career paths.

Theme Objective

Build the **framework** to identify and enable the talent Cisco needs.

Outcome

A unified, **integrated solution** providing a holistic view of skills and levels of mastery to enable planning, movement, hiring and careers.

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



Work Experiences

cisco Live!
IT Leadership Program

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Cultural Experiences



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



Hobbies & Interests

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Cisco Use Cases for the Skills-Centered Talent Journey



Employees:

- Learning and development
- Career pathing
- Internal Movement

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Cisco Use Cases for the Skills-Centered Talent Journey



Employees:

- Learning and development
- Career pathing
- Internal Movement



Leaders:

- Talent movement
- Hiring
- Development Planning

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Cisco Use Cases for the Skills-Centered Talent Journey



Employees:

- Learning and development
- Career pathing
- Internal Movement



Leaders:

- Talent movement
- Hiring
- Development Planning



Executives:

- Understanding of Cisco's current skills state
- Workforce plan modeling
- Workforce plan gap assessment

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



Culture shift

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



Opportunity for Growth

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

So, you have colourful hair? Don’t care. Tattoos? Show off your ink. Like polka dots? That’s cool. Pop culture geek? Many of us are. Passion for technology and world changing? Be you, with us!

WeAreCisco

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

So, you have colourful hair? Don’t care. Tattoos? Show off your ink. Like polka dots? That’s cool. Pop culture geek? Many of us are. Passion for technology and world changing? Be you, with us!

WeAreCisco

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Cisco Use Cases for the Skills-Centered Talent Journey



Employees:

- Learning and development
- Career pathing
- Internal Movement



Leaders:

- Talent movement
- Hiring
- Development Planning



Executives:

- Understand Cisco's current skills state
- Workforce plan modeling
- Workforce plan gap assessment

Skills Capture

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Cisco Use Cases for the Skills-Centered Talent Journey



Employees:

- Learning and development
- Career pathing
- Internal Movement



Leaders:

- Talent movement
- Hiring
- Development Planning



Executives:

- Understand Cisco's current skills state
- Workforce plan modeling
- Workforce plan gap assessment

Skills Capture

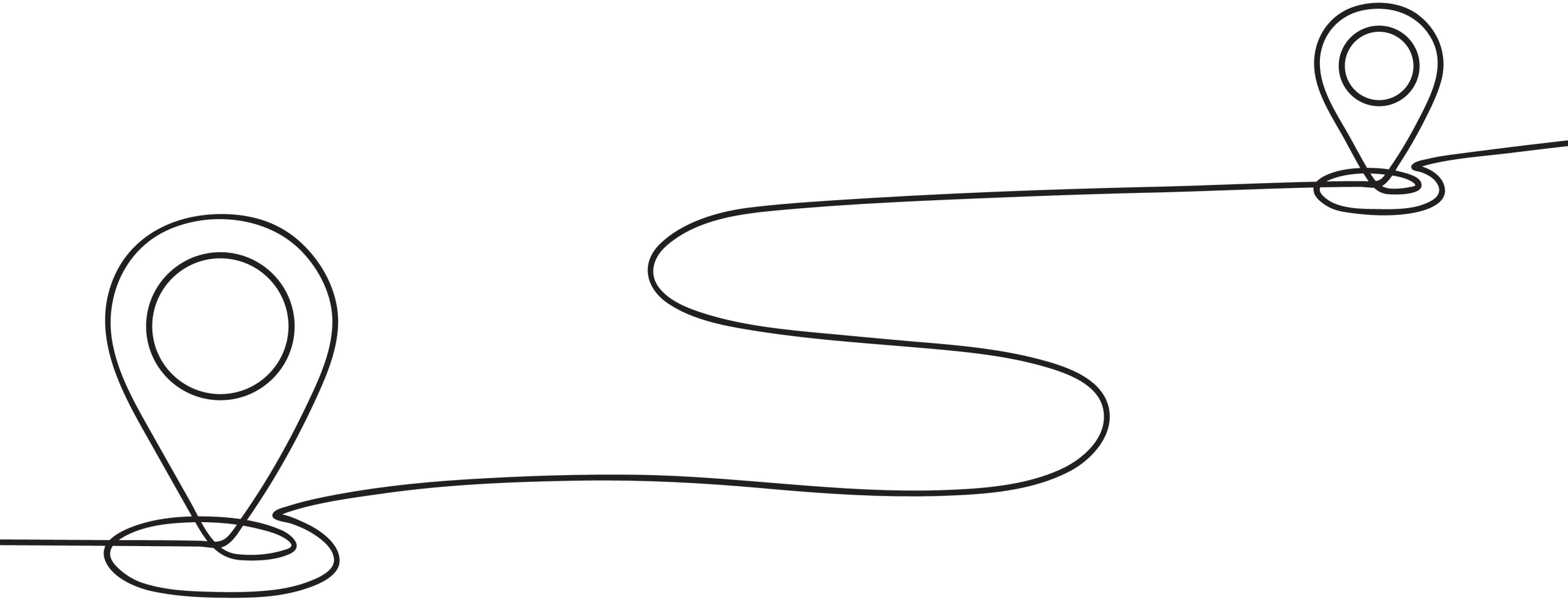
Skills Principles | Skills Governance | Change Management | Job Architecture (Roles, Market Ranges, Job Leveling, etc.)

Cisco Live! IT Leadership Program

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Required Skills Components to Address All Cisco Use Cases

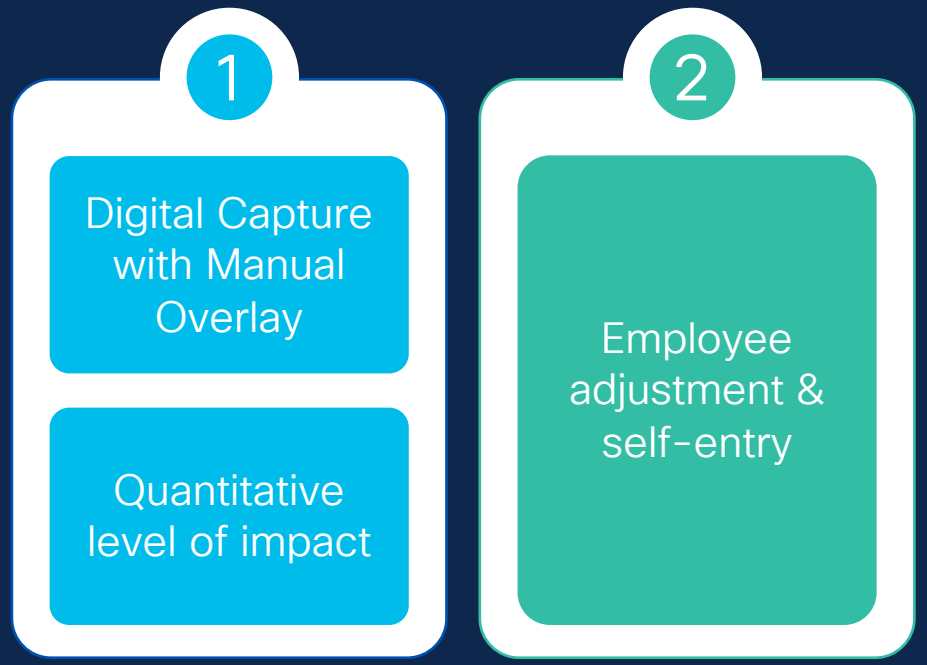
1

Digital Capture with Manual Overlay

Quantitative level of impact

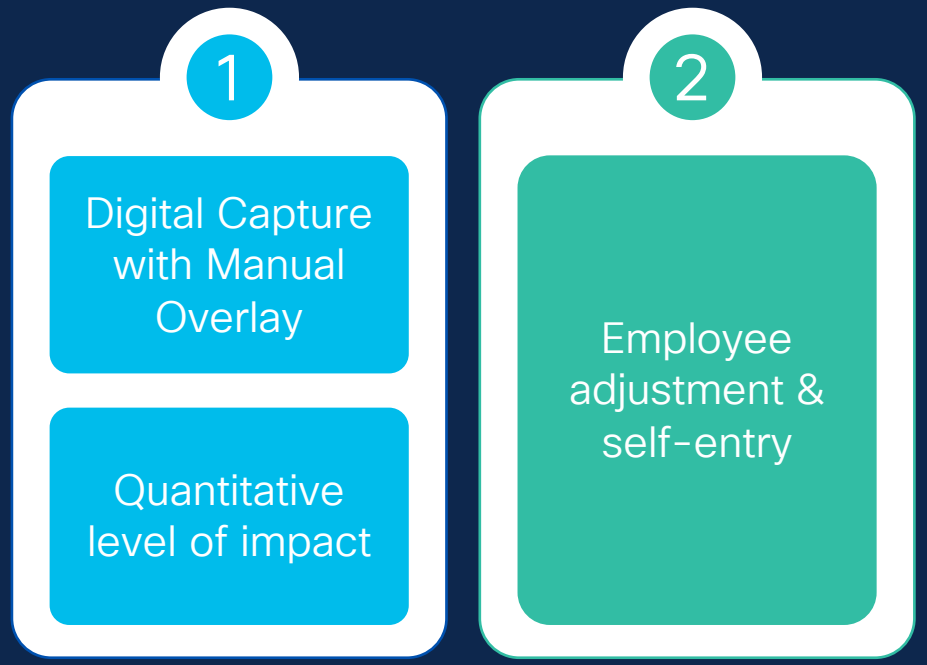
© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Required Skills Components to Address All Cisco Use Cases



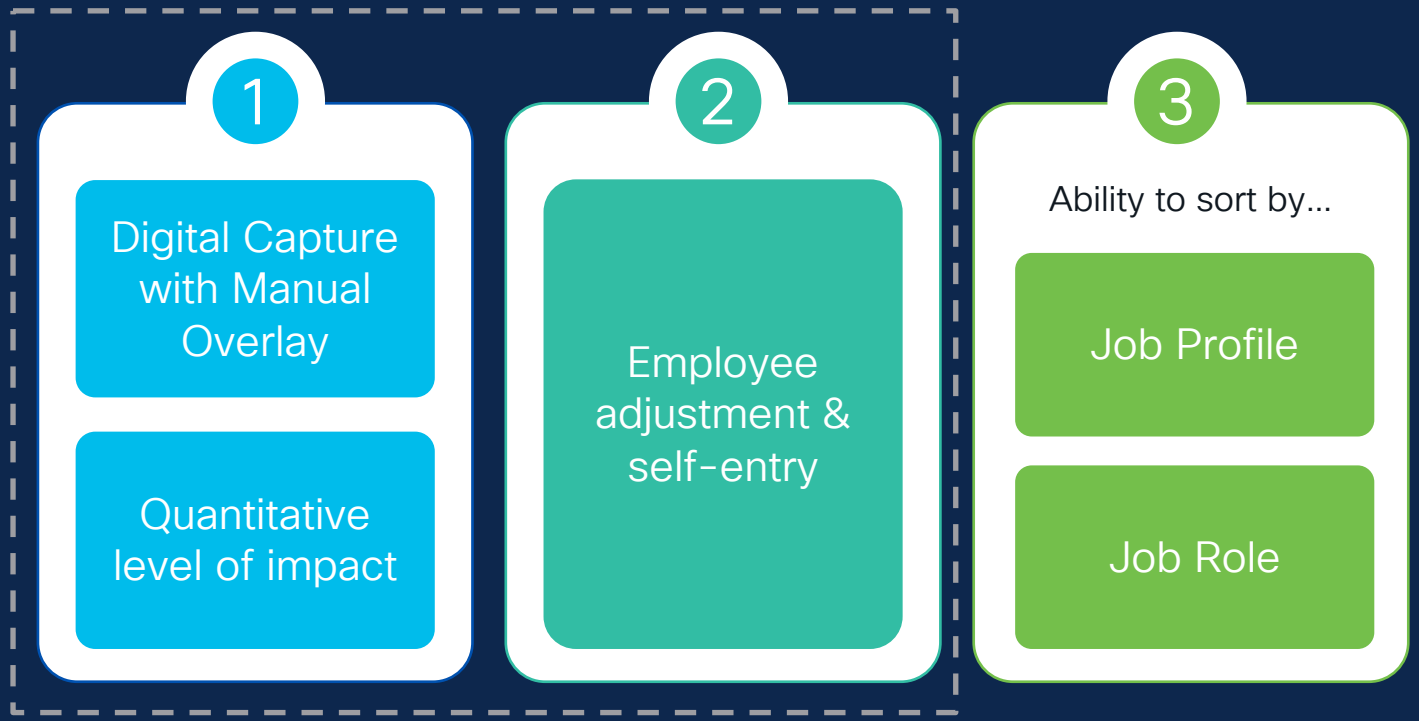
© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Required Skills Components to Address All Cisco Use Cases



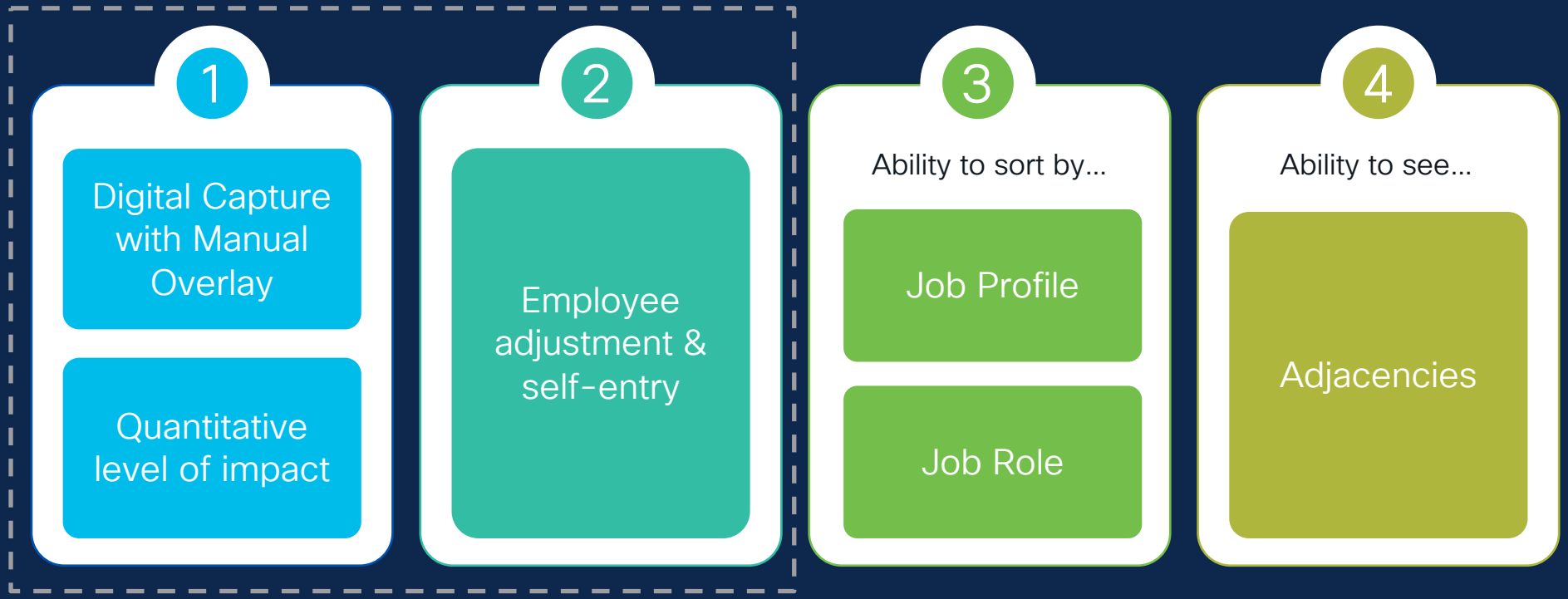
© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Required Skills Components to Address All Cisco Use Cases



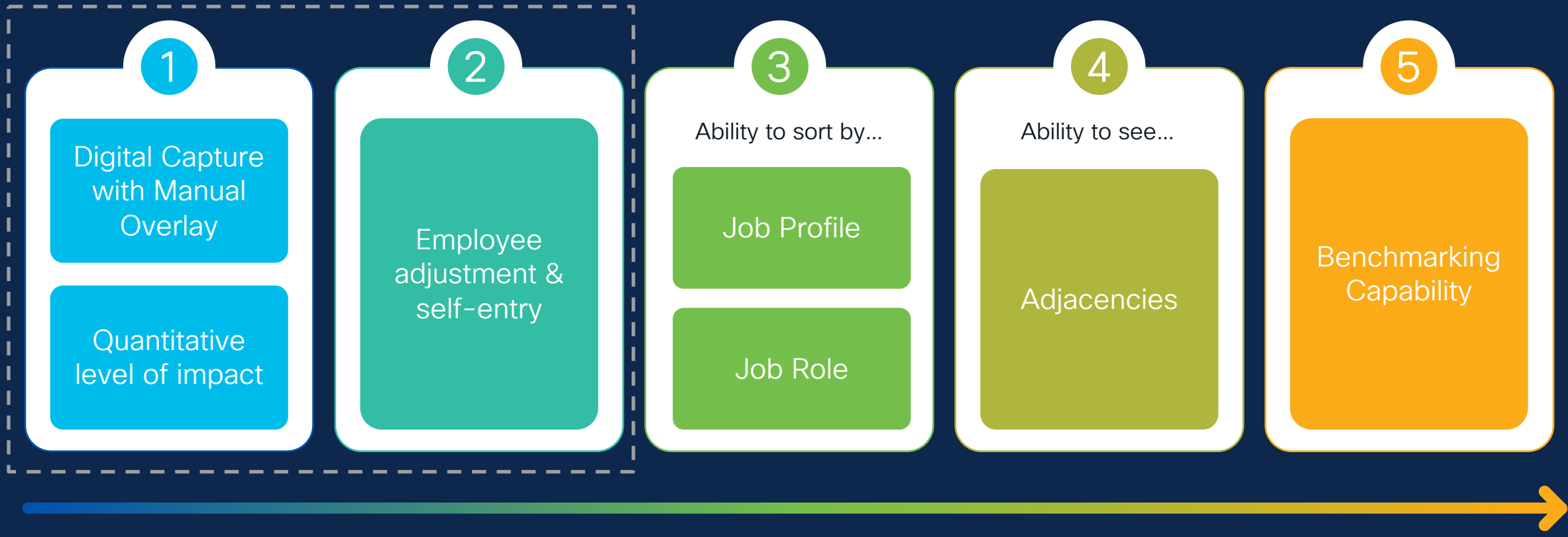
© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Required Skills Components to Address All Cisco Use Cases



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Required Skills Components to Address All Cisco Use Cases



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



Imposter Phenomenon

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



Leader Mindset Shift

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Employees

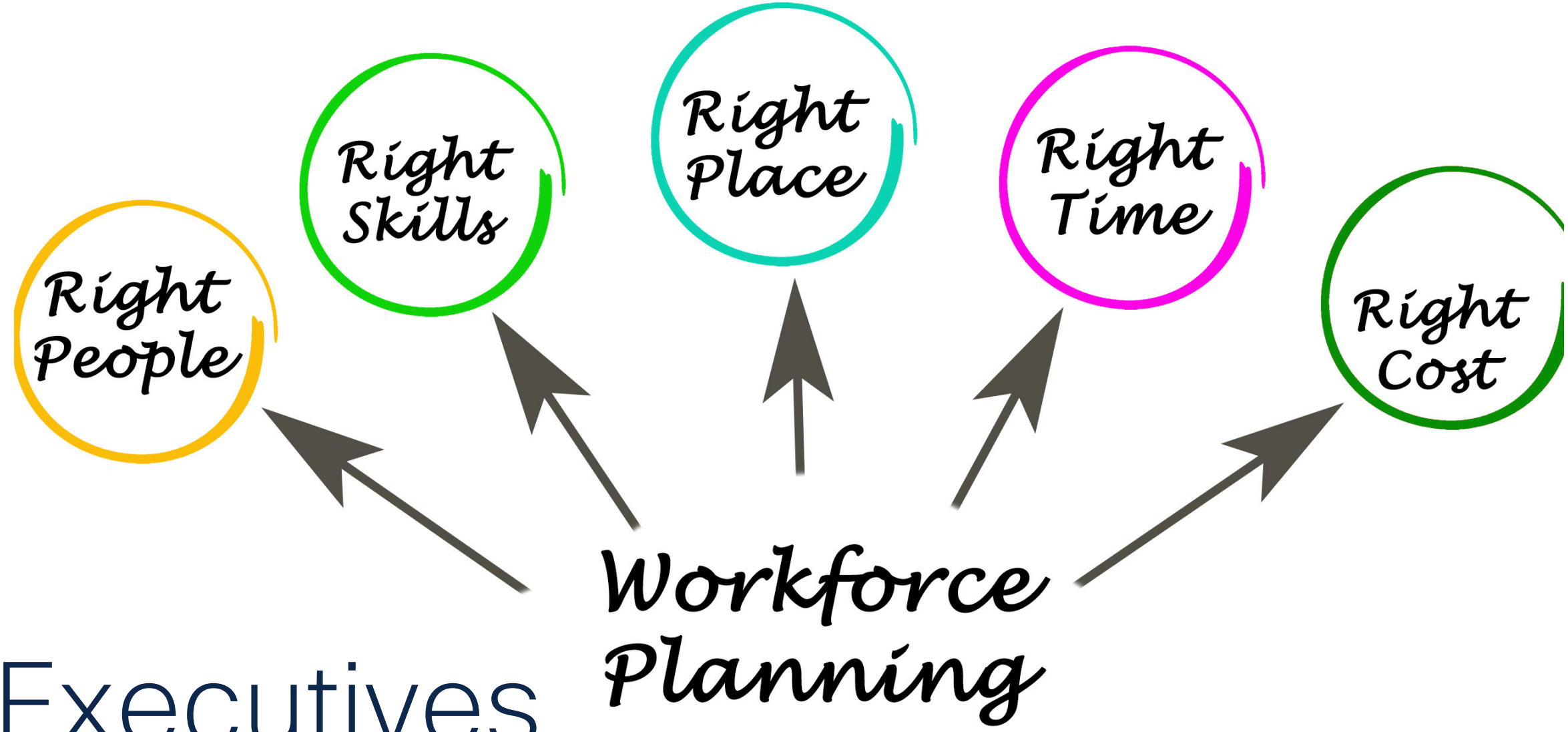


© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



Leaders

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



Executives

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



cisco Live!

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



Appreciated!

© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

Energised!



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public



© 2023 Cisco and/or its affiliates. All rights reserved. Cisco Public

The bridge to possible

Thank you

Cisco Live!

IT Leadership Program