Skills Inventory Next Steps

For Purdue IT

November – December 2023

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Rules of Engagement

- Arrive and end on time.
- Leave emotions at the door and enter with an open mind and open body language. Focus on the future rather than dwelling in the past.
- Recognize and protect the emotional, mental, and physical safety of all team members. Every person here is valued.
- Stay on topic in alignment with the mission and vision of Purdue and to contribute toward an optimized Purdue IT for all students, faculty, staff, and other members of the Purdue Community.
- Assume goodwill and good intentions.
- Seek ways to overcome obstacles and leverage weaknesses as opportunities for advancement.
- Conclude with an actionable plan and execute the plan at speed. Making bold decisions is not only safe – it's expected.

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Today's Agenda

- Review process and outcomes
- The most critical questions to be answered now and our approach to answering them
- Identify the next steps
- Create space for you to ask questions on how to use this information to be successful in delivering on the breakthrough objectives.

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Presentation and Data Assumptions

The focus is on the future and the 20% that has the most impact.



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Project Outcomes: Deliver on our promises to be relevant to Purdue's Giant Leaps

For Purdue IT:

- advance the 3 - 5 year benchmarks;
- understand where and how all team members want to grow; and
- identify what support they need to be successful in 2023 and beyond.

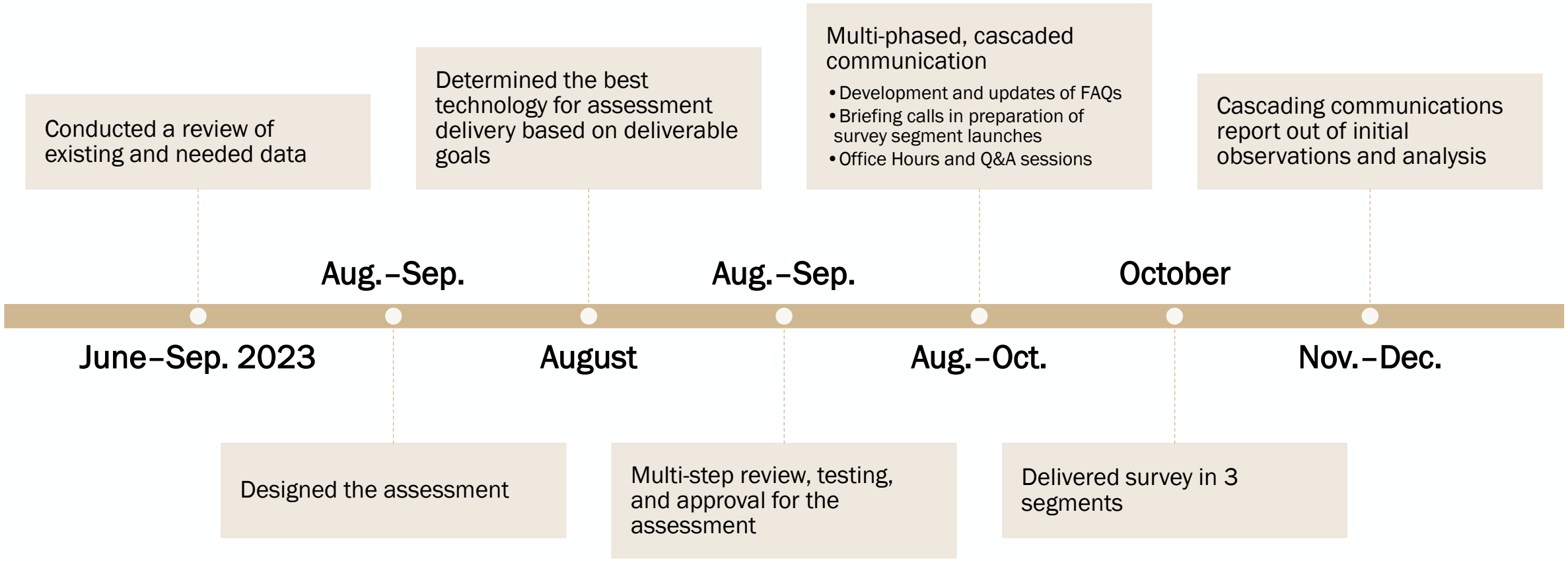
For all teammates:

Gain more control, efficiency, and intentionality for careers through this project so you can have the future you want within Purdue IT.

**The ways in which we use and analyze this data will evolve over the next year. Sweeping changes are not being made based solely on this data.*

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Project Process To Date



Right now we're architecting the StratHouse of the future.



Survey Limitations



Survey Response Rates

P1 – P6

- Direct Reports: 434 / 440 (98%)
- Managers: 389 / 434 (90%)

M1 – M3, S levels

- Direct Reports: 168 / 178 (94%)
- Managers: 150 / 168 (89%)

M4 – M6, E levels, Admin Staff

- Direct Reports: 53 /58 (93%)
- Managers: 31 / 50 (62%)

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The Top 3 Most Important Questions to Answer Now

1. How will this data support our integration activities?
2. How will this help us fulfill our project and Hoshin priorities?
3. How will this help us fulfill our breakthrough objectives and contributing to Purdue's Giant Leaps?

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Next Steps

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Next Steps and Outcomes

These activities will happen in November and December.



Communicate consistent information with all staff.



Re-survey those who have “Other” certifications.



Re-survey those who said the Service Catalog services were “Not Applicable.”



Begin working with Skills Advisory Working Group and StratHouse owners on identifying services and skills for the future and creating plans to close the gap between current state and future state.

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Key Points for You to be Aware of with Our Next Steps

- Unknowns and Uncertainties at This Point
- What Is Not Happening



Project Next Steps



Process for Requesting Relevant Data

1. Summarize your data request through the lens of your StratHouse's primary projects for FY24 or Purdue IT's breakthrough objectives.
2. Send the request to your manager with a requested deadline.
3. The manager will review the request. If they can't respond with other information, they will forward to their senior leader/StratHouse owner.
4. If the StratHouse owner can't respond with other information, your StratHouse owner will coordinate a response with our HR business Partner, Jill.

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What questions do you have?

What do you need to be successful in your role based on what you learned today?

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