



winning

# Small and Big Bites: How to develop today's critical skills across an entire organization

Case Study

# Developing today's critical skills across an entire organization requires both Light Experimentation and Deep Competence Development

## 1 Challenge

The rapid transformation of their industry prompted our client, a large company of reference, to entrust us with the challenge of developing awareness and knowledge, on the **organization's critical future skills**, among employees across the entire organization.

## 2 Framework

To meet the objectives and challenges presented to us, Winning focused on 3 essential topics:

- **Identification of the most critical skills:** Through comprehensive assessments and interviews, aligned with scientific data and future skills forecasts, we pinpointed the most critical skills necessary to tackle this organization's unique challenges.

- **Selective familiarization with key concepts – "Small Bites":** An open program of short, dynamic workshops for each critical skill allowed all employees to obtain knowledge and gain awareness of the actual needs.
- **Targeted deep dives in practical courses – "Big Bites":** After the "Small Bites," employees were empowered to choose the in-depth, practical courses most crucial for the organization's success.

## 3 Impact

- **Large scale inclusive adherence:** The "Small Bites" approach promoted widespread dissemination, adherence and experimentation.
- **Increased awareness and building of a learning culture:** The learning of critical subjects captured the minds and hearts of the employees.
- **Capabilities on the most critical skills:** The focused "Big Bites" achieved real-life skills-building on the topics of greater strategic value.

## 'Small Bites' and 'Big Bites' ...

1. **Effective** : pinpoint and focus on the most critical skills
2. **Inclusive** : access to all employees to high-value skills training
3. **Experimental** : allow participants to discover the need by learning and experimenting through Small Bites
4. **Impacting** : allow participants to go deeper and develop practical skills by adhering to Big Bites courses
5. **Top-Level** : assemble top-level trainers and specialists for each subject, providing high value and a unique memorable experience

### Principles

## Individuals and teams

- Better Adaptability
- Improved Emotional Intelligence and relationships
- Increased self-awareness
- Improved cognitive flexibility

## Organizations, individuals and teams

- Improved Complex Problem-Solving capabilities
- Enhanced intra and inter-teams Collaboration
- Increased Employee Engagement
- Improved People and Team Management skills
- Reduced Skill Gaps
- Strengthened Leadership at various levels
- Improved Organizational Performance
- Reinforced Competitive Edge

### Benefits

# We Inspire Action Through Science.

For further details, feel free to reach out to us. Simply click below to get in touch.



[aristotelis.tsorakidis@winning.pt](mailto:aristotelis.tsorakidis@winning.pt)

**winning**