

# SIMITRI GROUP INTERNATIONAL FUTURE-READY L&D SKILLS MAP & ASSESSMENT TOOL

How prepared is your L&D function for the future? Use this tool to assess your current maturity across 8 essential skills. Circle your level for each skill, then reflect on next steps.

|                                                 | BASIC                                        | INTERMEDIATE                                      | ADVANCED                                                  | GROWTH                                                     |
|-------------------------------------------------|----------------------------------------------|---------------------------------------------------|-----------------------------------------------------------|------------------------------------------------------------|
| 1. Data Literacy & Learning Analytics           | We only track completions/attendance.        | We connect learning data to performance outcomes. | We use analytics to predict future skills.                | We shape business strategy with data-driven insights.      |
| 2. AI & Technology Integration                  | Comfortable with standard digital platforms. | Testing AI tools in learning.                     | Embedding adaptive, AI-powered learning at scale.         | Driving organisation-wide, ethical AI adoption.            |
| 3. Design Thinking & Personalisation            | Collect learner feedback.                    | Use design thinking to shape solutions.           | Deliver personalised, role-based learning.                | Build connected learning ecosystems.                       |
| 4. Agility & Change Management                  | Run small pilot initiatives.                 | Adjust learning to shifting business priorities.  | Build agility into L&D processes.                         | Position L&D as a driver of organisational transformation. |
| 5. Ethical & Inclusive Leadership               | Ensure content is accessible and bias-free.  | Embed inclusion in programme design.              | Apply ethical standards (e.g., in AI use).                | Lead equity and trust across the organisation through L&D. |
| 6. Business Acumen & Strategic Alignment        | Understand company goals.                    | Align learning to business priorities.            | Show clear ROI from learning.                             | Use L&D to help shape organisational strategy.             |
| 7. Influence & Stakeholder                      | Share updates with stakeholders.             | Gain executive buy-in.                            | Leaders actively champion L&D.                            | L&D seen as a true business partner.                       |
| 8. Management Global & Cross-Cultural Awareness | Adapt content for local contexts.            | Integrate cultural perspectives.                  | Deliver globally consistent, locally relevant programmes. | Champion inclusive, global learning strategies.            |

## Scoring & Reflection

- Mostly Basic/Intermediate → Focus on quick wins and foundational skills.
- Mostly Advanced → Strong in execution, now explore growth opportunities.
- Some Growth ratings → You're setting benchmarks for future-ready L&D.

**Action Step:** Pick 2 skills where you rated "Intermediate" or below and build a 6-12 month plan to progress.