

# Streamline Your Transition to Skills-Based: The Benefits of an Automated Job Architecture in the Digital Age



## Background

Most organizations do not effectively use skills data to inform talent strategies. But those that have effectively adopted skills-based approaches are building organizational models that better align to their organizations' needs—and workers' expectations—today.

SkyHive is a technology platform that uses artificial intelligence and machine learning to help companies identify and develop the skills they need to succeed in the future. By analyzing job roles, career paths, and skills requirements, SkyHive helps companies build a more agile and adaptable workforce that responds to changing market demands.

SkyHive's job architecture automation technology helps companies stay ahead of the curve in a rapidly changing business environment by revolutionizing the way they manage their workforce and drive business success.

Automated job architecture uses artificial intelligence and real-time labor market intelligence to analyze job roles and responsibilities, convert them to the language of skills, and enable continuous, automatic maintenance of skills.

This technology helps companies reduce labor costs, increase productivity, and improve employee satisfaction by identifying areas where technology streamlines or automates certain tasks.

By automating and optimizing job roles, companies improve efficiency, while SkyHive helps companies develop the skills they need to succeed in the future. Ultimately, companies build a more resilient and adaptable workforce that helps drive business success over the long term.



**Manulife fit about 1,700 different job titles into a set of 40 roles and got a better handle on the skills it had and the gaps that existed.**

[Learn More Here](#)

## How We Solve It

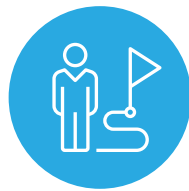
SkyHive is an AI-powered workforce analytics platform that helps technology companies address the challenges they may face after an acquisition by providing insights into job architecture and talent management.

Here are some ways that SkyHive helps solve challenges related to job architecture after an acquisition:



### Skill Mapping

SkyHive's platform maps the skills of employees across different departments and business units, making it easier to identify gaps and redundancies in job roles. This helps companies restructure their job architecture to optimize their workforce and ensure they have the right people in the right roles.



### Talent Optimization

SkyHive's platform provides insights into the strengths and weaknesses of employees, as well as their potential for growth and development. This helps companies identify high-potential employees and create career paths for them within the organization, while also identifying areas where additional training and development may be needed.



### Workforce Planning

SkyHive's platform helps companies forecast their workforce needs based on business objectives and market trends, allowing them to proactively adjust their job architecture and talent management strategies to meet changing demands.

## TIMELINE

The timeline for SkyHive to solve challenges for a technology company facing job architecture changes due to an acquisition depend on a variety of factors, such as the size and complexity of the organization, the specific challenges it faces, and the readiness and availability of its workforce data.

That said, SkyHive's platform is designed to provide actionable insights and recommendations in a relatively short amount of time. The platform can start delivering insights in as little as two weeks after the initial data upload.

However, the process of fully optimizing a company's job architecture and talent management strategies can be an ongoing process that may take several months or even years, depending on the organization's goals and priorities.

SkyHive's platform is designed to provide ongoing support and insights to help companies continuously improve their job architecture and talent management strategies, so the timeline for achieving meaningful results will depend on the organization's willingness to embrace data-driven decision-making and continuously improve its processes.

“When you look at the employee lifecycle, everything starts and ends with the market. If you have roles defined internally as things that don’t exist in the market, you’re just going to have a bad time.”

— Travis Windling, Manulife

## Outcomes & ROI

Here are some potential outcomes and ROI that a technology company may see when fixing its job architecture due to an acquisition:



### Increased Efficiency and Productivity

By optimizing job architecture, companies reduce redundancies, clarify roles and responsibilities, and improve workflow processes. This leads to increased efficiency and productivity, allowing employees to focus on high-value tasks that drive business outcomes.



### Improved Employee Retention

When employees understand their roles and have clear career paths, they are more likely to stay with the company long-term. This reduces turnover costs and helps companies retain top talent.



### Better Alignment with Business Goals

By aligning job architecture with business goals, companies ensure that employees are focused on the right priorities and are working toward the same objectives. This leads to better performance and a more agile organization.



### Greater Agility and Flexibility

By optimizing job architecture, companies create a more flexible and agile workforce that is better equipped to respond to changing business needs and market conditions.

The ROI for fixing job architecture due to an acquisition will depend on the specific challenges faced by the organization and the solutions implemented. However, in general, companies that invest in optimizing job architecture see significant returns in terms of increased efficiency, productivity, and employee retention, as greater agility, flexibility, and alignment with business goals.

**Overall, SkyHive’s AI-powered platform provides companies with data-driven insights and recommendations to optimize their job architecture and talent management strategies, which helps mitigate the challenges they may face after an acquisition.**

# Appendix

## Background Research

### Industry Trends

There are several industry trends related to optimizing job architecture in technology companies, particularly after an acquisition.

Here are a few:

- 1. Increased focus on data-driven decision-making:** Many technology companies are using data-driven insights to optimize their job architecture and talent management strategies. By analyzing workforce data, companies identify skills gaps, redundancies, and other areas for improvement, and make more informed decisions about how to structure their teams.
- 2. Emphasis on agility and flexibility:** Technology companies are increasingly focused on creating agile, flexible organizations that quickly respond to changing market conditions and business needs. Optimizing job architecture helps companies create a more flexible workforce that adapts to changing circumstances.
- 3. Greater use of AI and automation:** Many technology companies are using AI and automation to optimize job architecture and streamline workforce processes. This helps reduce costs, increase efficiency, and improve the overall performance of the organization.
- 4. Emphasis on employee experience:** Technology companies are recognizing the importance of creating a positive employee experience, particularly when it comes to career development and growth opportunities. Optimizing job architecture helps companies provide clearer career paths and development opportunities for their employees, which leads to increased engagement and retention.

Overall, there is a growing recognition that optimizing job architecture is critical for the success of technology companies, particularly after an acquisition. By creating clear roles and responsibilities, aligning job architecture with business goals, and providing development opportunities for employees, companies improve efficiency, productivity, and employee engagement, and drive better business outcomes.

### Key Takeaways

Here are some key takeaways from optimizing job architecture in technology companies, particularly after an acquisition:

- 1. Understand the specific challenges faced by the organization:** Every company is unique, and the challenges and opportunities presented by optimizing job architecture will vary depending on the specific circumstances. Have a clear understanding of the organization's goals, priorities, and workforce data before implementing any changes.
- 2. Use data-driven insights to inform decision-making:** By analyzing workforce data, companies identify skills gaps, redundancies, and other areas for improvement, and make more informed decisions about how to structure their teams.
- 3. Create clear roles and responsibilities:** Clarity around roles and responsibilities is critical for ensuring that employees understand what is expected of them and focus on high-value tasks that drive business outcomes.
- 4. Align job architecture with business goals:** By aligning job architecture with business goals, companies ensure that employees are focused on the right priorities and are working toward the same objectives.
- 5. Provide development opportunities for employees:** Employees are more likely to stay with a company long-term if they have clear career paths and development opportunities. By providing opportunities for growth and advancement, companies improve employee retention and engagement.
- 6. Emphasize agility and flexibility:** Creating a more agile and flexible workforce helps companies respond more quickly to changing market conditions and business needs. Optimizing job architecture helps create a more agile organization.
- 7. Leverage technology and automation:** Technology and automation optimize job architecture and streamline workforce processes, reducing costs and improving efficiency.

Overall, optimizing job architecture has significant benefits for technology companies, particularly after an acquisition. By creating clear roles and responsibilities, aligning job architecture with business goals, and providing development opportunities for employees, companies improve efficiency, productivity, and employee engagement, and drive better business outcomes.

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## Glossary

**Integration of Job Roles:** Following an acquisition, it is common for companies to have overlapping or redundant job roles. As a result, the newly merged company will need to determine which roles are essential and how best to structure their job architecture.

**Cultural Differences:** If the acquired company has a different culture, values, and way of doing business, this creates challenges in terms of aligning job roles and responsibilities. The newly merged company will need to invest in efforts to integrate the two cultures.

**Talent Retention:** After an acquisition, employees may be uncertain about the future of their roles and responsibilities. This leads to talent retention challenges, as employees may seek out other opportunities to ensure job security.

**Resistance to Change:** Changes to job architectures can be met with resistance from employees who are accustomed to the old way of doing things. The newly merged company may need to invest in change management and training programs to help employees adjust to new roles and responsibilities.

**Legal Compliance:** Mergers and acquisitions can create challenges in terms of legal compliance, particularly when it comes to job roles and responsibilities. The newly merged company needs to ensure that they are complying with all relevant laws and regulations and may need to invest in legal support to help them navigate these issues.

**Communication and Coordination:** The newly merged company may have different teams working on similar projects or products. This can lead to confusion and misalignment in terms of job roles and responsibilities. The company will need to ensure effective communication and coordination between teams to ensure everyone is on the same page.

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