How often does your company hire people or consultants to do something someone inside the company can or would like to do? Do you know all the skills in your company? Can you rapidly address new business requests? By creating gigs inside your company, you can unleash capacity by more dynamically matching needs to available skills.

WHAT IS DRIVING THE NEED TO CHANGE THE WAY WE WORK?
The world is changing. Demographic shifts are changing the workforce. New technologies are changing how we work. The work ecosystem is becoming more democratized due to technological empowerment. Companies are moving from hierarchies to networks of teams focused on project-based work. The half-life of skills is 5 years; it has become a business imperative to continuously learn.

WHY HAVE OTHER COMPANIES EXPERIMENTED WITH CREATING INTERNAL GIG OPPORTUNITIES?
Reasons for creating an internal opportunity platform include employee retention, on-the-job learning for rapidly changing skillsets, providing employees greater choice and diversity in work, short-term access to needed skills, and playing to the passions/interests of employees.

HOW CAN YOU CREATE GIG WORK INSIDE YOUR COMPANY?
The solution is creating an opportunity platform. Such a system solves the lack of talent visibility, breaks down silos, provides new L&D opportunities, and boosts employee engagement. As a consequence, it enhances productivity, accelerates innovation, proactively manages the supply & demand of skills in the workplace, and allows for faster deployment of project teams.

HOW DO YOU TRANSITION TO THIS NEW APPROACH TO WORK?
This new way of work is about being more agile and flexible to quickly address new business challenges. How do you change your human capital strategy to focus on skills and not jobs? How can you build talent inside vs. going out to buy the talent? It's about unlocking the power of talent mobility.

There are 4 ways to approach this transition:
1) Break down jobs into projects,
2) shift the mindset,
3) change the ways of working, and
4) align HR process to the new ways of working.

Breaking down jobs into projects involves determining the different responsibilities and time spent on each and identifying projects or responsibilities that can be eliminated, outsourced, or resourced.

Then you can offer those projects to others who want to build that skill or love that type of work.

A new mindset moves us from talent scarcity to abundance, from static jobs to diversity and choice in projects, from siloed functions to collaboration, from expert talent to continuous learning for everyone.

It requires a change in how work gets done to enable distributed decision making, shifts in organizational design to facilitate a more fluid approach to work, and clarification of resource deployment rules.

Aligning HR processes means:
» selection isn’t only about a job but flexibility & learning agility
» performance management is project-based with input from peers
» rapid team formation becomes critical
» compensation and rewards need to change to support the changing nature of work.

HOW CAN YOUR COMPANY BENEFIT FROM THIS NEW WAY OF WORKING?
ROI is in increased productivity and savings based on labor cost reductions, higher employee engagement, and building business and global acumen with cross-organizational teams, among other benefits.