



LIG101

# How generative AI enables the Skills-Based Organization

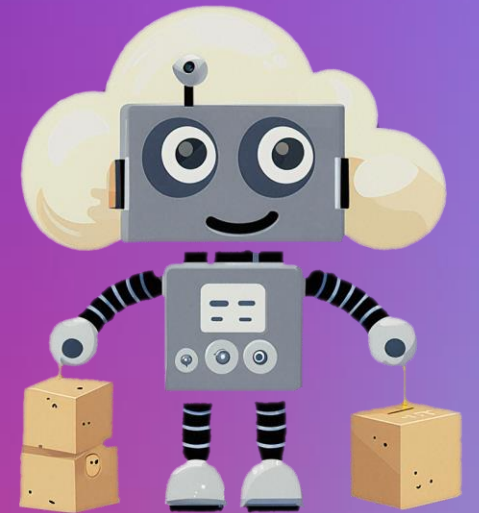
Redefining Talent Development through Cutting-Edge Technology

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# 85%

of the jobs that will exist in  
2030 **haven't even been  
invented yet**

Source: [EMERGING TECHNOLOGIES' IMPACT ON SOCIETY & WORK IN 2030](#) – Dell & Institute For The Future (2018)



# 65%

of children in preschool  
today will work in jobs that  
**don't exist yet**

Sources: [Preparing young people for the careers of the future](#) – British Council (2021)





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Change in customer  
demands



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Rapid advancement of  
technology



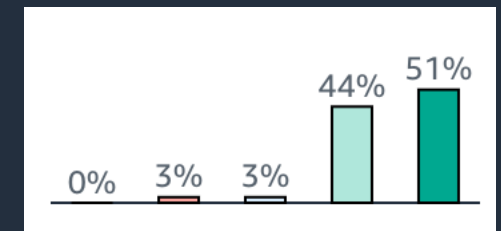
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Cater for agility and  
employee needs

# 95%

of AWS Germany Solutions Architects say that their **job is a good fit for their skills\***

\*AWS – Germany Solutions Architecture Organization:  
Connections question – “my job is a good fit for my skills”



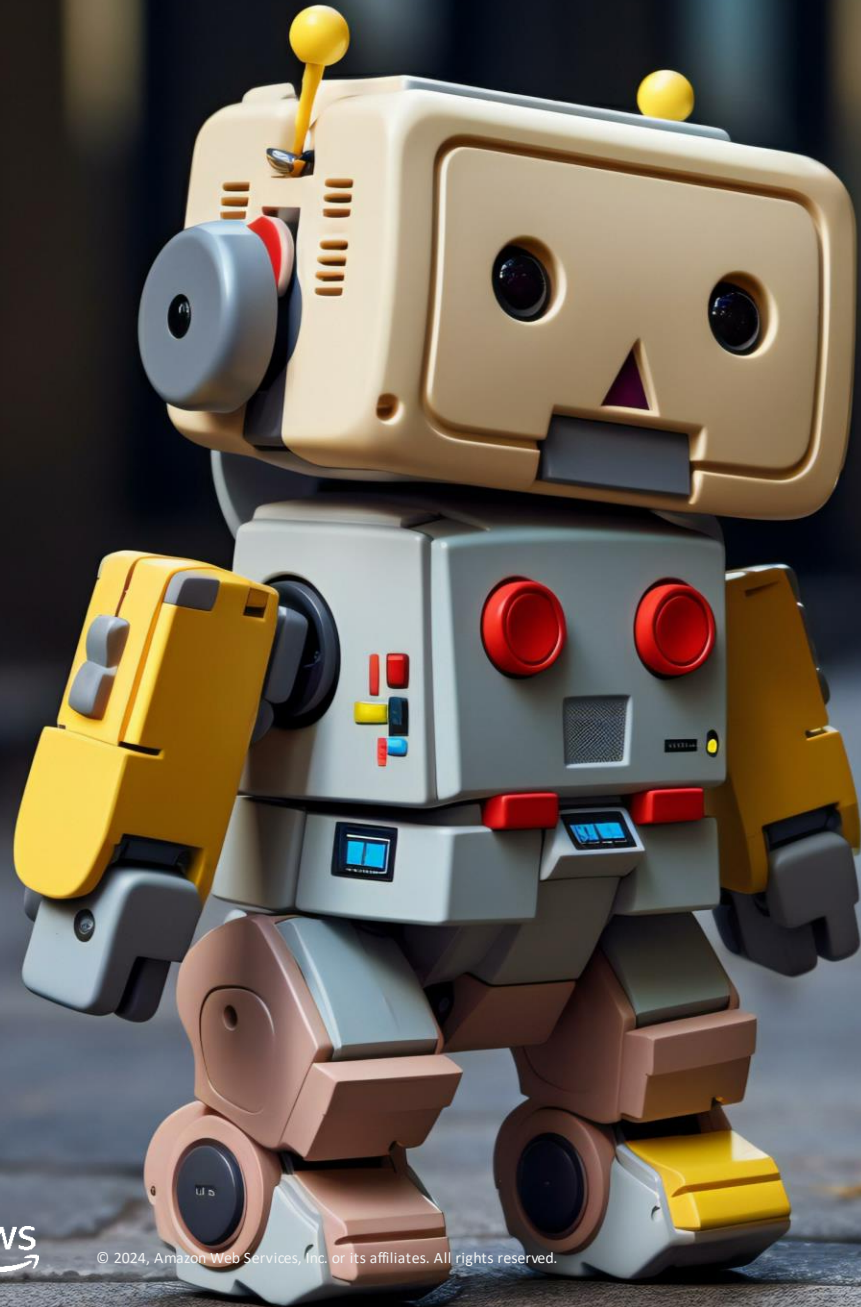
A glowing lightbulb is shown lying on a piece of weathered wood. To the left, a circular inset shows a sunset over a landscape. The background is a dark, textured surface.

Imagine if...

**You could do** your best work  
**by applying your** unique skills and talents  
**to deliver** outcomes that matter.

*Skills-based organizations uncouple work from formal job description and employees from being viewed as job holders. Organizations tap into the full range of workers' capabilities to achieve desired outcomes and solve problems. Decisions about the workforce – from hiring to rewards to performance management – are based more on skills and less on jobs.*

# Few terminologies before we begin



# Complicated

Many moving parts

Interaction happens in a **reliable, linear, and predictable** way

Can be **controlled** from the outside

Can become **simple**

Sources: Pflaeging & Hermann, Komplexithoden; [Wolfe, Complexvs. Complicated](#)

# Complex

Many moving parts

Interaction happens in a **random and unpredictable** way

Can only be **observed** from the outside

Sources: Pflaeging & Hermann, Komplexithoden; [Wolfe, Complexvs. Complicated](#)





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## Jobs

specific **positions** or  
employment opportunities  
that encompass a **combination**  
of **roles and responsibilities**



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## Skills

specific **abilities or expertise**  
that individuals possess,  
develop, and can **apply across**  
**various jobs**  
or roles

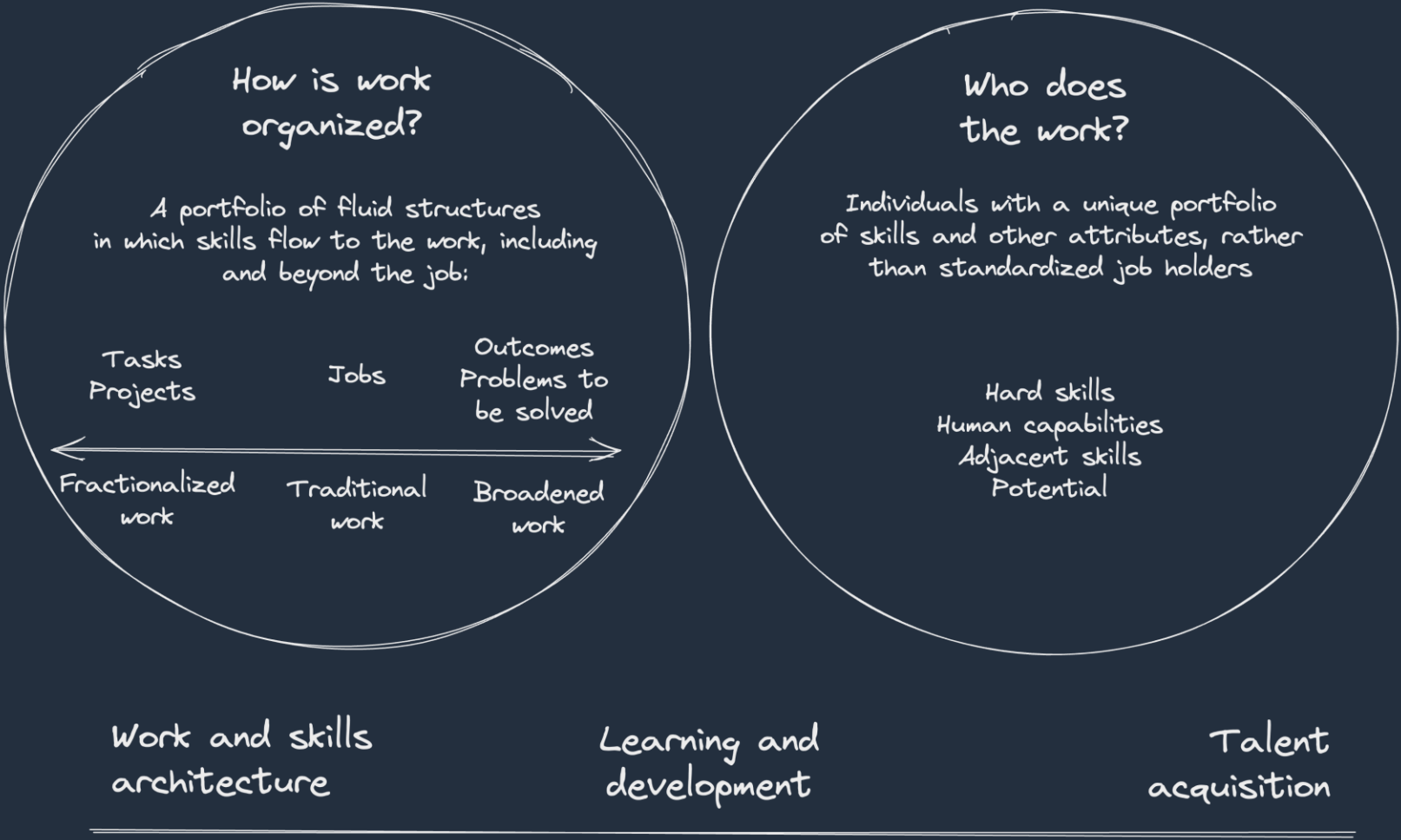
# What makes you, **you**?

How many of you consider themselves an **exact fit for their current job** description?

Sources: Pflaeging & Hermann, Komplexithoden; [Wolfe, Complexvs. Complicated](#)



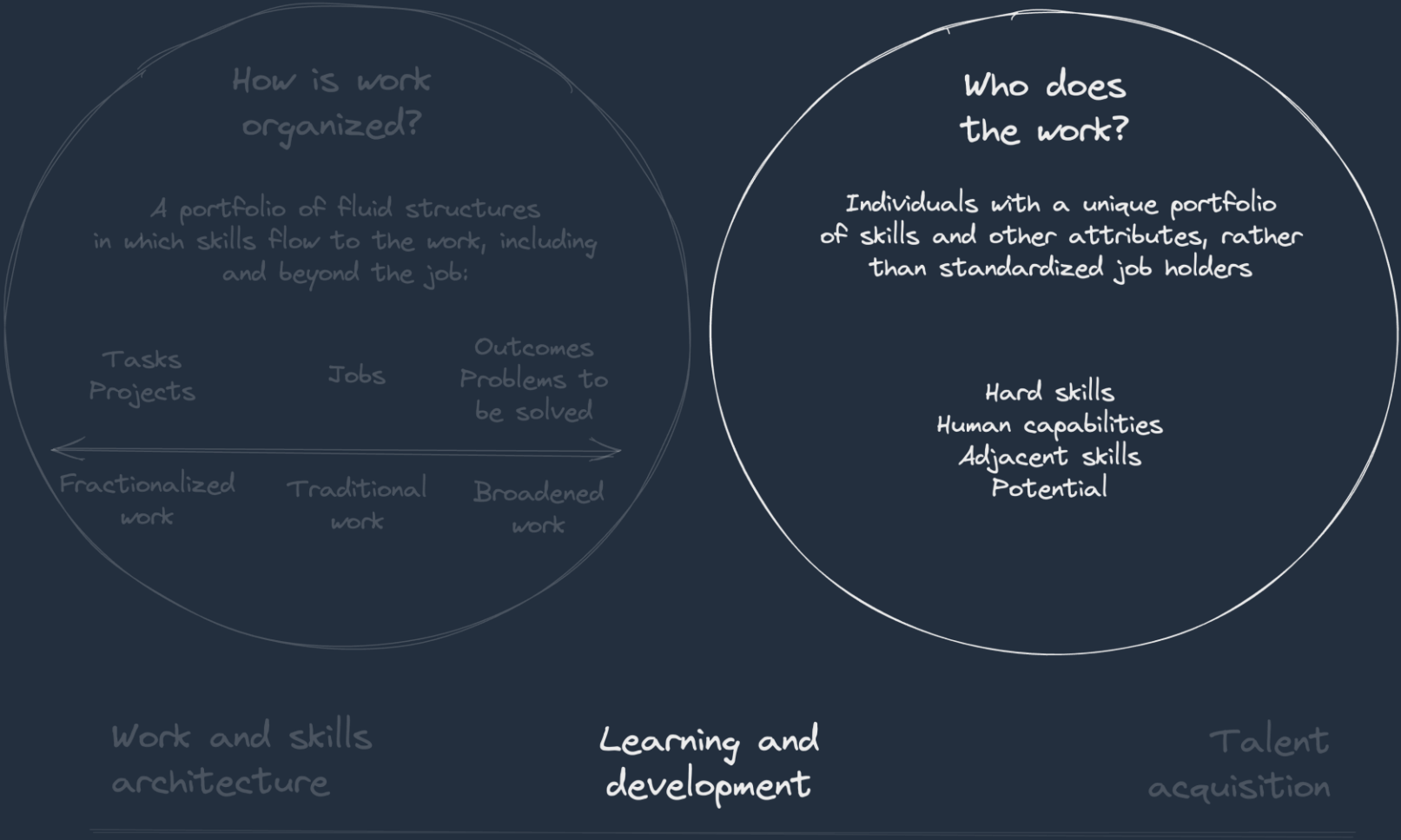
# The Skills-Based Organization



Source: Deloitte Insights, The skills-based organization



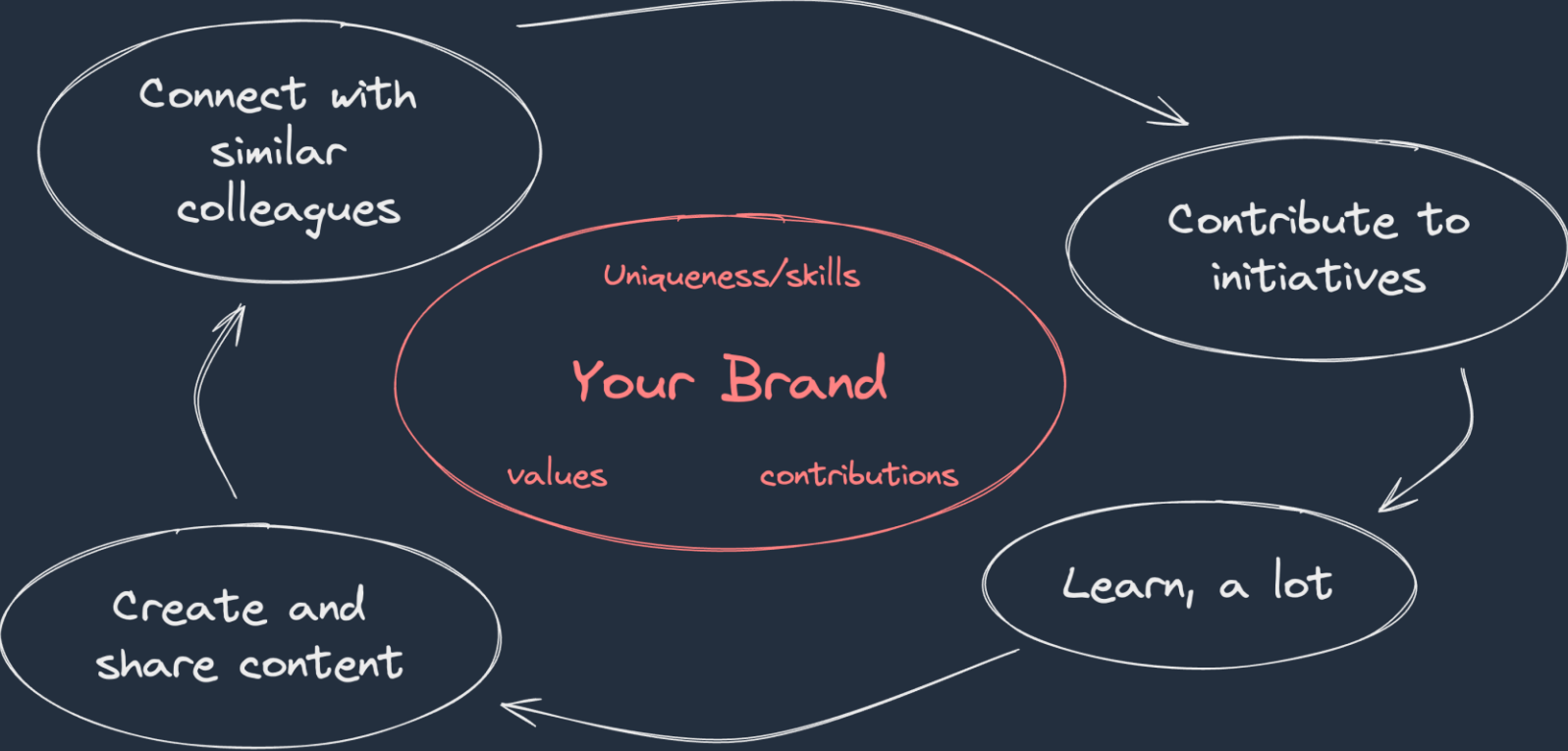
# The Skills-Based Organization



Source: Deloitte Insights, The skills-based organization



# An approach to Talent Development: Personal Branding



Source: [Orduña, How to Build Your Personal Brand at Work](#)



# Demo



# Nevo Skills Development GuideBot

Edit

Remix

Snapshot

Share

Your app is public.

Intro



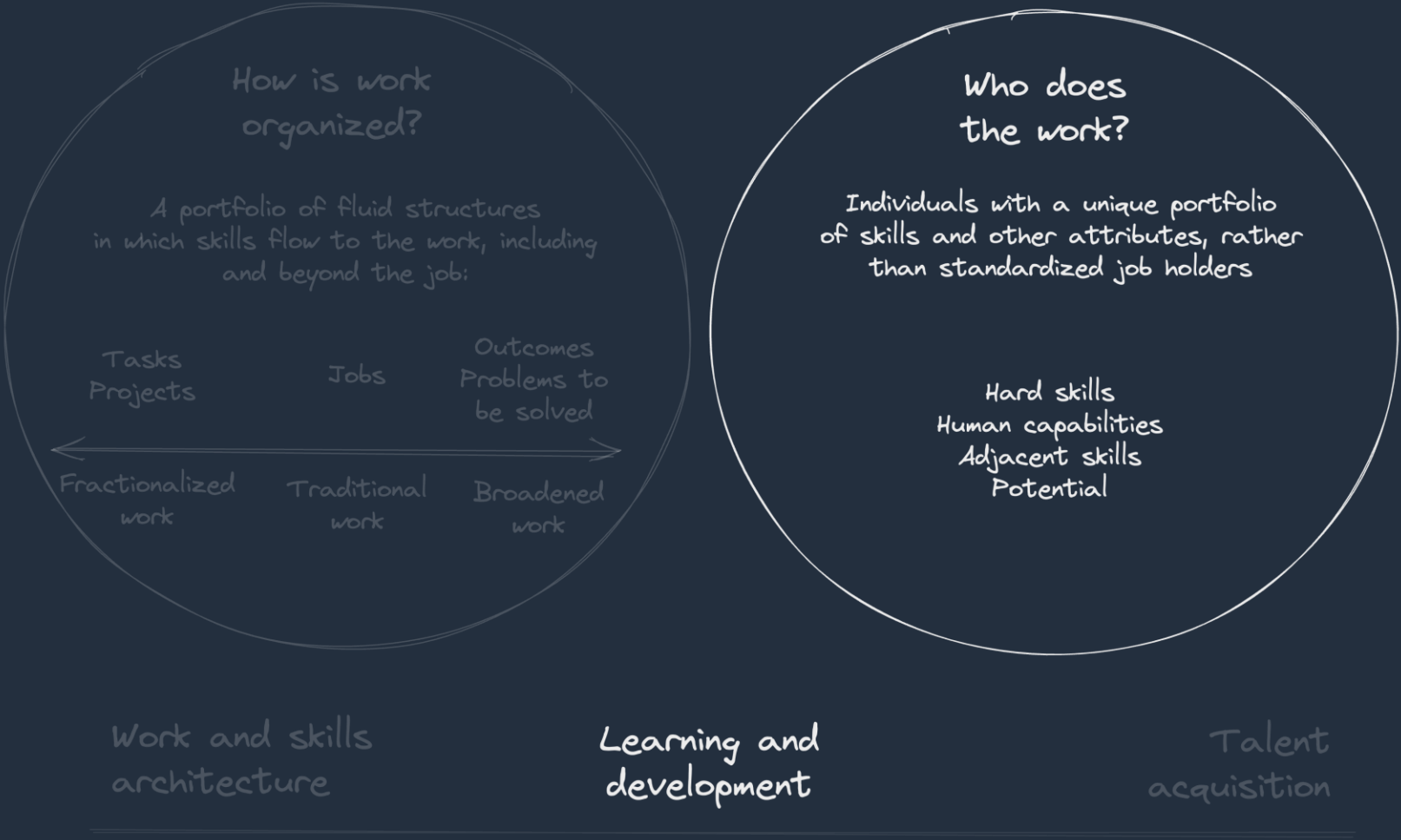
Hi! I'm the Nevo Skills-Development GuideBot and I'm here to help you find the right skill-development path for you.

Enter Task Description



→ Please insert your dream job description here

# The Skills-Based Organization



Source: Deloitte Insights, The skills-based organization



# The Possibilities are Limitless – or?



## **Prejudices and dubious implementation: AMS AI chatbot is met with ridicule and scorn**

The “Berufsinformat” [based on generative AI] shows all sorts of problems – and is also easy to trick. The AMS rejects criticism and sees costs of 300,000 Euros justified.

[...]

In this way, Berufsinformat reproduces all sorts of prejudices. If you, for example, ask for recommendations for suitable jobs in the role of a young man, you will quickly be given the tip to look into the IT sector. When asked the exact same question from a woman's perspective, studying gender studies is recommended instead, and a few sentences later jobs in the hospitality and kitchen sectors are recommended to job seekers as career options.

Source: Translated from [DerStandard](#)



# Thank you!

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Please complete the session survey.

