

Skills Matrix & Gap Analysis

Replace guesswork with data-driven clarity on your workforce capabilities.

The Problem

Only 8% of organizations have reliable data on their workforce's current skills (Gartner, 2024). The other 92% make hiring, training, and promotion decisions based on gut feel and incomplete information. Skill gaps go unnoticed — until they become a business problem.

Our 5-Step Approach

01 Define

Identify critical competencies with team leads

02 Assess

Self + manager review with bias calibration

03 Map

Visual matrix: skills × people × proficiency

04 Analyze

Gap report: hire vs. train vs. redeploy

05 Recommend

L&D priorities & succession planning inputs

What's Included

- Competency framework tailored to your roles and strategy
- Multi-source assessment design & facilitation (self + manager)
- Visual Skills Matrix — filterable by team, role, and department
- Gap Analysis report with hire vs. upskill vs. redeploy breakdown
- L&D priority roadmap and integration with your performance cycle

Timeline: 3–6 weeks depending on scope

8%

of orgs have reliable skills data
Gartner, 2024

63%

more likely to achieve results
with skills-based approach

107%

better at placing talent
vs. orgs without skills data

Investment

Essentials

1 team or department

€2,000

Competency Framework
Matrix + Gap Report

MOST POPULAR

Standard

Up to 150 employees

€4,500

+ Multi-source assessment
+ L&D priority plan

Advanced

150+ or multi-unit

Custom Quote

+ Succession planning
+ Executive reporting

Culture & Capability Bundle:

Add Organizational Culture Diagnostic — Starting from €6,500 (save ~15%)

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