



legacy mindsets, including assumptions about what employees want and what they are capable of. To be most effective, skills hubs need to have a clear remit. This should include assessing candidates and allocating their roles. And do not forget: people are now increasingly energised by skills development opportunities!

*Source* (<https://www.mckinsey.com/business-functions/people-and-organizational-performance/our-insights/three-keys-to-building-a-more-skilled-postpandemic-workforce>)