



SkillSchema.com

# Case Study: SkillSchema and ESG Global

## Defining an Entire Skills Framework

### ESG Global – Empowering Energy Leaders Globally

ESG's mission is to provide innovative technology that empowers energy leaders to deliver on the future promise of energy. They are committed to helping accelerate the path towards energy security, sustainability, affordability, and shared benefits from new technology. Employees are ESG's #1 asset, and their Human Resources team has been working with SkillSchema to build a comprehensive skills framework and competency management solution for their entire workforce.

ESG has been expanding rapidly and its headquarters are now in the UK. Recent growth and acquisitions in the USA and the UK, along with expansion into Japan means that the company now operates in North America, Europe, and Asia. As with all acquisitions, ESG faces challenges around integrating multiple sets of employees and their capabilities so that the entire workforce can work as a coherent, efficient global team.

You can learn more about ESG at <https://esglobal.com>.

### Executive Summary

To help ESG manage the skills and capabilities of their workforce, the consultants at SkillSchema:

235 Roles

1,570 Skills

13,500 Skill-to-Role Mappings

Less than Four Weeks

- Consolidated occupations from the various locales into an authoritative list of 235 role definitions.
- Provided authoritative descriptions for each role.
- Defined 1,570 distinct skills – each with their own canonical description.
- Created more than 13,500 mappings between roles and their skills – along with the relevance of each skill to the role, and whether it is a required or a 'nice-to-have' skill.
- Completed the entire project in less than four weeks.



*The depth and breadth of roles and skills provided by SkillSchema is amazing! And the speed at which we built an entire competency framework was breath-taking. I love the SkillSchema approach and their Apps!*

**Heather Borges**  
Chief People Officer, ESG Global



## Challenges

Before working with SkillSchema, ESG was documenting employee skills and capabilities in multiple Excel spreadsheets. Team managers were required to keep these spreadsheets up to date with the skill assignments for each employee who reported to them. While this approach can function well for very small organizations, it does not tend to be workable as companies grow. Additionally, such an approach is often seen as only being useful for the Human Resources department – it risks becoming a silo with little value being added to company strategy or to the development of employees. Furthermore, using multiple spreadsheets makes it very difficult for the HR professionals to see a holistic view of their workforce capabilities, and does not enable skills data to be used in training programs, cross-skilling initiatives, recruitment efforts, or succession planning programs.



*Moving from spreadsheets to a clean, easy to use skills management platform has enabled my team to provide so much more value to employees, their managers, and the business as a whole.*

**Janine Lydon**

**Human Resources Professional, ESG Global**



With recent growth, acquisitions, and expansion into Japan ESG recognized that it needed a better approach to managing the skills of their employees. Having built an efficient and motivated workforce, ESG realized that skills should not be siloed in the HR department but should be exposed to all employees who, understandably, want input into managing their own career paths. An initial complication for ESG was that many of the jobs in the different regions have similar responsibilities and requirements but were known by slightly different titles, due to local nomenclature. Therefore, the overall aims of working with SkillSchema were:

- To consolidate the job titles from all regions into a clean, manageable list of roles.
- To enhance each role definition with an authoritative description.
- To define (in depth) the skills associated with each role, including relevance metrics and required/optional attributes.
- To enable employees to browse the entire framework, claim skills they already have, and set career goals for skills they are working towards.
- To provide this access to employees where they perform their daily work – in Microsoft Teams, rather than in what might be perceived to be ‘an HR system’.
- To provide rich analytics for the Human Resources department and executives so that they can:
  - See skill gaps and create skills-based training programs
  - Manage succession planning
  - Manage up-skilling and cross-skilling programs
  - Streamline onboarding

Consolidate Roles

Enhance Definitions

Map Skills

Enable Access in  
Microsoft Teams

Analyze Talent Metrics

Create Skills-Based  
Initiatives

## How We Helped

To help ESG manage the skills and capabilities of their workforce, SkillSchema performed the following actions:

235 Roles

1,570 Skills

13,500 Skill-to-Role  
Mappings

Microsoft Teams App

Analytics and  
Management Platform

Under Four Weeks

- Consolidated occupations from the various locales into a canonical list of 235 roles.
- Provided authoritative descriptions for each role.
- Defined 1,570 distinct skills – each with their own canonical description.
- Created more than 13,500 mappings between roles and their skills – along with the relevance of each skill to the role, and whether it is a required or a ‘nice-to-have’ skill.
- Provided a Microsoft Teams app where employees can browse the roles/skills at ESG, and where they can claim skills and set skill-based goals to further their careers.
- Provided a rich analytics and management platform.
- Provided training to the ESG’s HR Professionals so that they can self-manage skill definitions and workforce analytics into the future.
- Completed the entire project in less than four weeks.



*We were delighted to help ESG build their skills framework from our huge, holistic dataset. What would normally take many months of effort and incur significant fees from expensive management consultants took us just four weeks!*

**Martin Harwar**

**CEO and Founder, SkillSchema**



All these actions were performed on the SkillSchema platform – the largest skills framework ever created!

Learn more at <https://SkillSchema.com> and see the product in action at <https://skillschema.com/showcase.aspx>

---

## Results and What’s Next for ESG Global?

One of the main advantages of working with SkillSchema is that the customer is left with a rich skills management platform. This enables them to manage their roles/skills as their business evolves and grows.

At ESG, skills data has moved out of multiple Excel spreadsheets, and is now accessible by all the motivated and skilled employees in the company. Skills are no longer siloed in the HR department, but are an integral part of each employee’s day in Microsoft Teams and Office 365. The HR Professionals at ESG still have control of the actual role & skill definitions and can ensure they adapt that data as the company grows.

Furthermore, the HR Professionals are now in a position where they can easily analyze skill gaps, see a holistic view of their workforce capabilities, and enable skills data to be used in training programs, cross-skilling initiatives, recruitment efforts, and succession planning programs.