



Case Studies

“It has been a pleasure to work with Skillsize over the past 3 years as one of our global partners to support our major clients like Hays plc and the National Institute for Health and Care Research (NIHR). The combination of key insights, innovation and expertise from its team sets it apart from others. We highly recommend Skillsize and will continue to recommend it our clients, partners and supporters.”

Kosta Mavroulakis, CEO, Empact Ventures

CEO Appointment Accelerated with Skillsize

For an Investment Distribution Company

<1 Day Turnaround

The Challenge

An investment distribution company was in the final stages of selecting its next CEO. One of the candidates was younger and less traditional, raising questions about readiness and strategic fit. With time constraints and board pressure to make a confident decision, the company needed rapid, objective analysis to support final selection.

Our Approach

Using Skillsize AI, we conducted a full candidate risk and leadership potential analysis in under 24 hours. No interviews or manual reviews were needed. The platform benchmarked the candidate against sector and global leadership standards across key indicators including finance expertise, career dynamics, and strategic innovation.

What We Delivered

- **Data-Led Clarity:** Evaluated leadership fit across experience ratios and sector expectations
- **Career Dynamics Insight:** Analysed promotion velocity, career mobility, and executive readiness
- **Strategic Risk Flags:** Identified areas of strength (finance, blue-chip credibility) and areas to monitor (innovation, executive ratio)

The Outcome

- The candidate was confirmed as having high leadership potential
- Board concerns were addressed with clear, evidence-based insights
- The younger candidate was successfully appointed CEO
- She is now thriving, driving growth and transformation with strong stakeholder support

Validation

The process gave the board confidence to move forward decisively. Leadership cited clarity, speed, and objectivity as key enablers in a critical appointment. Skillsize AI is now being considered for future executive hiring decisions.



"We partnered with Skillsize to become more data-driven in our client delivery. The insights were immensely valuable in helping us de-risk a highly sensitive and critical placement for our client - especially turned around in such a short period of time. I truly believe Skillsize are at the cutting edge of work force planning and leadership evaluation."

Lee Higgins, Founder, Diverse Talent Networks

Data-Driven Leadership Recruitment with Skillsize

For Centre for ADHD & Autism Support

< 1 Day Turnaround

The Challenge

A charity organisation sought to fill a pivotal Director of Services role through a more objective and transparent process. Traditional hiring methods, reliant on manual assessment and interviews, were time-consuming, bias-ridden and risked overlooking critical leadership capabilities.

Our Approach

The organisation used Skillsize AI to evaluate shortlisted candidates based solely on existing profile data. The platform analysed leadership traits, strategic management capability, and technical skills, delivering a full candidate comparison in just a few days, with no need for interviews or surveys.

What We Delivered

- **Objective Candidate Benchmarking:** Assessed leadership and management acumen against role-specific requirements
- **Strategic Fit Analysis:** Identified standout candidates with high decision-making capacity, particularly in management capability
- **Transparent, Data-Led Process:** Offered visual breakdowns of competencies to support fair and consistent selection
- **Time Efficiency:** Enabled faster, evidence-based decisions without compromising rigour

The Outcome

- Clear distinctions between candidate strengths supported confident shortlisting
- Decision-makers gained greater clarity on each candidate's suitability for service leadership
- Resulted in a more strategically aligned and confident hire

Validation

The CEO praised the clarity and confidence the tool brought to the process. The AI-generated insights are now being explored for future senior-level recruitment needs across the organisation.



"I love that they pulled out the big range in management skills, as that was key decider for me. It's been brilliant to see what the model can do. it's really given me some great extra information to consider as part of the application process "

Kay D'Cruz, CEO, Centre for ADHD & Autism Support

Fast-Tracking Succession Planning with Skillsize

For a Mid-Sized PE-Backed Consulting Firm

The Challenge

A US-based professional services firm needed to identify successors for key partner roles urgently. Their traditional approach, which included manual reviews, interviews, and leadership workshops proved effective but was slow, subjective, and time-intensive.

Our Approach

Using only existing data (performance reviews, CVs and LinkedIn profiles), Skillsize AI delivered a full leadership evaluation in under 2 days. No interviews or surveys. The platform benchmarked candidates against strategic priorities including innovation, M&A, and digital leadership.

What We Delivered

- **Rapid Insight:** Full succession analysis completed in < 2 days
- **Data-Driven Clarity:** Clear scoring on leadership capabilities, skill gaps, and strategic fit
- **Risk Visibility:** Highlighted tenure-related risks and innovation gaps
- **Actionable Recommendations:** Promoted internal talent and suggested targeted external support

The Outcome

- Two top candidates identified by Skillsize were already well-regarded internally
- Both were promoted to executive leadership roles
- Each is now thriving - leading high-impact growth and transformation initiatives
- The firm saved weeks of manual work and improved confidence in succession decisions

Validation

Leadership and the board endorsed the process, noting its speed, objectivity, and strategic value. Skillsize is now a core part of their ongoing leadership planning.

< 2 Days Turnaround

Succession Bench Strength

Succession Risk Analysis

Career Dynamics Analysis

High Potential Identification

Career Pathway Mapping

Leadership Benchmarking

70-20-10 Learning Plans

"The team has consistently demonstrated reliability and effectiveness in its ability to meet the industry standards of evaluating talent. They feature a user-friendly design, making it accessible for a wide range of consumers and its performance has been satisfactory in various scenarios, delivering consistent results and an ability to understand the user experience."

CFO

Global Leadership Benchmarking at Scale

For a Multinational Beverage Company

The Challenge

A global consulting firm was engaged by a multinational beverage company to benchmark the leadership capabilities of its top 40 global marketing executives. With operations spanning continents and a growing need for digital, data-driven, and strategic marketing leadership, the organisation needed clear insight into its talent landscape to shape succession, development, and performance initiatives.

Our Approach

Using Skillsize AI, the consulting team conducted a full leadership skills benchmark across all marketing leaders worldwide. The platform analysed key competencies, tenure dynamics, gender parity, regional strength areas, and alignment with future-fit marketing capabilities—delivered as a single, visually rich diagnostic.

What We Delivered

- **Global Talent Snapshot:** Benchmarked 40 executives across core leadership and marketing competencies
- **Competency Clarity:** Identified consistency across foundational skills with variance in innovation and storytelling
- **Experience Trends:** Revealed clear generational and tenure patterns influencing leadership depth
- **Gender Parity:** Achieved balanced gender representation with near-identical average experience levels
- **Regional Insight:** Mapped out regional leadership strengths and gaps—highlighting Asia-Pacific’s edge in digital fluency, Europe’s strategic depth, and opportunities in North America for innovation leadership

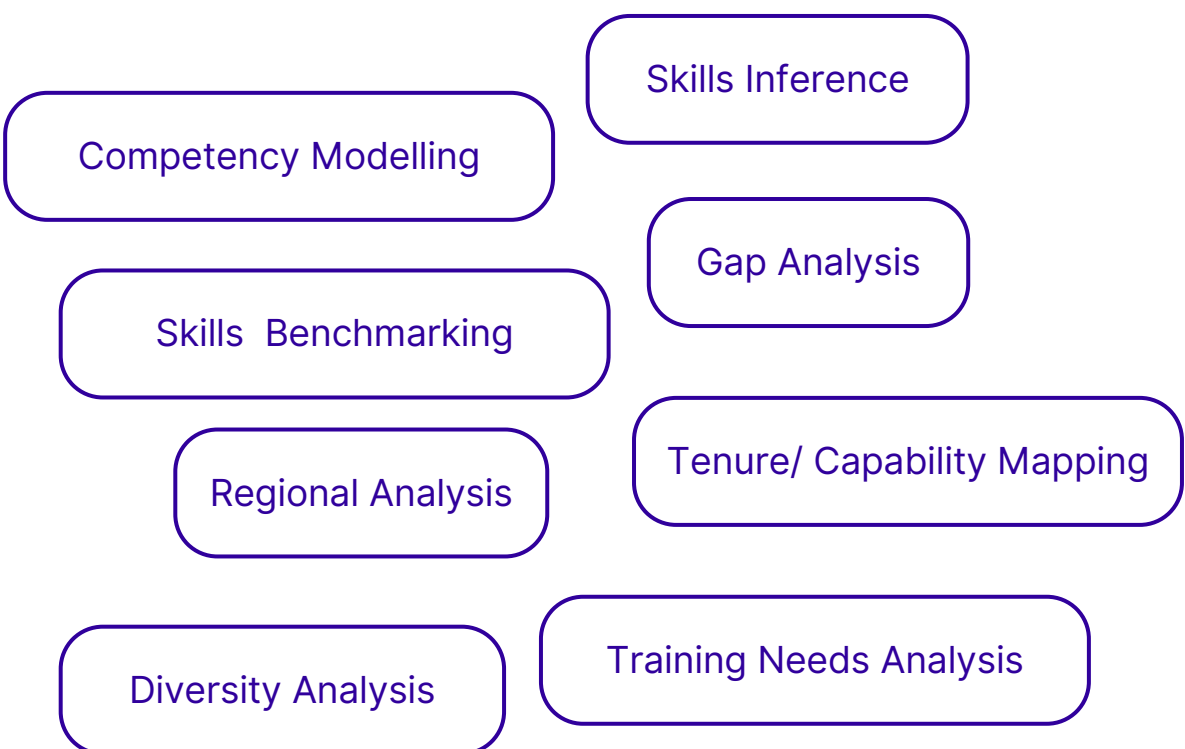
The Outcome

- Uncovered a global storytelling gap, prompting investment in executive communications training
- Surfaced a high-potential cohort in Asia-Pacific for accelerated leadership development
- Informed succession planning by linking tenure and capability data to future leadership pipelines
- Influenced global marketing transformation efforts, tying skills data directly to performance and capability planning

Validation

The insights were praised by both the client’s global CMO and HR leadership, leading to further rollouts in sales and product functions. The project has since become a blueprint for global capability audits across the organisation’s leadership ranks.

2 Day Turnaround



“Skillsize AI has been an exceptional partner in supporting our strategic workforce planning initiatives. The level of innovation behind the platform is truly impressive. It’s one of the more unique and forward-thinking solutions we’ve encountered in the market. It has significantly accelerated the delivery of several critical client projects, enabling us to bring sharper, data-driven insights at pace..”

Senior Client Partner, Head of People Analytics EMEA

Uncovering Leadership Blind Spots to Reignite Growth

For a PE-Backed Energy Technology Company

2 Day Turnaround

The Challenge

A private equity-backed energy global technology company had stalled in its growth trajectory. Despite having a technically strong executive team, questions emerged around whether the leadership mix had the traits needed to scale, adapt, and deliver on investor expectations. A leadership consultant was brought in to assess the team’s development potential and strategic readiness.

Our Approach

Using Skillsize AI’s Professional Genome model, the consultant conducted a full leadership scan across the executive team using only existing candidate data. Within minutes, the tool mapped each leader’s cognitive, relational, and strategic traits, surfacing patterns and gaps that had been missed in prior reviews.

What We Delivered

- **Trait-Based Executive Profiling:** Analysed leadership styles, adaptability, and strategic capability for each executive
- **Team Fit & Risk Mapping:** Identified over-indexing in operational traits but under-representation in entrepreneurial and visionary profiles
- **Benchmark Validation:** Skillsize insights closely aligned with Hogan results, reinforcing credibility and confidence
- **Narrative & Visuals:** Delivered executive-ready outputs combining plain-language narratives and intuitive visuals

The Outcome

- Revealed critical blind spots around innovation, commercial drive, and change leadership
- Provided a clear development roadmap for targeted coaching and succession planning
- Reframed the leadership conversation from tenure and credentials to future-fit and growth traits
- Led to the addition of a new commercial executive and external advisor to strengthen team dynamics

Validation

Skillsize’s analysis strongly correlated with Hogan assessment outputs, validating the leadership profile of the team, but also surfaced additional gaps in innovation capacity, commercial boldness, and cognitive diversity that the psychometrics alone had not revealed. Unlike traditional assessments, Skillsize produced these insights within minutes using real-world data, offering a dynamic, narrative-rich view of team capability with no survey burden.



“SkillSize provided both insightful and quick market analysis in a niche talent market and geography in an impressively quick timescale (think minutes not days). The insights and narrative it creates around individual and team capability, as well as future fit and risks is super impressive. It was a significant support in assessing an in place team and provided additional layers of insight that would have been challenging to achieve in a manual context.”

Consultant/ Executive Coach

Building a Future-Ready HealthTech Workforce

NIHR HealthTech Research Centre in Accelerated Surgical Care

The Challenge

A national health research organisation was newly tasked with leading capacity building and training in the HealthTech sector - a function it had never owned before. With limited internal visibility and a need to avoid duplication of existing initiatives, the leadership team required a clear, data-driven view of its current workforce capabilities, skill gaps, and strategic needs.

Our Approach

Skillsize AI conducted a comprehensive workforce assessment using only existing employee data (CVs and LinkedIn profiles). In under 3 days, the platform identified skills gaps, training priorities, attrition risks, automation potential, and recruitment needs - delivered as an executive-ready report aligned to strategic goals and reviewed at board level.

What We Delivered

- **Capability Mapping:** Analysed workforce capabilities across strategic, technical, and innovation domains
- **Skills Gap Analysis:** Highlighted key capability gaps limiting strategic growth and digital transformation readiness
- **Recruitment Recommendations:** Informed hiring needs in priority areas aligned to long-term organisational goals
- **Training Needs Strategy:** Developed learning pathways to increase workforce adaptability and digital fluency
- **Future Fit Score:** Assessed baseline workforce alignment and outlined clear steps to improve future readiness
- **Operational Impact Insights:** Identified up to £3M in efficiency gains through automation across data-heavy roles

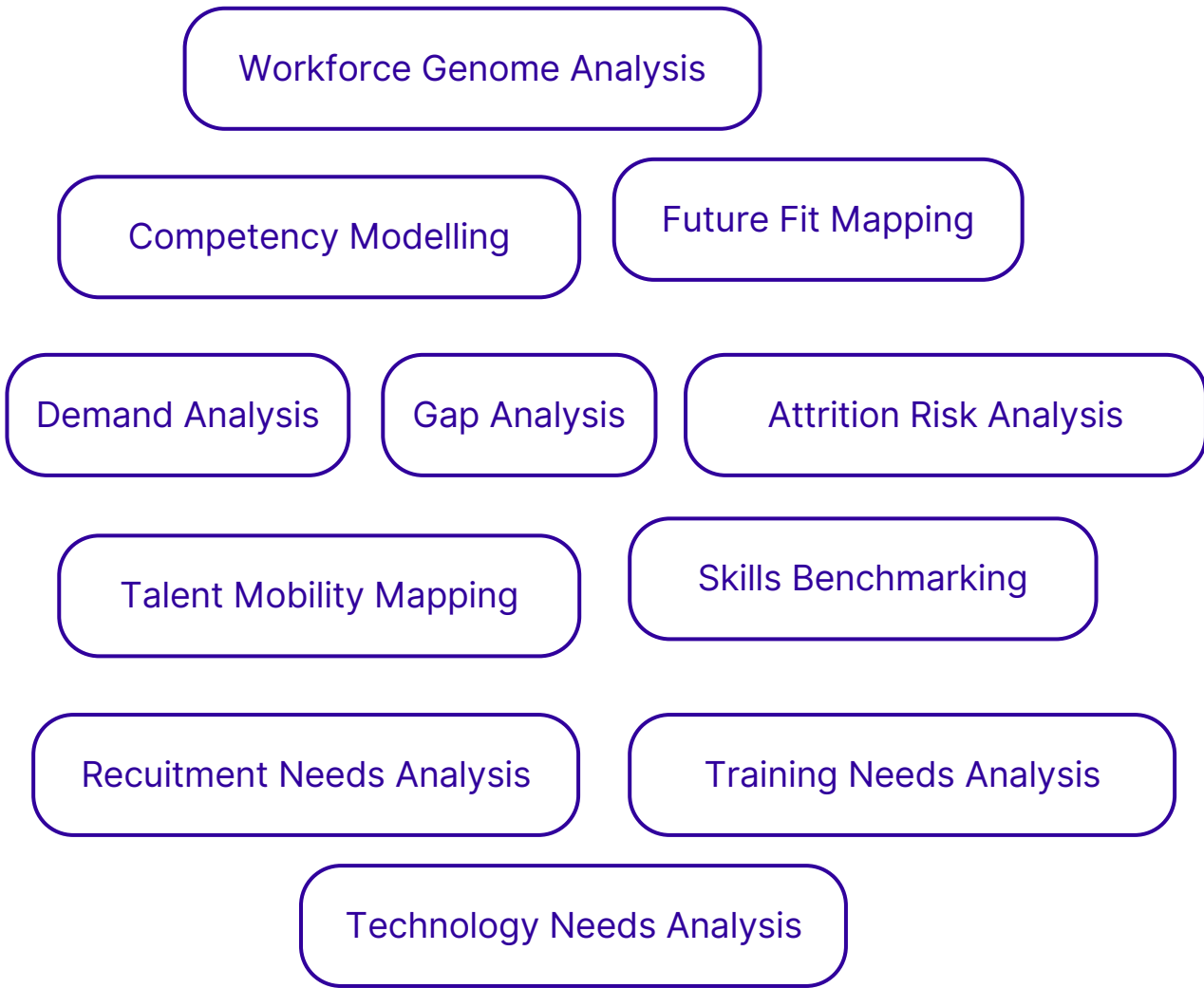
The Outcome

- Recommendations were formally included in the organisation’s strategic plan and 2024/25 report to the Department of Health
- New sustainability training was launched and future rounds are planned
- Partnerships with the MedTech Foundation were established to support early-career pipelines
- Targeted training initiatives are underway, focusing on regulatory, data, and innovation gaps
- The Skillsize report is now used alongside the operational strategy to guide ongoing workforce planning

Validation

The executive team found the insights “**incredibly insightful**” and were impressed by the speed and depth of the analysis. Skillsize’s ability to identify strategic gaps and training needs, without surveys or interviews, delivered actionable value in days. Vee Mapunde, programme lead, noted that the Skillsize assessment “**will take its place alongside our operational strategy**” and praised its ability to inform capacity-building efforts that demonstrate measurable impact.

3 Day Turnaround



“We commissioned Skillsize to conduct a workforce assessment, as capacity building and training had been added to our remit, something we had never done before.. Skillsize’s assessment identified skills gaps and areas for us to focus for capacity building, as well as providing insights into our recruitment needs and areas to concentrate for staff upskilling. We are looking forward to showcasing the outcomes of this assessment and would highly recommend using Skillsize to understand your workforce needs.”

Vee Mapunde, Co-Director

Accelerating Strategic Workforce Planning with AI

For a Global Energy Infrastructure Company

The Challenge

A global energy organisation working with a top-tier strategy consultancy faced the challenge of delivering a detailed strategic workforce plan across multiple business functions. However, fragmented data and the absence of structured competency frameworks threatened to delay the project and reduce its impact. The client needed actionable insights - fast.

Our Approach

Using Skillsize AI, the consultancy partnered with us to turn raw, unstructured information into structured talent intelligence. The platform analysed job functions, activities, and role expectations across departments, automatically generating role-based competency frameworks and mapping automation opportunities based on the actual work performed.

What We Delivered

- **Structured Competency Frameworks:** Mapped skills across business, technical, and transferable domains, tailored to each job role
- **Automation Opportunity Analysis:** Identified high-impact functions with automation potential of up to 59%, especially in procurement, audit, and shared services
- **Alignment Diagnostics:** Surfaced role-task mismatches and provided clarity on overlapping responsibilities
- **Rapid Turnaround:** Enabled the consulting team to produce strategic insights within days, not weeks
- **Consultant-Ready Outputs:** Delivered intuitive visuals and structured data fit for use in executive reporting and capability planning

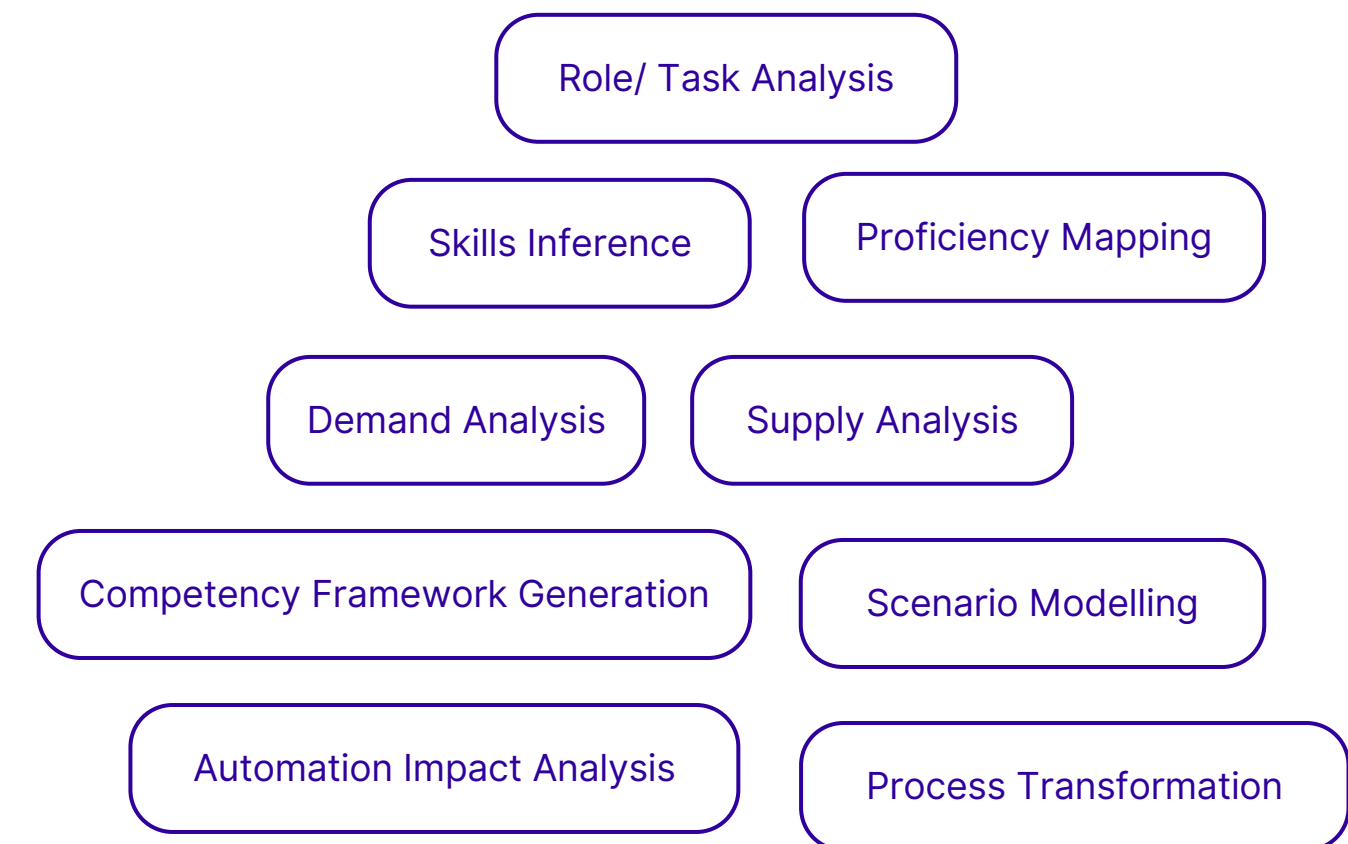
The Outcome

- Equipped the client with role-specific skills data to support transformation, talent development, and org design
- Delivered workforce planning inputs in time for a critical project milestone
- Enabled strategic resource planning across under- and over-leveraged functions
- Set the foundation for long-term talent and automation strategies, now being implemented across the enterprise

Validation

By enabling fast, high-quality analysis with minimal input, Skillsize AI proved instrumental in de-risking a high-profile workforce strategy engagement, setting a new standard for data-driven consulting delivery.

5 Day Turnaround



"Skillsize was invaluable in our client project. The tooling enabled us to bridge a gap between the client data we had on hand and the data we required to build specific insights around workforce planning, ensuring the project could meet its deadlines. I was blown away by the output!"

Principal Consultant

Leadership Development

In collaboration with Diverse Talent Networks, a client and strategic distribution partner.

"Skillsize was a critical enabler in ConSol USA's MO Tech First initiative, where we supported career transitioners in Missouri with tech certifications looking to enter the digital workforce. The platform helped our candidates build a clearer understanding of their technical and professional strengths, and what was needed to move into in-demand roles, and it became a foundational piece in our professional upskilling program. Skillsize provided not just an assessment, but a roadmap, making skills visible, actionable, and meaningful. We see this partnership as a key part of our future talent solutions, and we look forward to deepening our collaboration with Skillsize to bring innovative, skills-led strategies to our clients."

Keith Rosmarin, CTO, Consol USA

"A detailed report focused solely on skills – not labels – mapped against my career path and actual role requirements. The more you feed in, the sharper the insight. I believe this new service could genuinely reshape how people assess their next move. If you're considering your next move, it's definitely worth a conversation with the team"

Leon Dale Headley, Strategic Operations Leader

"Wow! What a truly amazing tool. I was given the opportunity to use their latest tool for a new Employment opportunity. I must say that I was really impressed with the data feedback produced by the tool on my candidacy fit for the role. Not only did it give me confidence in my skills rating against what would be considered a top candidate for the position, but it also provided a gap analysis of my skills so I could start working on weaker areas of my experience."

Senior Technology Manager

"They pierce through the fog of job descriptions, CVs, and the sometimes un-social media by accurately assessing strengths, skills gaps, and paths towards success in a highly individualised, customisable context. I am incredibly grateful for their support, veracity, and expertise, and would recommend them to all experienced professionals looking to renew or restart their careers."

Catherine Ahn, Head of Complex Corporates

"One standout resource is their Role Fit Analysis - a smart, AI-powered tool that maps how well a role aligns with my experience and skill set. It helped me understand my transferable skills, strengths, and areas where up-skilling could boost my prospects. What I also found particularly useful was how the tool highlights automation risk and benchmarks my profile against others. The recent addition of a salary range estimator for roles without listed compensation has also been incredibly helpful in aligning opportunities with my expectations. I highly recommend them to both job seekers navigating today's market and talent acquisition teams aiming to find the perfect match."

Melissa St. Clair, Senior HR leader

"The Skills & Role Fit Analysis has really helped me focus in on my strengths and gaps, specifically with respect to how I articulate them through the lens of transferable skills alongside more traditional experience-based metrics. A great addition to the toolkit for anyone looking to enhance how they tell their story and best position themselves in the workplace."

Liam Spillane, Head Of Emerging Market Debt

"The role fit analysis was a real eye-opener for me, the first time I had seen my experience and capabilities mapped out so clearly. It immediately struck me as a differentiator in a recruiting market full of work histories and personal/professional statements, and I will be actively using it when looking for roles.

The alignment with the SFIA competency framework and the graphic presentations work both as a way for me to highlight my strengths and for the reader to quickly see how those strengths map to their requirements. The recommendations and AI threat analysis are also very clear and have helped me focus my professional development planning. This was a very worthwhile exercise and a tool I will be using into the future."

Bob Smith-Vaughan, Programme Manager & ICT Executive

"I found the Skills and Role Fit Analysis report incredibly insightful. It offered a clear, structured overview of my professional strengths, experience, and potential career pathways - some of which I hadn't previously considered. I particularly valued the focus on transferable skills and how they could open up opportunities beyond my current field. The professional genome section was also a highlight - it accurately captured how I work, lead, and interact with others, which really resonated with me. The level of detail around leadership capabilities and the potential impact of AI on my role was especially useful, and I appreciated how the report balanced strategic insights with practical next steps. It's helped me view my career progression with greater clarity and confidence, and I'd highly recommend the tool to anyone looking to better understand their professional profile and future opportunities."

Natalie Bartley - Senior Internal Comms. Manager