

Human-Centred Workplace Capability Development

A research-led development pathway for
self, manager and leader performance.



SELF
PERFORMANCE



MANAGER
PERFORMANCE



LEADER
PERFORMANCE



SUSTAINED
IMPACT

**Skills to shape
your future**

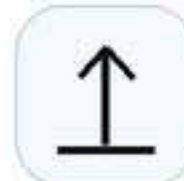
Work Has Changed. Human Capability Matters More Than Ever.

Technology, AI, hybrid working, rising expectations and increasing complexity are reshaping how people contribute, communicate and make decisions.



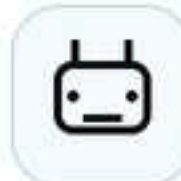
Changing work

New tools, structures and expectations reshape the way people contribute.



Rising responsibility

People are often expected to perform at a higher level before they are ready.



AI-shaped roles

AI increases the need for judgement, accountability and clear communication.



Capability gaps

Fragmented development creates inconsistency, risk and avoidable performance loss.

Organisations need people who can think clearly, work with others, use judgement, adapt to change and take responsibility for performance. These are human-centric skills.

Many organisations invest heavily in systems, processes and technical capability, yet still experience performance gaps because human capability has not developed at the same pace.



The challenge is not simply to provide more learning. It is to build the right human capability, at the right level, in a way that supports real workplace performance.

What Is Skillogy **PERFORM**™?

Skillogy PERFORM™ is a structured human performance learning system.

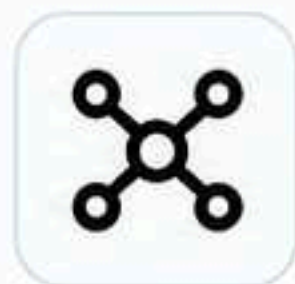
It is not simply a catalogue of online courses. It is a connected capability system designed to help individuals, managers and leaders build the skills, behaviours and judgement required for real workplace performance.

The Skillogy PERFORM response



Workplace challenge

Changing work exposes gaps in human-centric capability.



Capability architecture

Defined Abilities, Tutorials and Capability Navigation create structure.



Development pathways

Self, manager and leader development is connected to responsibility.



Workplace performance

Learning transfers into action, review and measurable value.



Skillogy PERFORM™ connects learning to capability, responsibility and workplace application.

Capability Does Not Develop in Isolation

Workplace performance is rarely shaped by one skill alone. People need to communicate, think clearly, collaborate, adapt, manage pressure, understand emotions, build trust, solve problems and use judgement in real situations.

Skillogy PERFORM™ is built around connected capability. It recognises that human-centric skills work together in practice and that development is stronger when related capabilities reinforce one another.



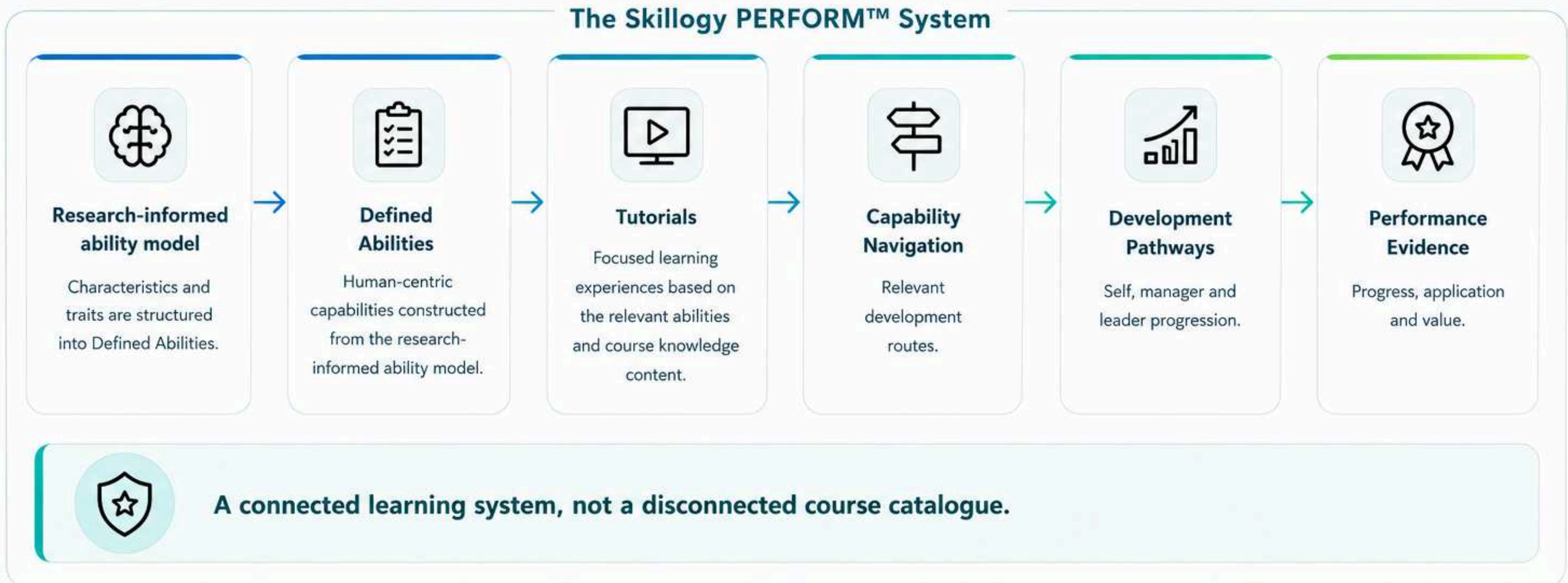
Human performance depends on connected capability, not isolated skills.



The PERFORM System

Skillogy PERFORM™ gives structure to human performance development through a wider capability architecture.

It connects learning to role expectations, responsibility level and performance need, rather than leaving development as fragmented course activity.



Development Pathways for Different Levels of Responsibility

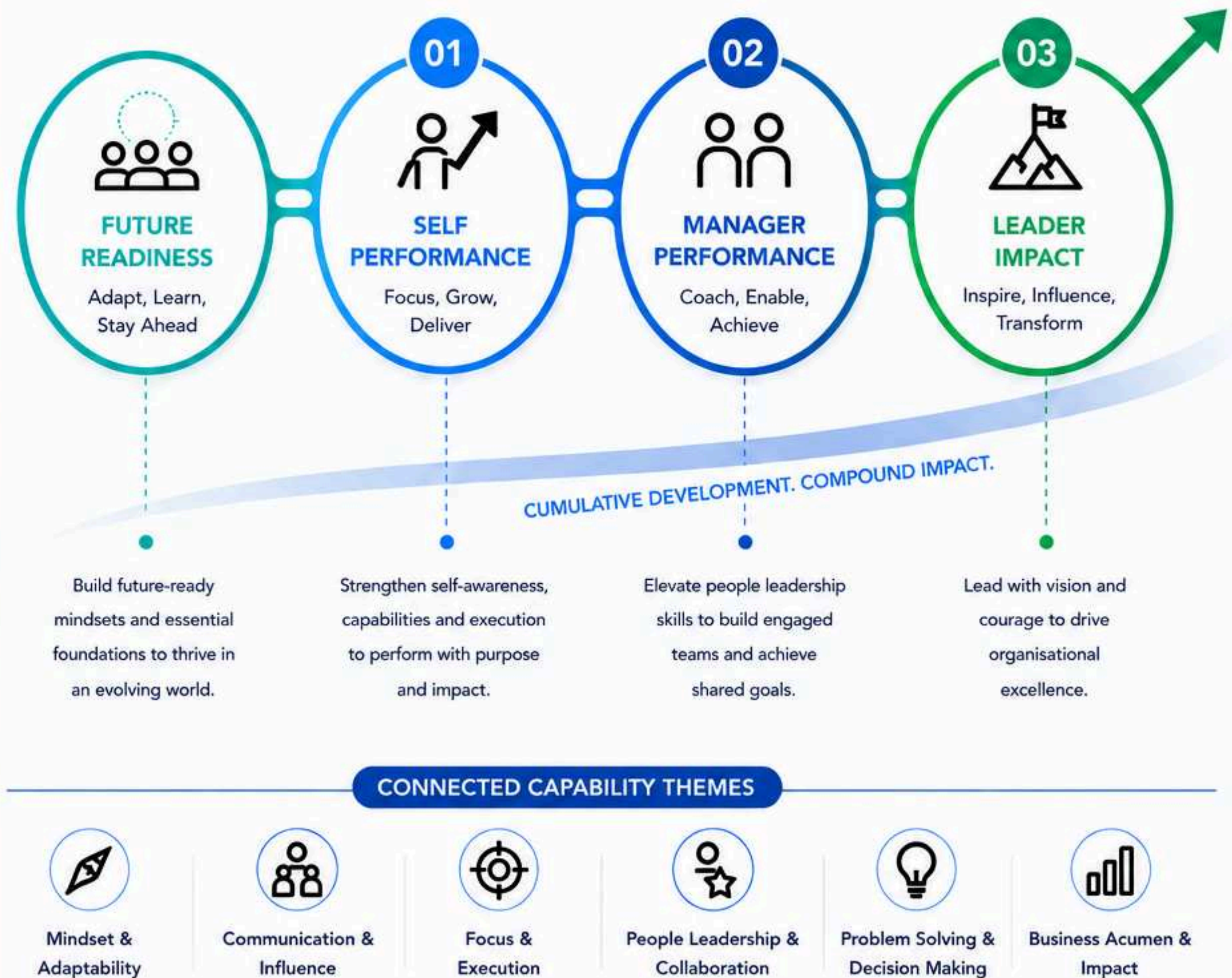
Skillogy PERFORM™ supports development across three connected pathways: **Self Performance**, **Manager Performance** and **Leadership Impact**.

The pathways are not separate silos. Human-centric skills developed at one level are carried forward into the next.

As responsibility grows, those skills are applied with greater reach, complexity and impact.



Human-centric skills are carried forward. Responsibility adds reach, complexity and impact.



Self Performance

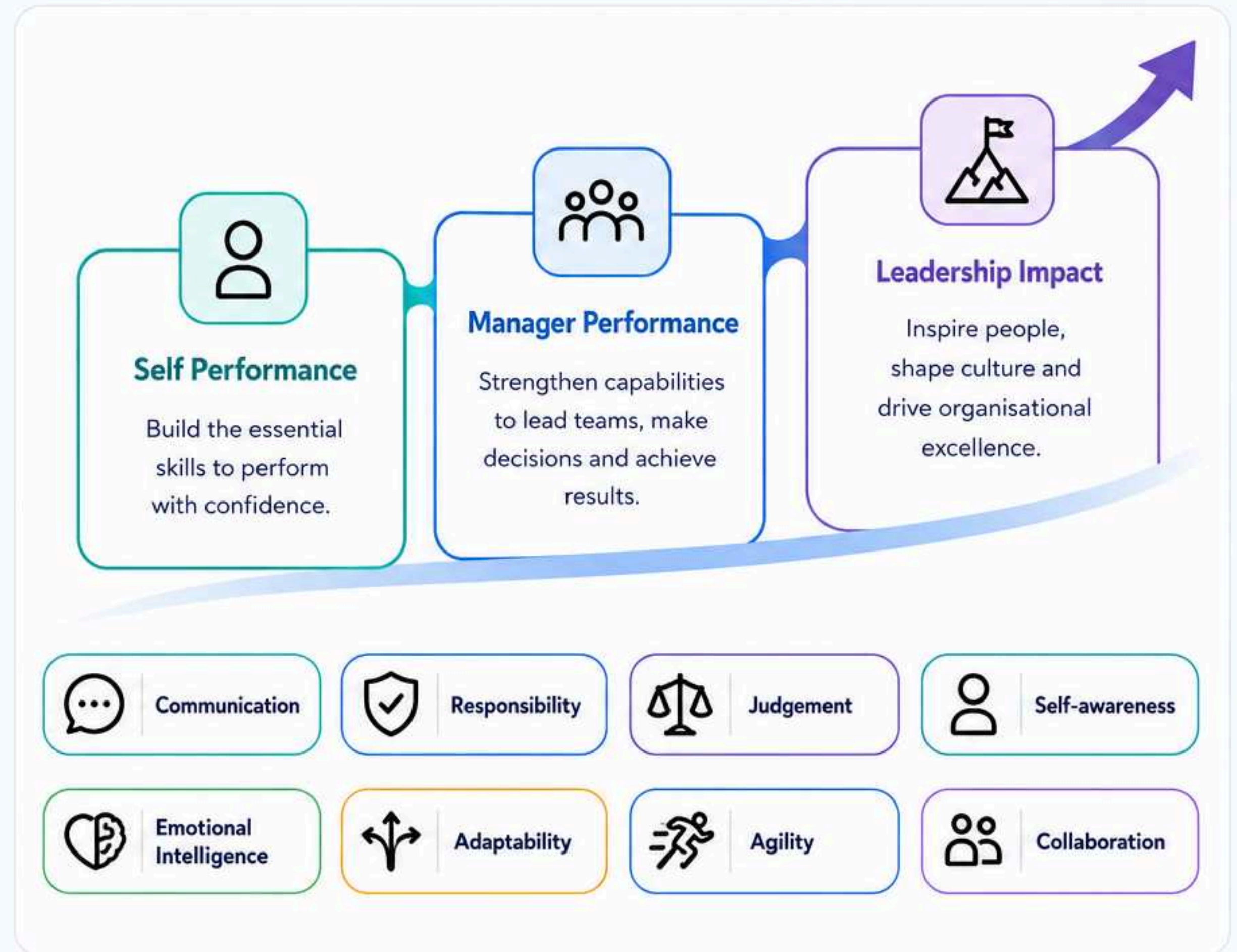
Self Performance focuses on the human-centric skills individuals need to work effectively, take responsibility and contribute with confidence.

These are not basic skills. They are foundation capabilities that continue to matter throughout a person's working life.

As learners build knowledge in one skill area, they often strengthen related areas of capability at the same time. This creates a cumulative performance effect.



Self Performance builds the foundation for effective contribution and future responsibility.



Manager Performance

Manager Performance focuses on the human-centric skills people need when they become responsible for the work, contribution and development of others.

Managers need judgement, communication, delegation, feedback, emotional intelligence and the ability to support people through pressure, change and uncertainty.

Change management at this level is not only about plans, processes or formal programmes. It is the daily human work of communication, confidence, trust, adaptation and support.



Manager Performance turns individual capability into team capability and operational performance.



Leadership Impact

Leadership Impact focuses on the human-centric skills needed to influence direction, culture, change and wider organisational performance.

It supports ethical and transforming leadership: exercising judgement responsibly, leading with integrity and helping people, teams and organisations adapt in ways that improve capability, culture and performance.



Transforming leadership also helps create a learning organisation where people reflect, adapt, share knowledge and keep developing capability.



Learning Organisation

Leaders create the conditions for people to keep learning, adapting and building capability as work changes.



Leadership capability aligns human performance with organisational goals.

Responsibility Readiness

Responsibility changes what human-centric capability looks like in practice. As people move from individual contribution into management and leadership, the skills they need are carried forward, strengthened and applied in broader, more complex situations.

Skillogy PERFORM™ helps organisations make changing capability demands more visible and build capability before responsibility gaps become operational problems.



Each level adds reach, complexity and impact.



Communication



Judgement



Emotional Intelligence



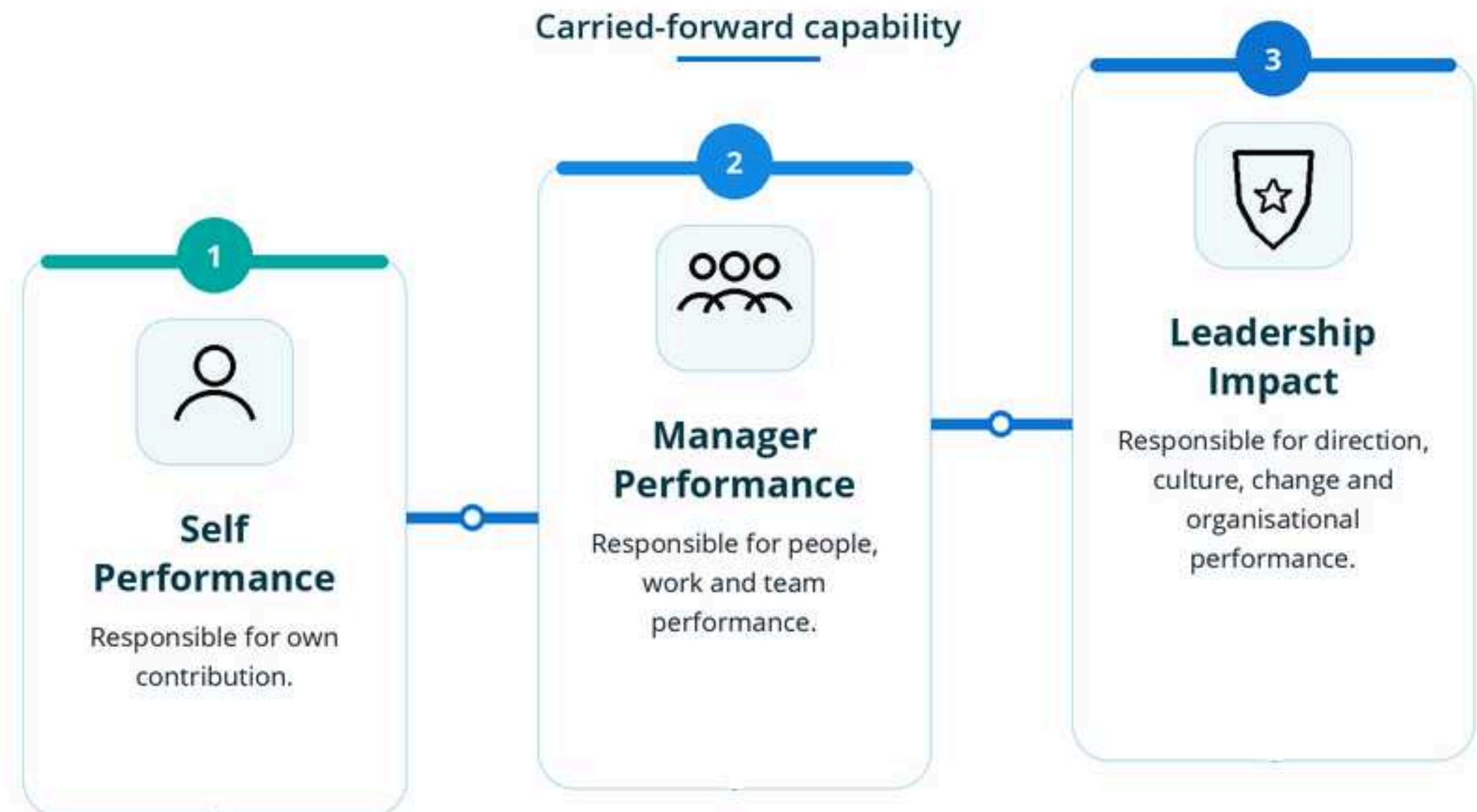
Adaptability



Trust



Accountability



Human-Centric AI Readiness

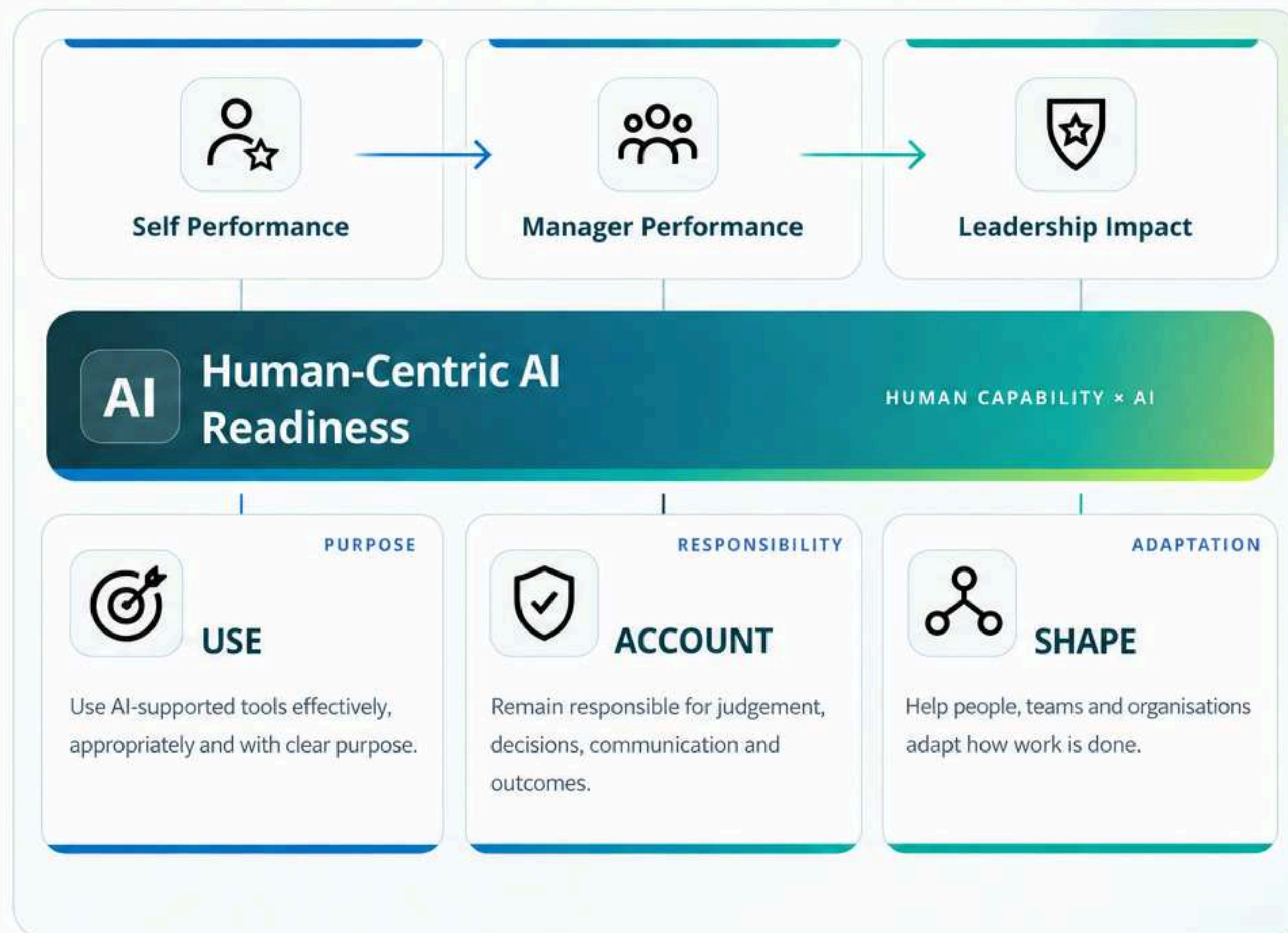
AI readiness is not only a technical issue.
It is also a human performance issue.

People need judgement, responsibility, communication, adaptability, emotional intelligence and ethical awareness to use AI-supported tools effectively and appropriately.

Human-Centric AI Readiness is not a fourth pathway. It is a horizontal application layer across Self Performance, Manager Performance and Leadership Impact.



AI readiness depends on human readiness.



Building Human-Centric Capability Across the Organisation

Skillogy PERFORM™ connects learning with responsibility, workplace application, organisational objectives and measurable value.



Learning transfer cycle



The framework creates focus, not conformity. It helps organisations connect human-centric development to objectives, evidence of progress and return on investment.



Discuss a Skillogy PERFORM™ Pilot

Explore the right audience, pathway, implementation route, expected outcomes, progress measures and value proposition.

[Discuss a Pilot >](#)