



Key outcomes:

Why building capability *matters*

What does effective capability-building offer? Research shows it can help strengthen teams and leaders by developing:¹



Faster skill application

Job-relevant learning can help speed up applying skills on the job.



More consistent execution

Alignment on work processes can reduce friction across teams.



Improved adaptability

Ongoing use of skills can help teams pivot quickly when priorities shift.



Stronger manager performance

Defined expectations can help managers coach with confidence.



Higher employee engagement

Visible growth opportunities can help keep employees motivated.



Sources:

¹Deloitte, "[The skills-based organization](#)," 2019

Gallup, "[State of the Global Workplace 2025](#)"

Development Dimensions International, [Global Leadership Forecast 2023](#)

McKinsey, "[Performance through people](#)," Feb. 2, 2023

IBM Institute for Business Value, "[Augmented work for an automated, AI-driven world](#)," August 2020

LinkedIn Learning, "[Workplace Learning Report 2025](#)"



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