

Degreed Skill Coach Pilot

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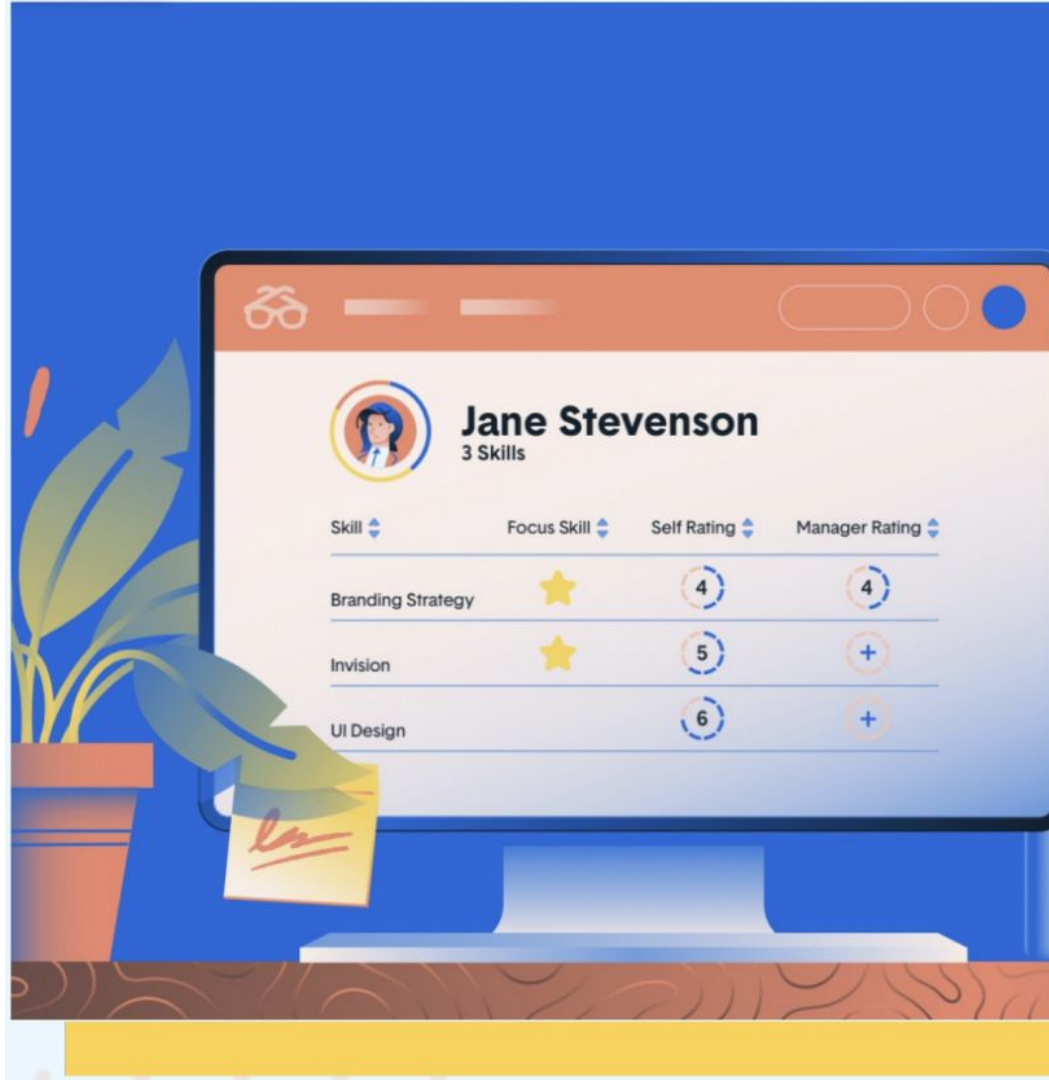
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Context

Uber employees value growth and want development support from their managers. However, sentiment surveys indicate that EEs do not feel satisfied with the level of support provided. In order to solve for this, we will need to identify scalable, low-lift options to enable manager support.

Degreed Skill Coach could give managers a low-lift opportunity to initiate more regular growth conversations with their directs and share development resources.



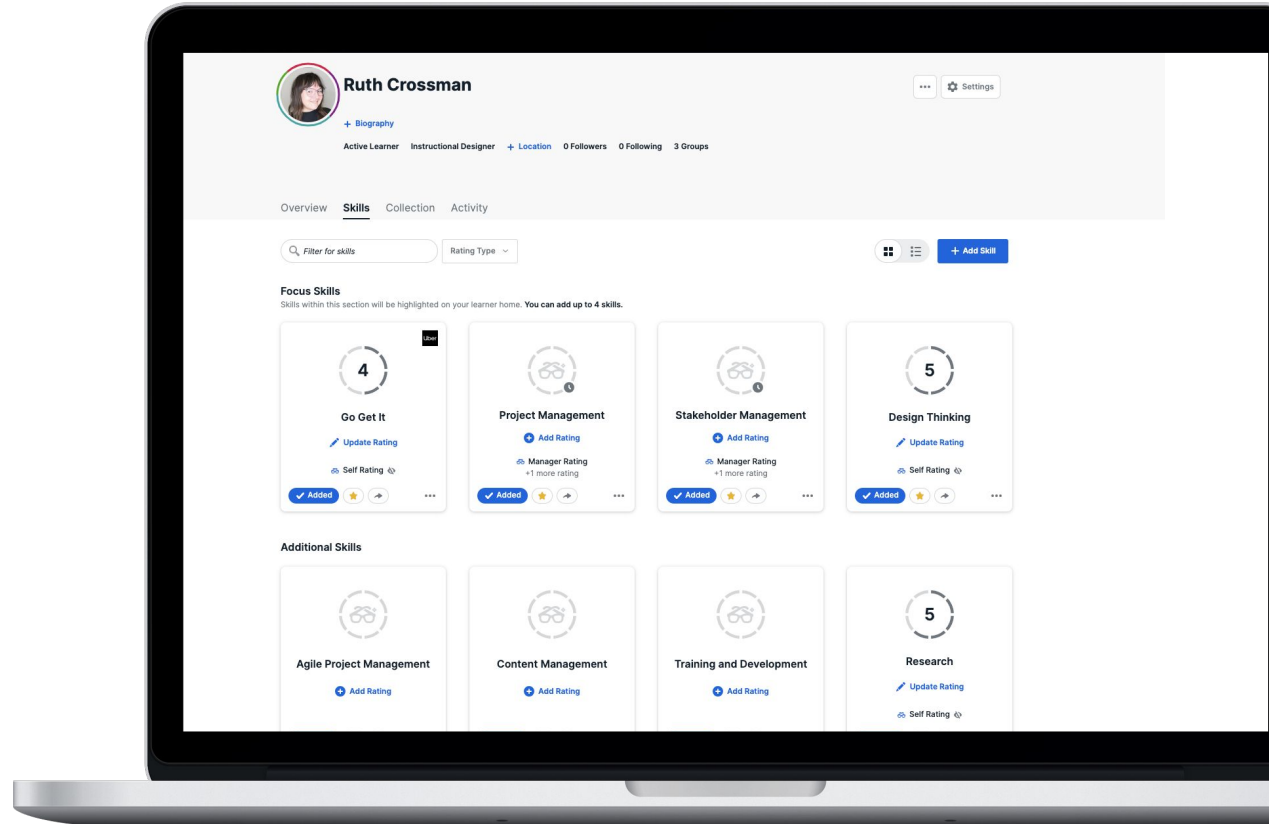
What is Skill Coach?

Skill coach is a dashboard that gives managers a holistic view of their team members' roles and skills, and helps them understand what skills their people have and what skills they want to develop.*

*It's an upskilling tool and development tool, NOT a performance management tool

IC View

IC is prompted to add skills to their profile when they first join the platform and to set skill levels.



Manager View

Via Skill Coach, managers can view skill information for all of their directs.

The screenshot shows the Skill Coach Landing Page on a laptop screen. The page has a blue header with navigation links: Home, Browse, Profile, and Skill Coach. Below the header, there's a section titled "Skill Coach" with 8 members. Underneath, there are tabs for "Members", "Team Skills", "Learning Insights", and "Skill Insights". The "Members" tab is selected, showing a list of team members with columns for Name, Job Role, Rated Skills, and Last Active. Annotations with arrows point to various elements: "Managers can access Skill Coach by clicking on Skill Coach from the main navigation" points to the Skill Coach link in the header; "View insights into the team's skills and learning" points to the Skill Insights tab; "Click on Team Members to see more skill details" points to the Members tab; and "Sort by team member name, job role, and last active date" points to the sort icons in the table headers.

Skill Coach Landing Page

Managers can access Skill Coach by clicking on Skill Coach from the main navigation

View insights into the team's skills and learning

Click on Team Members to see more skill details

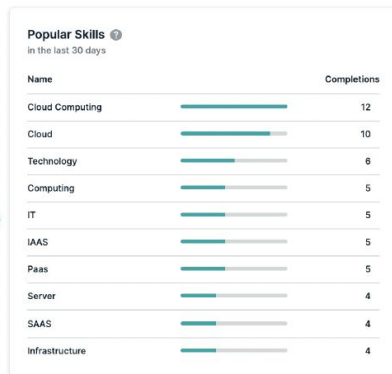
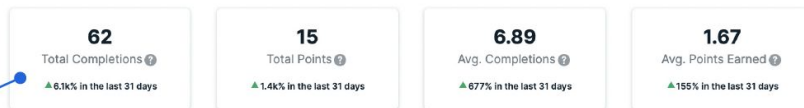
Sort by team member name, job role, and last active date

Name	Job Role	Rated Skills	Last Active
Brad Minor	Client Success Manager	11 of 24	4 months ago
Dan Frazzini		17 of 17	5 days ago
John O'Neill	Director of Enterprise Sales	8 of 25	3 months ago
Jon Rivas	Data Scientist	8 of 22	3 days ago
Kelly Youngblood	Client Success Manager	28 of 40	3 days ago
Maskura Hinni	Client Success Manager	8 of 16	6 days ago
Peter Schuster	Account Manager	16 of 45	2 hours ago

Learning Insights

View Key Learning metrics for your team

See what skills the team are learning



Understand who in your team is most active

Name	Completion Progress	Due Date	Assigned Date	Assigned By
Article 3 Must-Have Project Management Tools for Startups	0 of 1		Mar 24, 2021	Sally Wordsworth
Video The Voice of Authority	2 of 2		Mar 23, 2021	Sally Wordsworth
Self Rating Mediation	0 of 2		Mar 17, 2021	Sally Wordsworth

View team assignments and check completion progress

Pilot Overview

Goals

Research benefits and potential pain points for managers

Try out enablement materials for managers and collect feedback

Promote use of Degreed as a development resource for managers to use with EEs

Pilot at a Glance

6 week program with 10-30 participants

Targeted participants are L5-L6 managers with 5+ direct reports

Participants will have a week-by-week to get familiar with skill coach

Survey administered at beginning and end of program to gauge effectiveness

Timeline

July 10 - 14

Participants recruited via comms campaign

July 24 - Aug 25

Participants & their directs complete weekly assignments

Sept 4 - 8

Pilot findings synthesized and shared with POD

July 17 - 21

Participants attend live training session and receive training material

Aug 28 - Sept 1

Managers attend wrap up session and complete survey