



Capabilities

Discover where our capability management system can take your organization.



Why Capabilities?

People deserve to know how they're doing, how they can improve, and where they're going.

But HR has too many platforms, and people data is scattered across systems with no shared language to connect it.

Acorn's capability management system provides a clear common language to define and assess performance, so you can show your people the path to meaningful and varied careers.



How Capabilities works

Capabilities supercharges your people strategy, with or without your current tech.

- ▶ **Capabilities + Acorn PLMS**

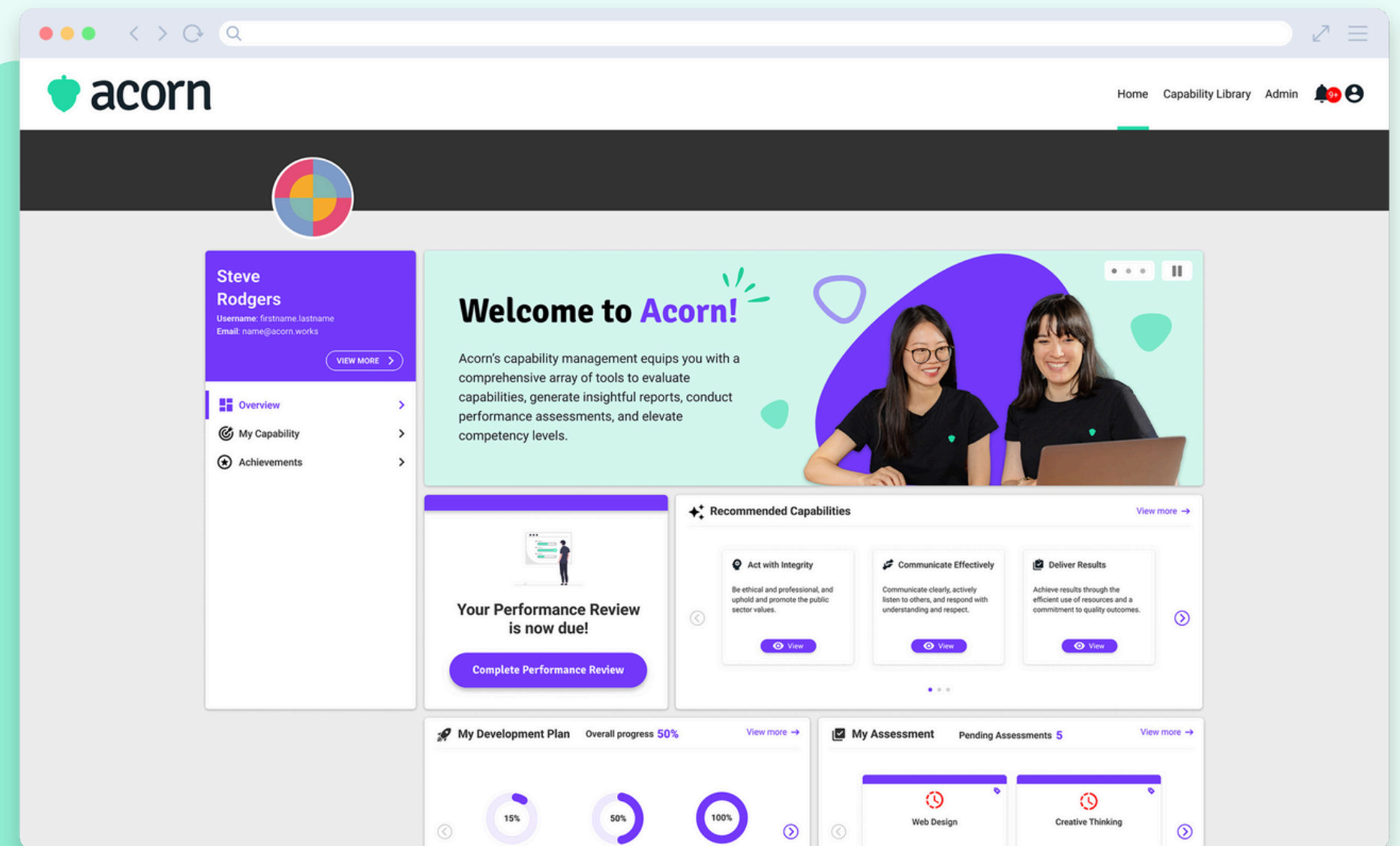
Give your people meaningful career pathways from hire to retire with our full suite.

- ▶ **Capabilities + your existing LMS**

Prove learning impact by connecting performance outcomes to the content in your current platform.

- ▶ **No LMS?**

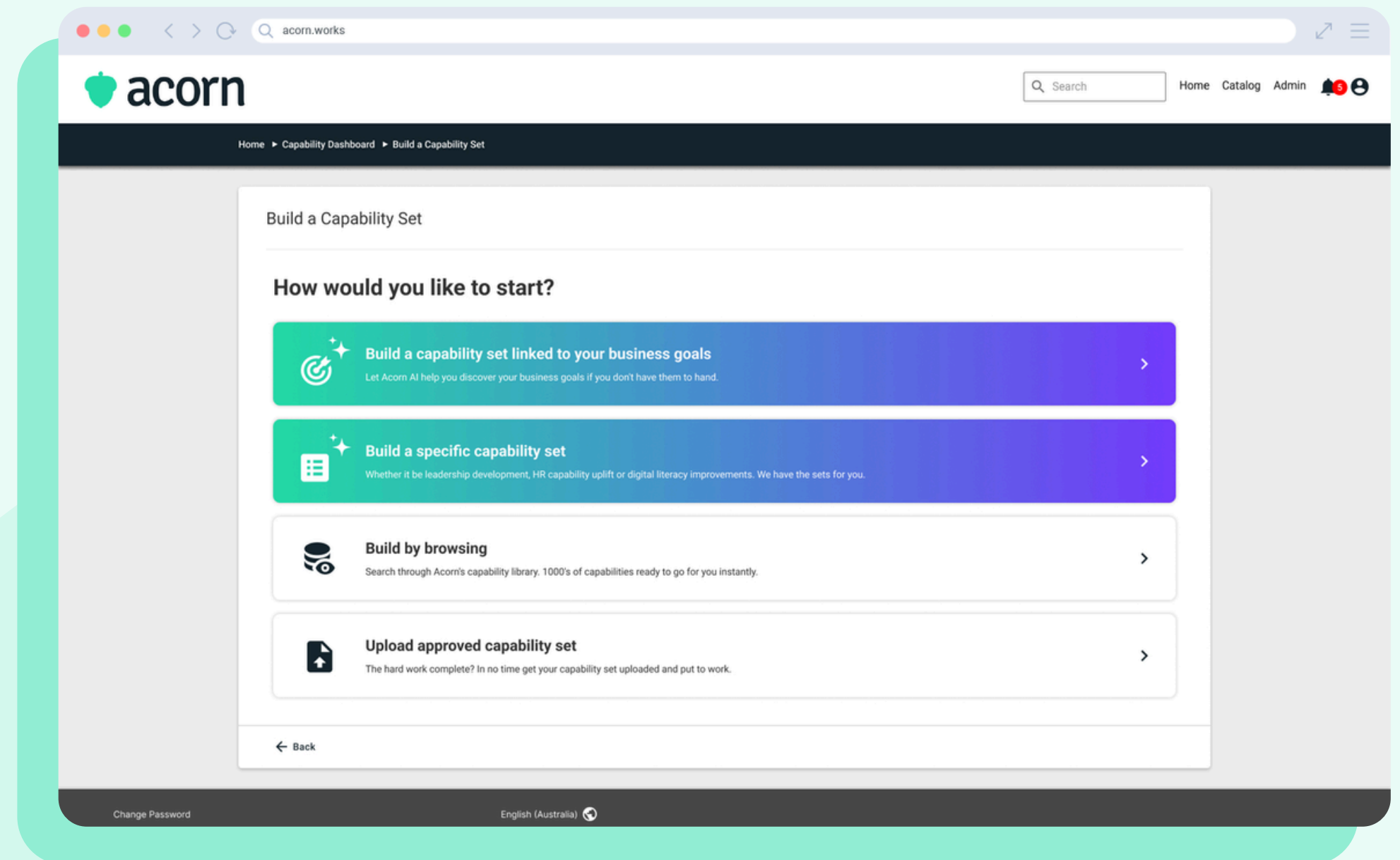
Help learners & leaders have productive performance conversations with clear capability assessments.



Capability Frameworks

Build your custom framework from our proprietary capability library.

- ▶ Acorn AI discovers and defines capabilities to match your organization's strategy
- ▶ Build your own capability framework and immediately use within Acorn
- ▶ Import your own framework and start creating job role cohorts
- ▶ Leverage ready-to-use third-party frameworks to keep you in front of industry trends



AI-Driven Job Description Mapping

1 Upload Job Description

2 Configure Cohorts

3 Approve Cohorts

Upload your job description

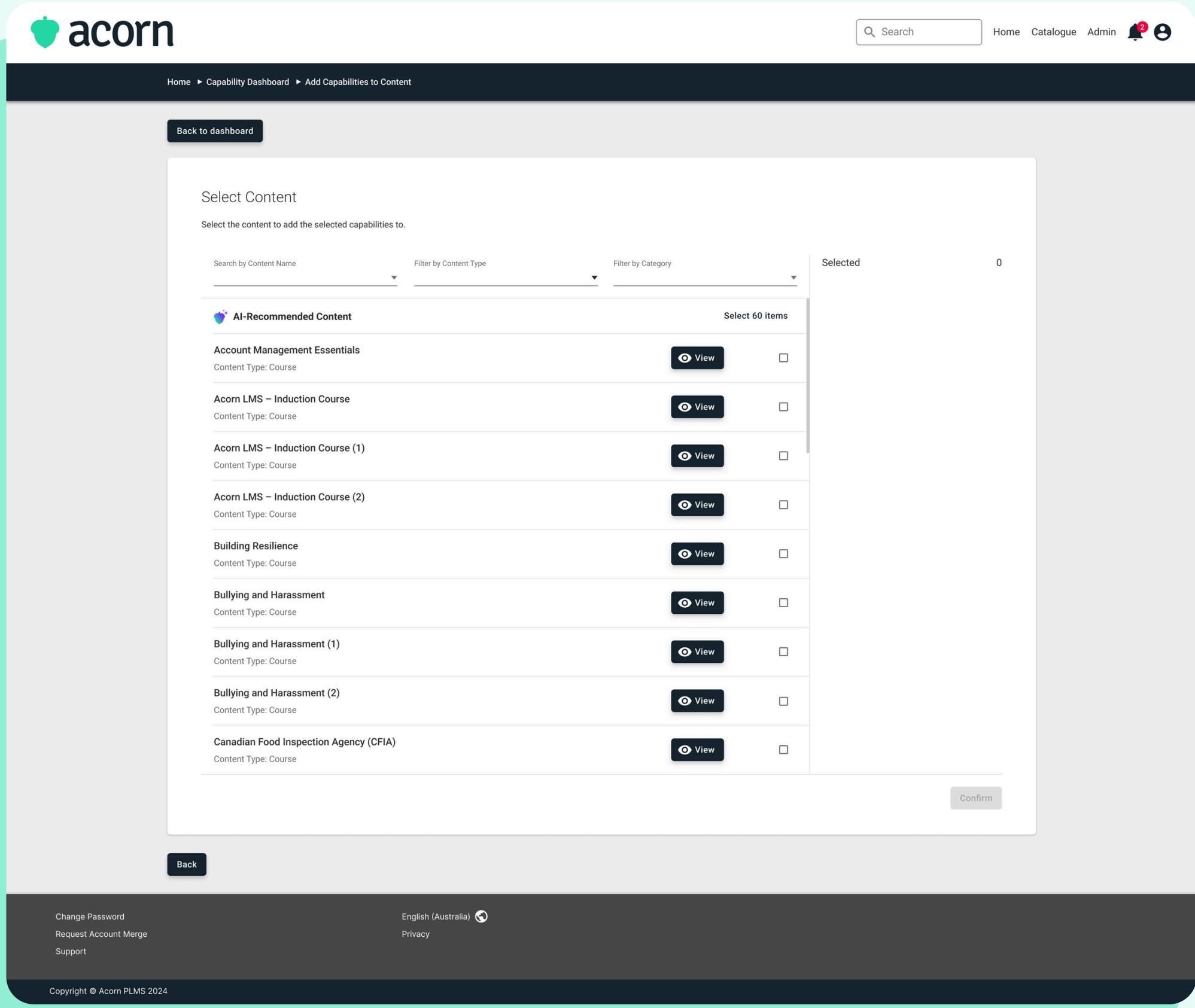
Upload your job description, and AI will automatically generate cohorts and capabilities for you. You can upload up to 12 files.



Capability Mapping

Map capabilities to job roles and cohorts at scale in minutes.

- Easily build capability-led job roles at scale by mapping to roles, teams, or business areas
- Ensure every job role has core capabilities aligned with business strategy
- Lay the groundwork for a clear view of strengths and gaps by role, team, or function
- Instantly update evolving & emerging roles as needs change



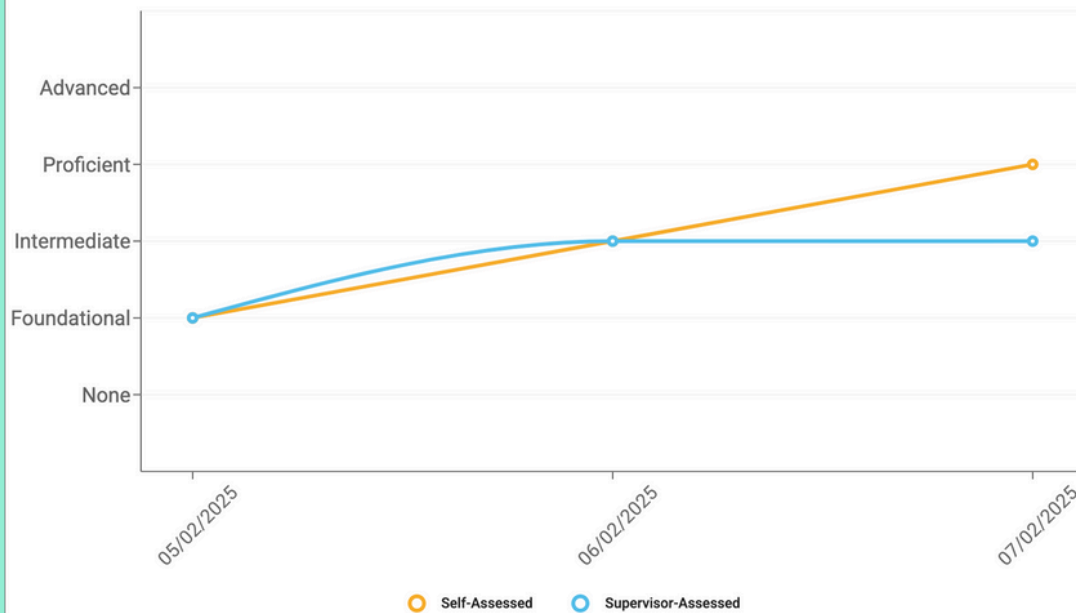
Content Mapping

Map capabilities to your learning content in one click.

- Acorn AI maps content to any capability in your framework minutes
- Align proficiency levels and capabilities with internal and external content
- Make development plans more impactful with content that targets specific proficiency gaps

Capability Assessment History - Financial Analysis

Assigned Level Proficient



SELF-ASSESSED

SUPERVISOR-ASSESSED

Assessed proficiency level

Intermediate

Assessment Date

07/02/2025

Comments from John *Smith (Accounting Manager)

What proficiency level does this team member demonstrate?
Intermediate

What has this team member done to demonstrate their proficiency level?
"Your advanced modeling techniques and clear, impactful presentations have been pivotal in guiding our strategic direction. Continue refining these tools and explore opportunities to collaborate with other departments like product development or marketing. By incorporating their qualitative insights, you'll enhance the robustness and versatility of your forecast"

Intermediate

06/02/2025

Foundational

05/02/2025

CANCEL

Capability Assessment

Give learners and leaders the confidence to talk about performance.

- Coach all leaders to spot their high-performers and identify gaps for development
- Schedule assessments at any frequency or milestone
- Understand training effectiveness with proof of proficiency

Capability Assessment - Financial Analysis



2. What have you done to demonstrate your proficiency level?

Accounting Capability Framework

Financial Analysis

Competence in conducting audits and providing assurance services.

Foundational

Intermediate

Proficient **Selected**

Advanced

Conducts comprehensive audits and evaluates results critically.

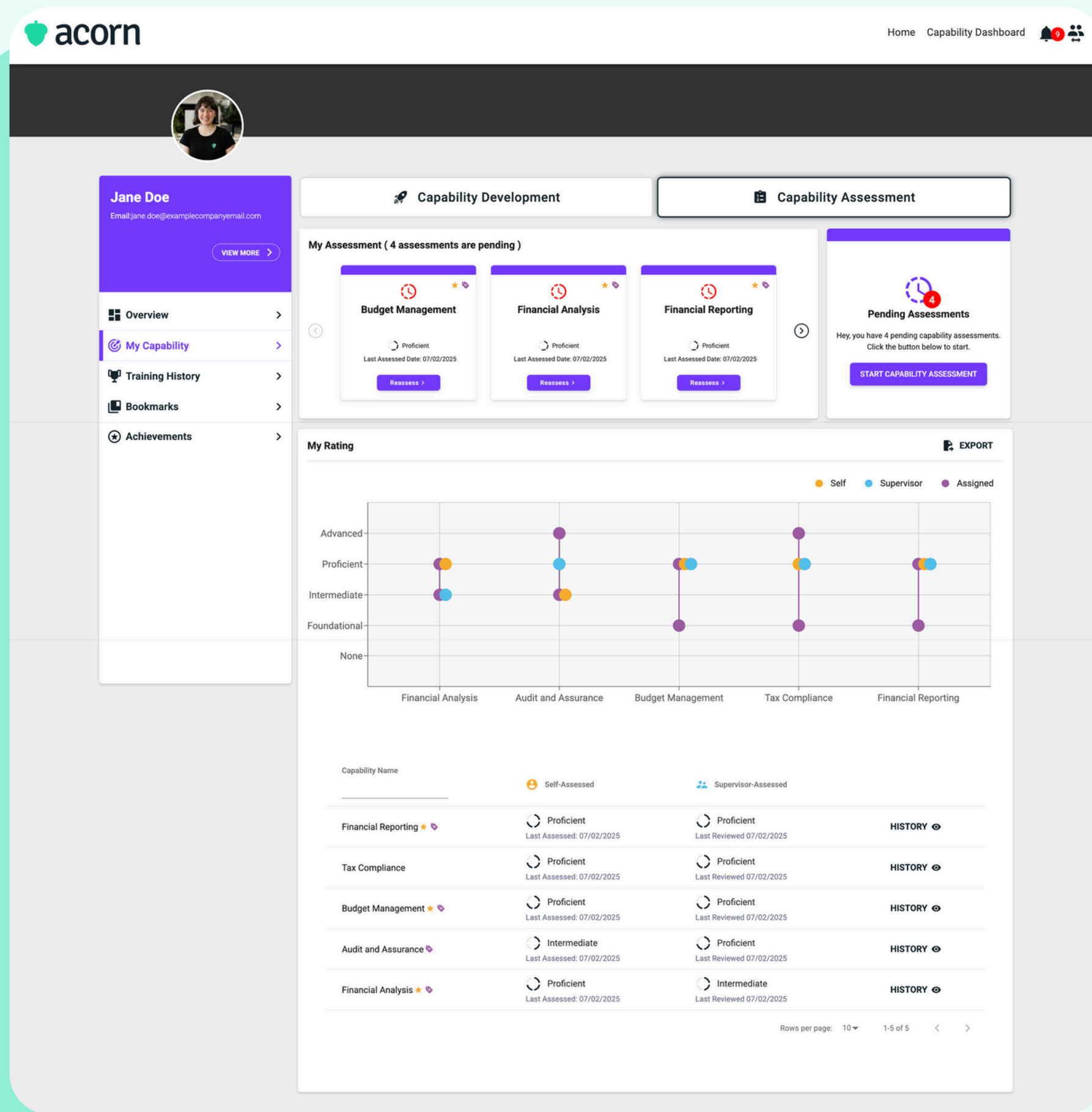
I have a strong ability to assess financial records for accuracy, compliance, and risk management, ensuring transparency and reliability in financial reporting.

My expertise in internal controls, risk assessment, and regulatory standards allows me to provide valuable insights that enhance business integrity and operational efficiency.

✓ CONFIRM

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NEXT →



Capability Assessment

Give learners and leaders the confidence to talk about performance.

- Track behavioral change with individual dashboards of performance history
- Enable learners to advocate for their own progression
- Utilize self, manager, and subject matter expert assessments for a holistic view of performance

Capability Plans

Give every individual learner what they need to progress in their career with personalized development plans.

- Capabilities & content are automatically assigned based on capability assessments
- Enable learners to self-select interest capabilities they want to develop and broaden organizational capabilities
- Learner dashboards show assigned and interest capabilities, as well as performance history
- Both learners and leaders can view progress to development goals

Henry Anderson
Email: henry.anderson@acornexample.com

VIEW MORE

Overview

My Capability

Training History

My Orders

Bookmarks

Achievements

Upcoming

Capability Development

Assigned Capabilities

- Competitive Landscape
- Forecasting
- Negotiation & Close
- Prospecting
- Value Selling
- Honesty and Integrity

Interest Capabilities

- Communication and Collaboration
- Knowledge Management
- Technical Expertise
- Continuous Improvement

ADD

My Development Plan

COMPLETE EDIT

Competitive Landscape - Advanced 40%

Forecasting - Proficient 50%

Honesty and Integrity - Advanced 0%

Name	Content Type	Status
Introduction to WHS	Course	NOT ENROLLED
Acorn Knowledge Assessment	Course	COMPLETED

Forecasting

Sales and Business Development

Forecasting

Foundational

Assigned to Capability

You categorize opportunities by stage in accordance with stage definitions. You indicate the current state (e.g. next step) of every opportunity and when next steps will take place. You align estimated opportunity value with prospects' stated tactical needs and estimate close dates based on prospect's stated timeline. You provide management with

MORE

Proficient

Interest Capability

Assigned to Capability

You drive activities through proactive pipeline management. You begin your experience and trends to make assessments on the likelihood to close. You use data to accurately project bookings.

You achieve your forecast most quarters with

MORE

Advanced

Interest Capability

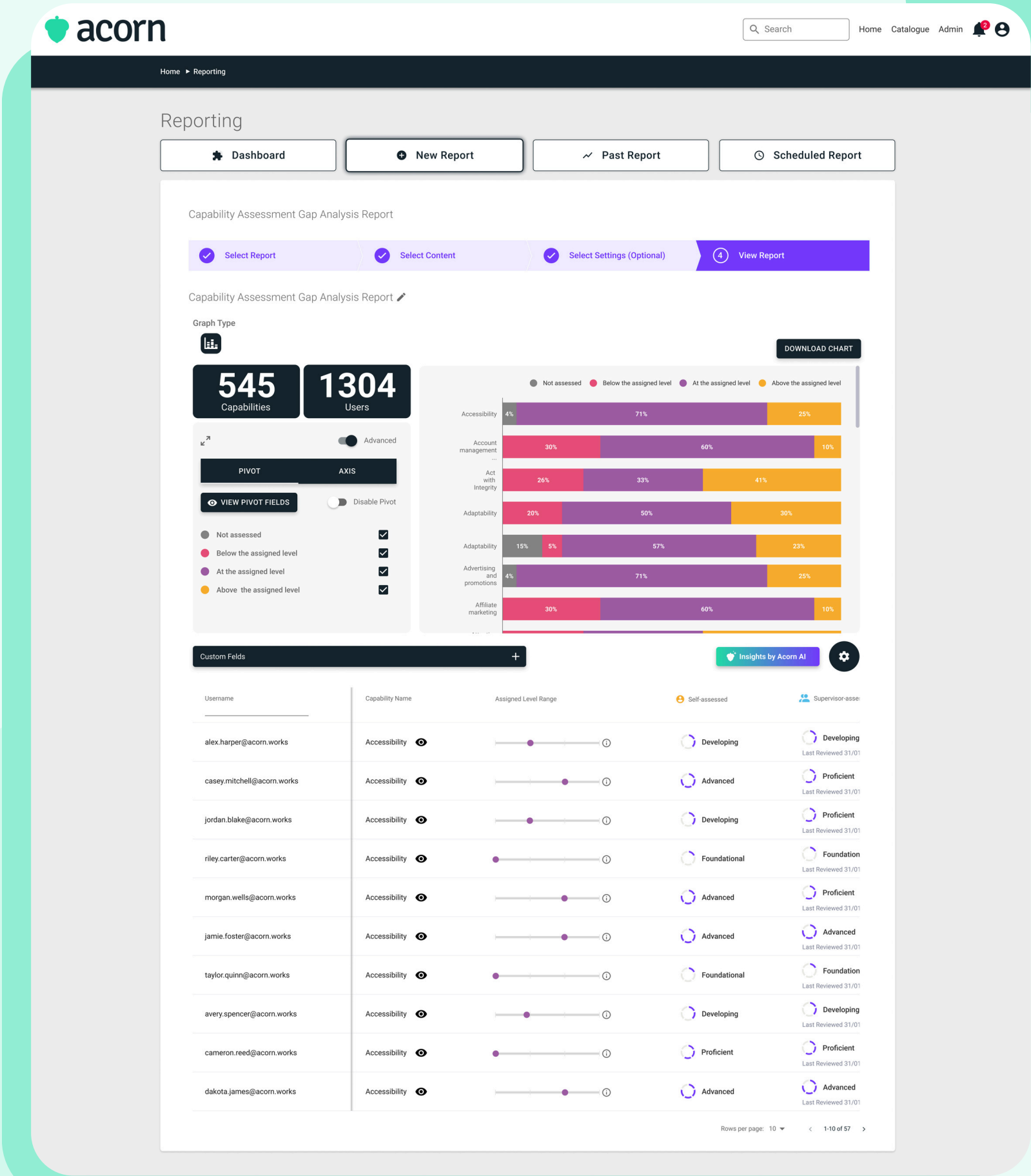
You weigh several factors beyond the prospect's stated tactical need when estimating opportunity value, including company size, project priority, competition, and customer's likely ROI. You consider factors beyond the prospect's stated timeline when estimating close dates, including potential delays caused by review processes or

MORE

Capability Gap Analysis

Turn workforce data into workforce strategy.

- Know where you can promote internally, recruit externally, and invest in training
- Use performance history to make objective decisions on remuneration & rewards
- See what capabilities you need to develop based on team capability gaps
- Strengthen succession planning with accurate, real-time insights, reducing reliance on PIPs



Want more Capabilities?

Capability Assistant

Acorn PLMS’s new, free capability framework builder.

Capability Assistant does the grunt work of identifying, defining and assigning competencies to job roles in your company, saving you hours to focus on more impactful work.

Design Thinking	Ability to apply design thinking principles to create user-centric products that meet market demands.	Understands basic design thinking concepts and can participate in brainstorming sessions.	Applies design thinking to small projects with guidance, focusing on user needs.	Leads design thinking workshops and projects, ensuring innovative solutions.	Masters design thinking, influencing company-wide design strategy and innovation.
Technical Proficiency	Expertise in using design software and tools to create detailed product designs and prototypes.	Familiar with basic design tools and can create simple designs with assistance.	Proficient in multiple design tools, creating detailed designs independently.	Advanced user of design software, creating complex and innovative designs.	Expert in technical design, pushing the boundaries of design software capabilities.
Market Research	Skill in conducting market research to identify trends and consumer needs for product development.	Can assist in basic market research tasks and understands fundamental concepts.	Conducts market research independently, analyzing data to inform design decisions.	Leads comprehensive market research projects, identifying key trends and opportunities.	Sets strategic market research direction, influencing product development at the highest level.

Here's your competency framework overview. Would you like to make any further changes?

That's perfect thank you!

The competency framework for the marketing team at Acorn PLMS has been compiled into an Excel file.

[Download File](#)

	Name	Description	✕
1			
2			
3			
4			
5			

Job Description Builder

Create your capability-led job description in minutes.

Acorn’s job description generator builds a complete template of responsibilities, qualifications, and capabilities for any job role in your organization

- Ability to work effectively as part of a team.

Capabilities:

- **Point of Sale Systems:** Efficiently navigate and utilize point of sale systems to process transactions, manage inventory, and provide exceptional customer service.
- **Basic Problem-Solving:** Independently identify and solve routine problems, effectively implementing solutions as needed.
- **Communication Skills:** Effectively convey information clearly and empathetically, ensuring understanding and building strong relationships.
- **Customer Service Orientation:** Strive to exceed customer expectations through thoughtful communication and personalized solutions.


Here's your competency framework overview. Would you like to make any further changes?

That's perfect thank you!

Click here to copy your Job Description:

[Copy](#)

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AI-driven Capability Library

- ▶ 1600+ capabilities across 31 business areas
- ▶ 4800+ proficiency levels mapped to the 1600+ capabilities
- ▶ All capabilities and proficiency levels can be used as is or augmented to your exact requirements



Let's grow together.



www.acorn.works



hello@acorn.works



Acorn