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.

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How Capabilities works

Capabilities supercharges your people strategy, with or without your current tech.
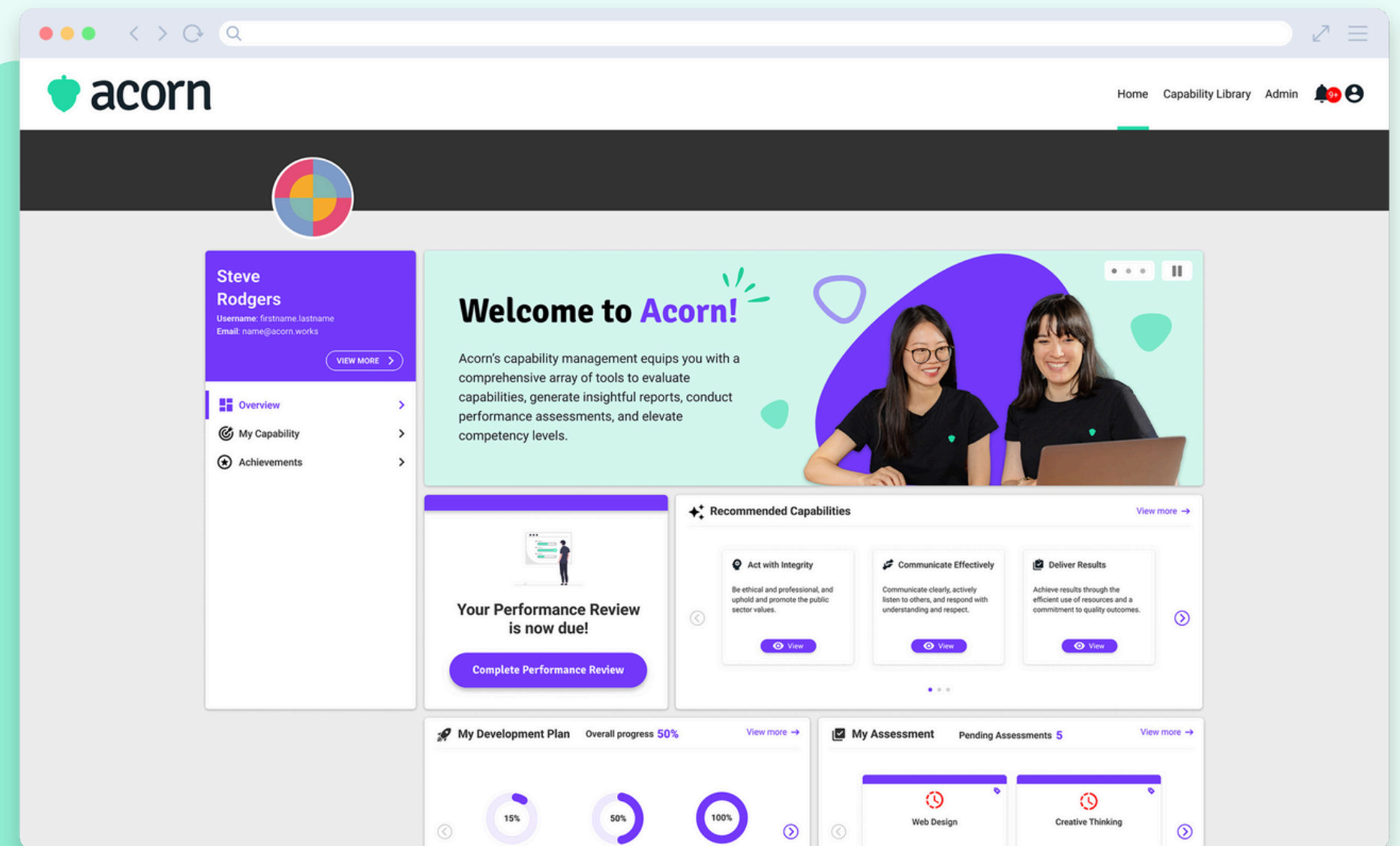
● **Capabilities + Acorn PLMS**
Give your people meaningful career pathways from hire to retire with our full suite.

● **Capabilities + your existing LMS**
Prove learning impact by connecting performance outcomes to the content in your current platform.
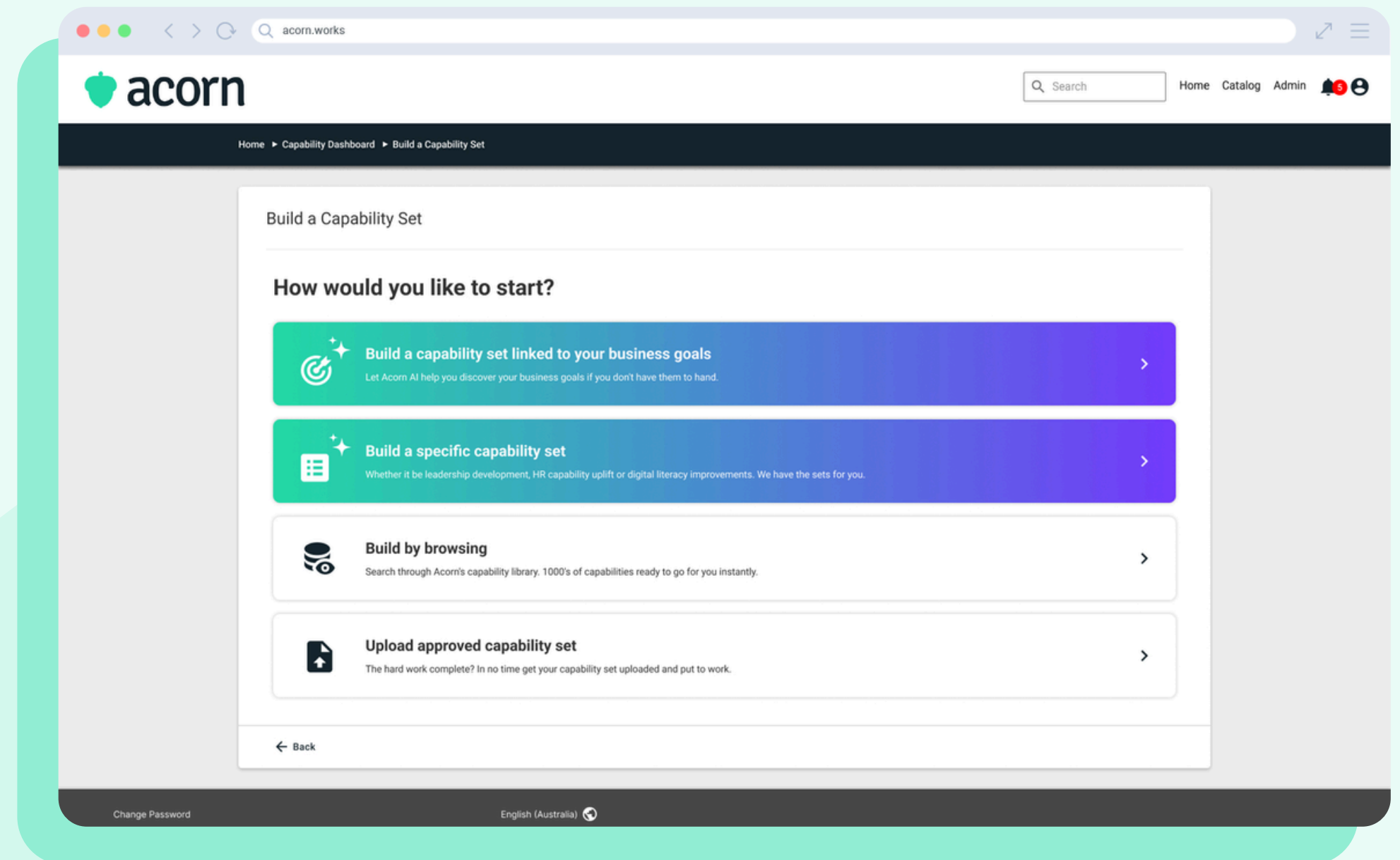
● **No LMS?**
Help learners & leaders have productive performance conversations with clear capability assessments.

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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

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

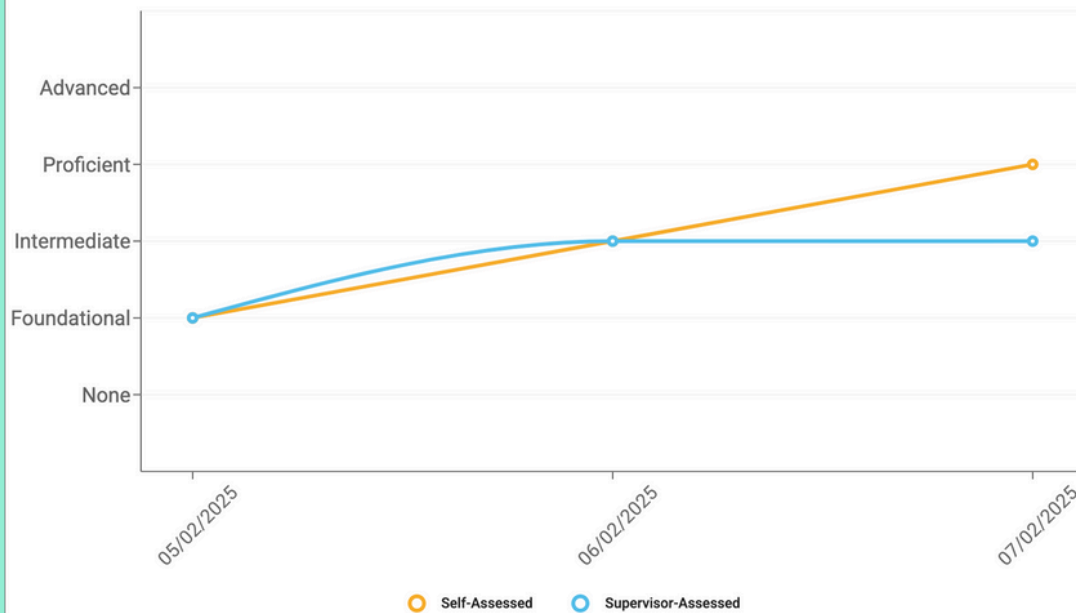- Instantly update evolving & emerging roles as needs change
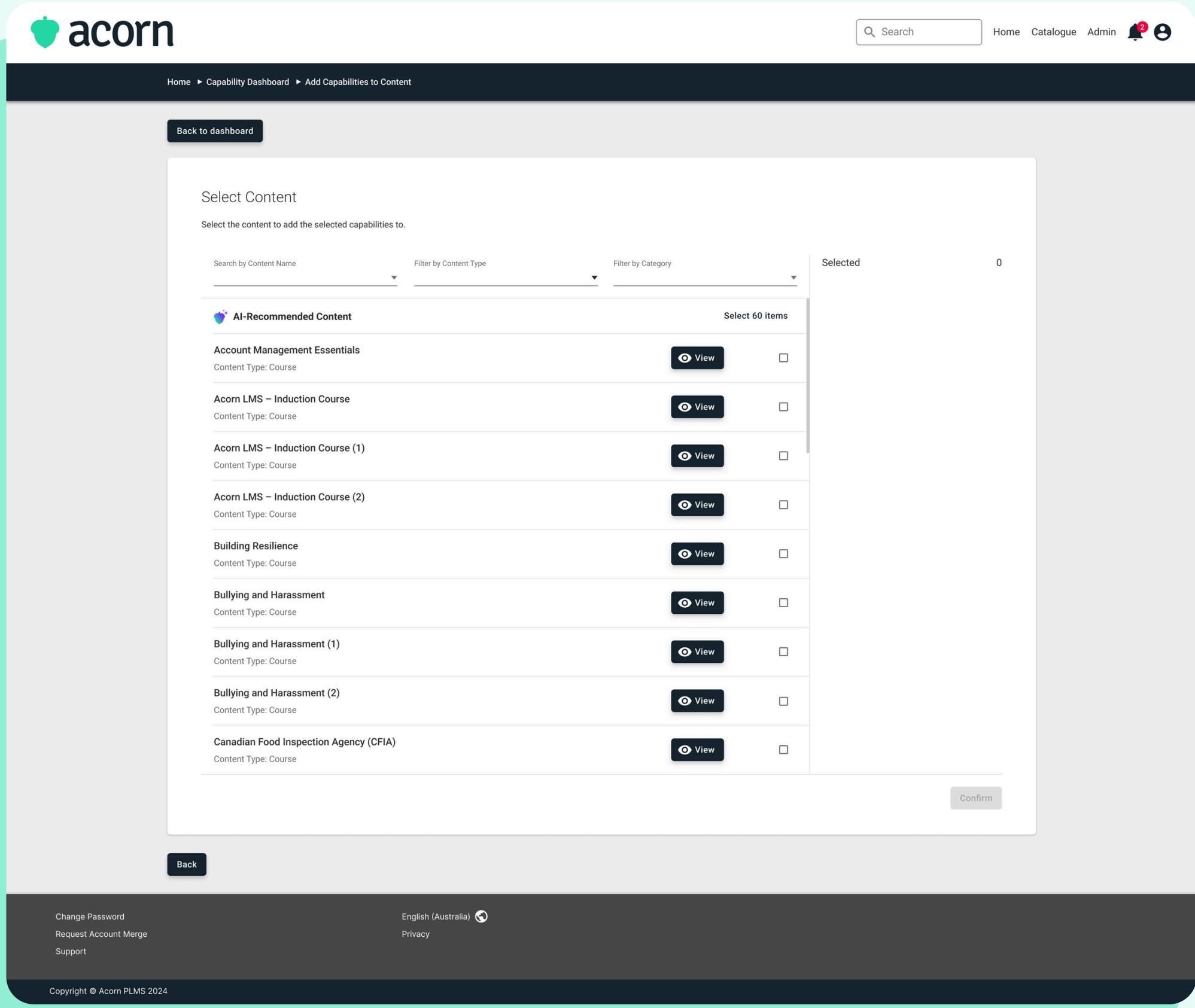
Content Mapping

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

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

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

![acorn logo]

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
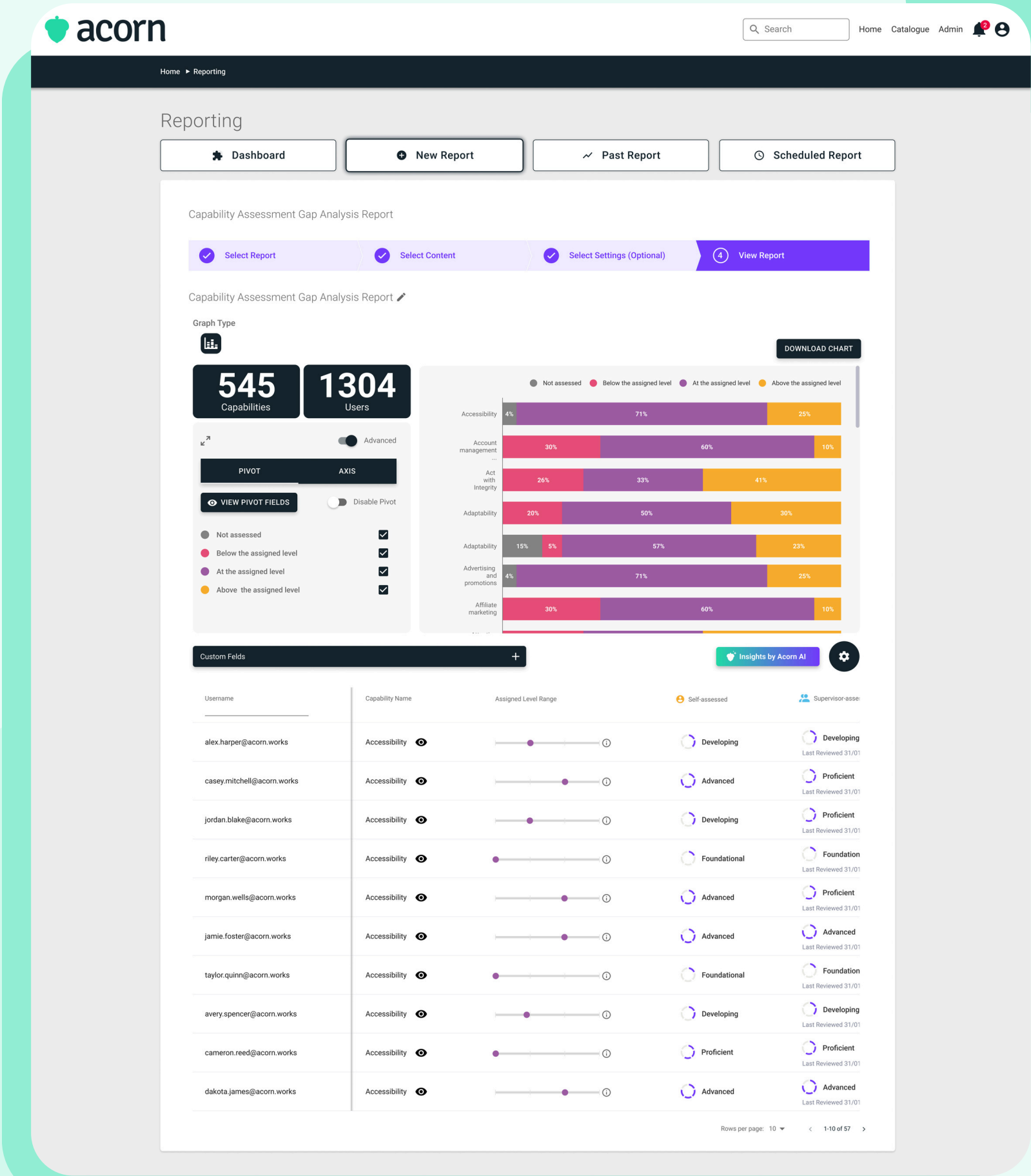
Want more Capabilities?

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.

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

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

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