

TRACK 2 | UPSKILLING + CHANGE MANAGEMENT

BUILD. ADAPT. THRIVE.

The Great Re-Skill

Workforce readiness is the ability to equip people with the skills, support, and change capacity needed to adopt new tools, evolve roles, and deliver better outcomes as mission needs change.



ASSESS

Understand current capabilities and future needs.

- Identify critical roles, skill gaps, and adoption barriers.
- Map required capabilities to business and technology priorities.
- Focus early effort where change impact is greatest.



DEVELOP

Build practical learning and change support.

- Create role-based training, communications, and coaching plans.
- Develop learning pathways, job aids, and manager enablement materials.
- Prepare teams to use new tools and processes with confidence.



SUSTAIN

Reinforce adoption and continuous growth.

- Measure adoption, proficiency, and workforce readiness over time.
- Use feedback to improve training, support, and operating practices.
- Strengthen resilience by making learning and change ongoing capabilities.

THE SHIFT IN THE WORKFORCE MODEL

FROM One-time training

TO Continuous learning and reinforcement

FROM Generic curricula

TO Role-based, outcome-based enablement

FROM Technology rollout first

TO People, process, and adoption first

FROM Change fatigue

TO Guided, supported transformation

HOW LINGATECH HELPS

LingaTech helps organizations turn workforce transformation goals into practical action. Our work connects skills, learning, organizational change, and technology adoption so teams are better prepared for what comes next.



WORKFORCE + SKILLS ASSESSMENTS

- Review current roles, workflows, capabilities, and readiness for change.
- Identify gaps and translate findings into a prioritized workforce and enablement roadmap.



TRAINING + ENABLEMENT

- Design role-based learning paths, job aids, onboarding support, and train-the-trainer approaches.
- Help teams build practical confidence in new tools, processes, and responsibilities.



ORGANIZATIONAL CHANGE MANAGEMENT

- Support stakeholder alignment, communications, sponsorship, and resistance management.
- Build adoption plans that reinforce engagement, accountability, and measurable outcomes.



AI + DIGITAL READINESS

- Assess how AI, cloud, and digital change will affect roles, skills, workflows, and governance.
- Help establish readiness so innovation moves forward with clear expectations, policies, and support.

WORKFORCE READINESS PRIORITIES

LingaTech can help organizations align people, process, and technology so workforce development efforts support adoption, performance, and sustainable change.

UPSKILLING

TRAINING

CHANGE MANAGEMENT

AI READINESS

LEADERSHIP ALIGNMENT

A PRACTICAL ENGAGEMENT MODEL



START WITH A WORKFORCE, TRAINING, CHANGE, OR AI READINESS ASSESSMENT.

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