

Rolling it out

The org-wide system of the previous pages is the destination. Nobody should start there. Skillforests spreads the way trust spreads — one team at a time, on demonstrated value.

Pilot with one willing team. Willing is the load-bearing word. A team curious about the method will forgive early clumsiness and help refine it; a team that had it imposed will comply minimally and prove it "doesn't work here." Build the first forest with them, run the monthly rhythm for a few cycles, hold one forest review — and *learn what works in your organisation* before any thought of scaling.

Make the value concrete for individuals first. This is the rollout's golden rule: people engage when the forest helps *their own growth*, not just the org's reporting. If the pilot team's members can each point at something the forest gave them personally — a visible path to the next rank, a review that finally felt fair, a skill they grew on purpose — the method sells itself internally. If the first visible artifact is a management dashboard, you've taught everyone the map is for watching them, and honest assessment dies in the crib.

Scale gradually. Let the pilot's story travel; expand to the next willing teams; stand up the shared vocabulary and light governance (chapter 6) as the *second* or third team joins — that's when consistency starts earning its cost. Connect ranks to evaluation, and eventually pay, only after the maps have earned trust — the sequencing argued in the pay page.

The pattern is the method applied to itself: clear the roots first (a willing team, individual value), don't skip prerequisites (trust before money), and let visible monthly progress do the persuading.



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