

LEAP

Targeted Workforce Upskilling for the AI Era

A Proven Framework

LEAP maps your organization's enabling capabilities and role-based skills, then recommends targeted upskilling and learning-culture improvements to maximize business value from AI and analytics.



What We Assess

- Optimize effective L&D with benchmarked maturity of your ecosystem, analytical architecture, and people.
- Locate the biggest skill and capability gaps by role.
- Set clear proficiency targets (Emerging → Expert) to guide upskilling.



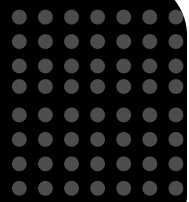
What You Get

- A **shared language and roadmap** that aligns leaders across Learning Culture, Ecosystem, Analytical Architecture, and People.
- A **role-by-role maturity map** that pinpoints the highest-leverage gaps and sequences what to do first.
- A **targeted, cohort-based learning plan** tied to your stack, use cases, time, and budget.



Make Data Literacy *Real*

Operationalize it through your middle managers.



Lasting adoption happens where work happens.

Build simple, repeatable team routines and role-aligned learning at the manager layer.



Embed Simple Routines

Why? Decisions stay consistently evidence based.

How? Add data checkpoints to standups, project reviews, and retros with prompts.



Enable Middle Managers

Why? Adoption happens where work happens.

How? Give managers prompts and templates; set data goals.



Align Roles & Skills

Why? Value is realized when people have the right skills for their roles.

How? Use LEAP to map role skills, then target gaps.



Make It Ongoing

Why? One-off trainings fade without reinforcement.

How? Pair cohort learning with on-the-job practice; run monthly share-outs and quarterly skills checks to sustain habits.

Where Literacy Becomes *Action*

Data literacy spans business, data, analytics, and responsible use.

Real progress comes from middle managers who tune team rhythms and share methods across groups, not from one-off trainings or C-suite messaging alone.

The Roux Institute Case Snapshots

Banking
Regional Bank



Manager involvement from design to delivery increased team adoption.*

Biotechnology
Multinational
Biotech Pioneer



Aligning leaders to strategically approach the impact of AI at scale.

Law
Innovative
Global Law Firm



Foundational role-based data and AI upskilling.

*Roux-led program described in Koloski et al. (2025), Harvard Data Science Review.

Contact us to **start applying these practices** in your org.

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🌐 roux.northeastern.edu/partner-with-us

Read more about The Roux Institute's manager-led approach: Koloski, D., Porter, C., Almand-Hunter, B., Gatchell, S., & Logan, V. (2025). Data Literacy in Industry: High Time to Focus on Operationalization Through Middle Managers. Harvard Data Science Review, 7(1). <https://doi.org/10.1162/99608f92.6f5dfc6f>

Read more about LEAP here:
roux.northeastern.edu/leap

