BUILDING THE DIGITAL WORKFORCE FOR DISRUPTIVE INNOVATION

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Survival is not mandatory.

Source: Global forces in the new era, Dominic Barton, Mexico City, August 31st, 2016

But our workforce is not ready for it.

- Many orgs don't know what skills we will need to bridge the gap.
- Traditional hiring methods and processes not helping.
- Existing members resist the transformation.
- No tangible outcomes from Learning and upskilling.
- Not able to scale the Talent development efforts to all parts of the Org.

How can we enable the workforce?

- Building digital talent portfolio.
- Change the way we hire people.
- Build the path for existing members to be digital ready.
- Build a learning organization culture.
- Build an ability to scale the capabilities to take on these challenges.

Building digital talent portfolio.

Identify roles and skills

Knowing the gaps

Build Vs Acquire

Change the way we hire people.

Hiring for culture and learnability

Culture fit and Culture Add

Demonstrated experience over certifications

Build the path for existing members to be digital ready.

- **Change Management**
- **Role Transition Plans**
- **Existing and new workforce integration**

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Build a learning organization culture.

- **Consider cost of learning and not learning.**
- **Learning aligned with team and Org goals**
- **Celebrate failures**

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Build an ability to scale the capabilities to take on these challenges.

Building champions

Lead by example

Leverage Communities of Practice

Summary

→ Digital Transformation requires dedicated focus on enabling the workforce.

→ Organizations need to look at new ways of acquiring and building digital Talent.

→ Focus on change management and learning culture needs to prioritized strategic initiative to respond to the disruptions.

THANK YOU

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