



Digital Talent Review

Future-Proof Your Talent. Power Your Digital Transformation.

2024

Accelerate Your Digital Transformation Journey

In a rapidly changing technological landscape, ensuring your talent evolves simultaneously is critical. With our Digital Talent Review, power your digital transformation by understanding your current digital skills, forecasting talent needs, and strategizing your talent roadmap.

#DigitalTalentEvolution



Why Digital Talent Review?

Strategic Alignment: Seamlessly sync your company's business and technology vision with your talent capabilities.

Future Preparedness: Equip your workforce for tomorrow by anticipating emerging skills and talent requirements.

Optimized Talent Investments: Ensure every dollar spent on recruitment, talent development, and retention brings maximum value to your transformation journey.

Our Approach

Digital Talent Review is a comprehensive service that covers the three critical aspects of talent management during a digital transformation:

Diagnose the Present: With a meticulous evaluation of your current workforce's digital competencies, set the foundation right.

Map the Future: Connect your digital transformation journey and forecast your talent needs through collaborative insights.

Strategize the Evolution: Craft a tailored talent strategy and roadmap to bridge the gap between your current state and future aspirations.

Service Overview

1. Diagnose Current Digital Competencies:

Objective: Understand the present capabilities of your workforce in terms of technology and digital proficiency.

Key Activities:

Skill Assessment: Deploying an assessment to evaluate the digital competencies of employees across various departments
Interviews & Focus Groups: Engaging key employees and teams to gain qualitative insights into the organization's digital capabilities and limitations.

Competency Gap Analysis: Identifying areas where the current skill set does not align with business needs or goals.

2. Mapping Talent Needs for Digital Transformation.

Objective: Forecast the evolution of talent requirements as the company progresses in its digital transformation journey.

Key Activities:

Analysis of Digital Transformation Roadmap: Understanding the company's technological evolution and its implications for talent needs.

Collaborative Workshops: Partnering with business and tech leaders in your company to align on projected needs and competencies.

3. Talent Evolution Strategy and Roadmap

Objective: Develop a detailed plan to ensure the workforce evolves with the company's digital transformation.

Key Activities:

Workforce Development Initiatives: Recommendations for training, workshops, and courses to upskill the current workforce.

Recruitment Strategy: Offering insights on talent acquisition for areas where in-house upskilling may not be feasible or efficient.

Retention and Growth: Proposals for programs that can assist in retaining key talent, such as mentorship programs, career growth paths, and recognition systems.

Implementation Timeline: A phased roadmap, laying out the sequence of initiatives to maximize efficiency and effectiveness.





Benefits of the Digital Talent Review

Business Alignment: Ensure your HR strategies and goals perfectly synchronize with your company's overarching business and technology vision.

Future-Proofing: Ensure your workforce is equipped not just for the present but also for the future.

Optimized Investments: Focus your training and recruitment budgets where they will generate the highest ROI.

Employee Satisfaction: By offering a clear path for growth and skill development, boost employee morale and decrease turnover.

By proactively addressing the talent dimension of digital transformation, businesses can achieve a smoother transition, higher adaptability, and a stronger competitive edge. **Our Digital Talent Review** is the tool to make this vision a reality for your company.