

The background features a dark blue gradient with several circular patterns. On the left, there are large, semi-transparent circular gauges or progress indicators with numerical scales ranging from 40 to 260. Some of these circles have arrows indicating a clockwise direction. The overall aesthetic is technical and digital.

# **Workforce Development Strategy in the Digital Workplace**

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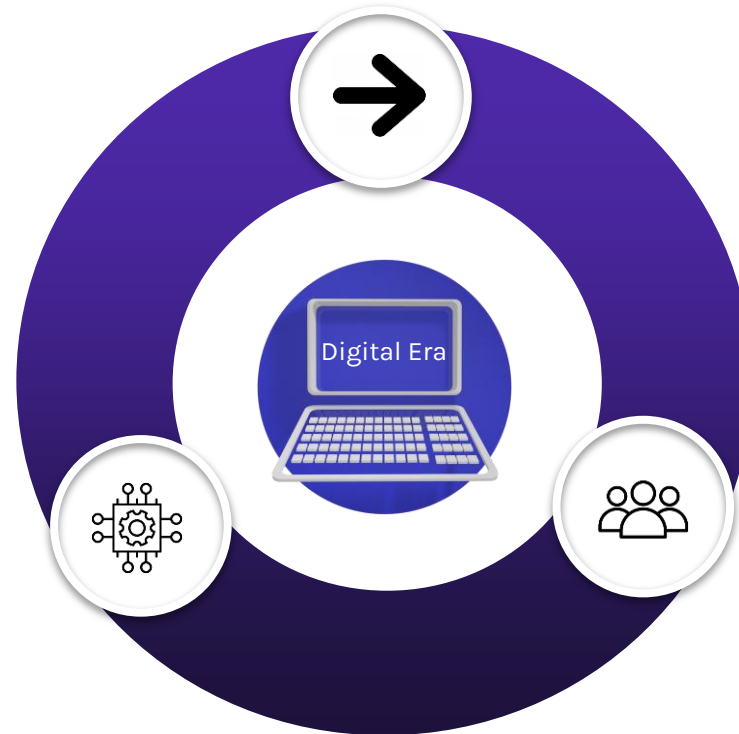
# Digital Transformation is Now

Digital transformation is about creating new possibilities for the organization by embedding technologies to drive fundamental change, increased efficiency, higher business agility and better customer experience.

# The Pillars in Developing Digital Workplace

## TECHNOLOGY

- **Processes:** Focus on Augmenting Dynamic Work
- **Information:** Data & Content
- **Technology:** Mobile, Cloud, Analytics, AI, Content & Collaboration Services



## VISION & STRATEGY

- **Vision:** Value Propositions for the Digital Workplace
- **Strategy:** Blueprint for Effective Execution

## PEOPLE

### Employee Experience

- Participation & Contribution
- Smart Workspaces
- Interaction & Feedback

### Organizational Change

- Culture & Structure
- Skills & Competencies
- Governance & Responsibility

# Digital Transformation Strategy

Key steps to create a strategic path to digitization.

1

Design organizational goals & objectives. Develop strategy and realistic goals

Set Vision



Align Teams

3

Assess & analyze current organizational resources and capabilities

Understand Current Capacity



Digital Transformation



5

Achieve digital environment, actionable metrics, insights and data intelligence.

Ideal State



2

Get buy-in from leadership and staff. Incorporate transformational goals into every employee role..

4

Create a comprehensive and holistic digital transformation strategy to address immediate & future transformation

# Preparing Workforce for Digital Transformation

## Close the skill gap

Upgrading employee's skills is a crucial part of the process. With the right skills and training, employees will be able to help fully embrace new technologies.

## Embed in Culture

Drive cultural change. Internal communications play a crucial role for driving cultural change that supports business transformation & eases change management.

## Communicate Benefits

Communicate the benefits of digitalization. Explain that digital transformation doesn't eliminate jobs, but enable employee development.

## Ensure Information Flow

Ensure timely and relevant information flow. Make sure that the right information reaches the employees at the right time.

## Ongoing conversations

Continuous communications in the post-implementation phase is as important during the implementation phase.

## Easily accessible information

Keep employees informed and make information available and easily accessible.

## Avoid Silos

Ease cross-departmental collaboration. Guidance and expertise need to come from several areas of focus (i.e. HR, IT, Internal Comms, etc.)

## Avoid Information Overload

Focus on the necessary & relevant information. Too much information causes frustration and drop in productivity.

# Embrace Digital Transformation

Digital Transformation is **Now**.  
It's no longer just important – it's imperative.

The background is a blue gradient with white circular patterns and a scale on the left side. The scale is a semi-circle with numbers from 140 to 260. There are several circular patterns, some with arrows, and a dotted line with an arrow pointing towards the top right.

**Thank You**