

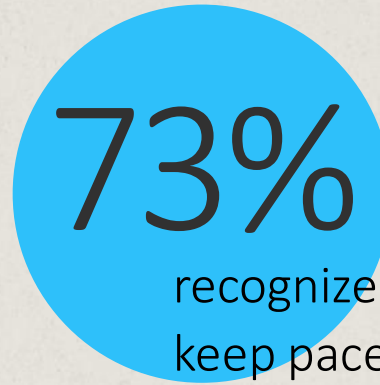


DIGITAL SKILLS

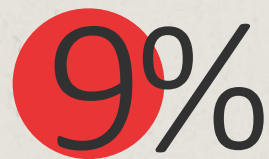
Thriving
beyond
boundaries:

Human performance in
a boundaryless world

Skills



recognize the importance of skills to keep pace with technological innovation

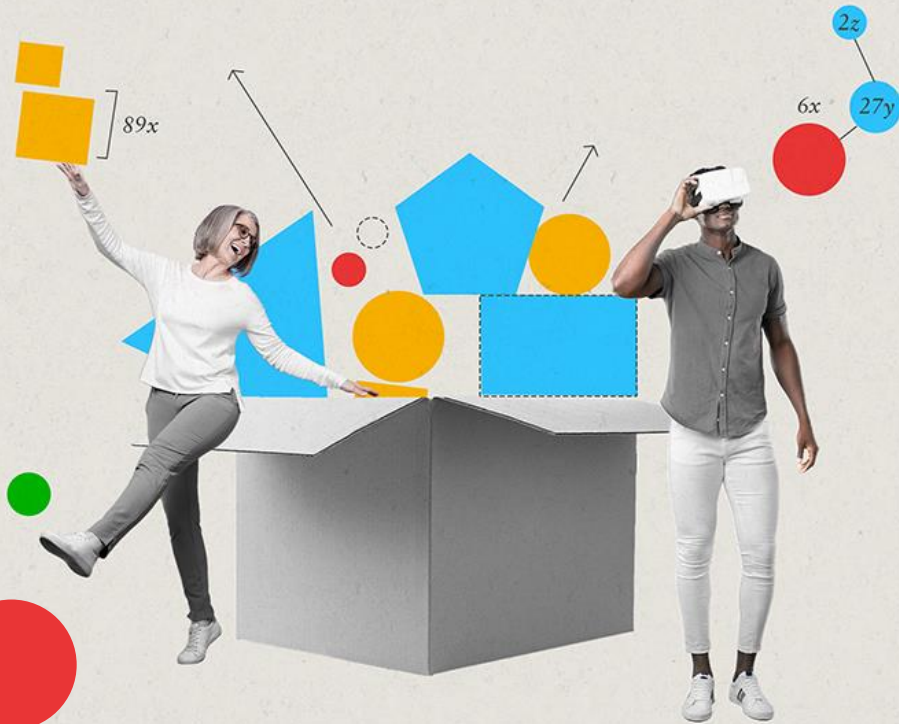


detect sufficient progress in their own organization

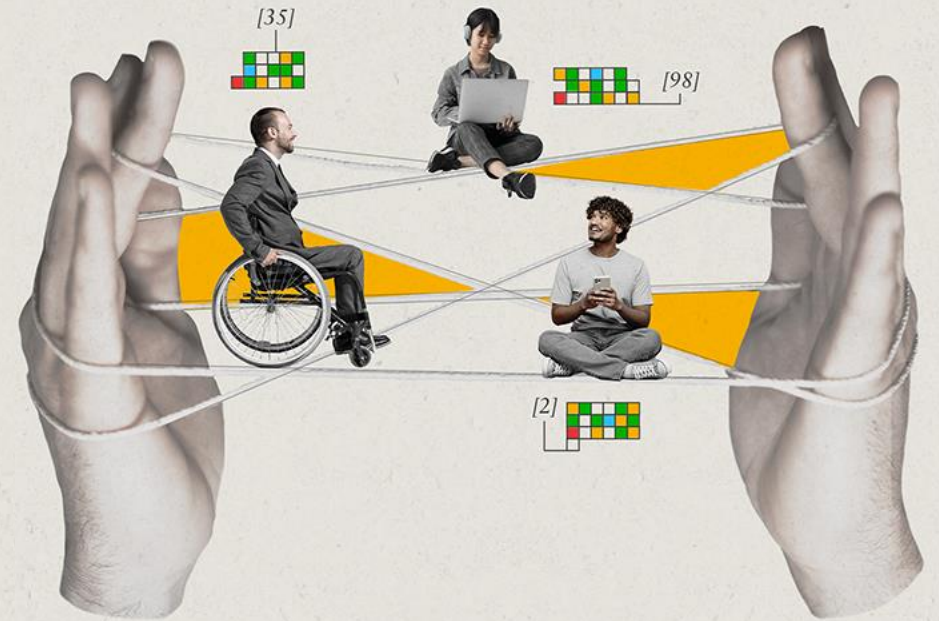
What will be the most important skills in the future?

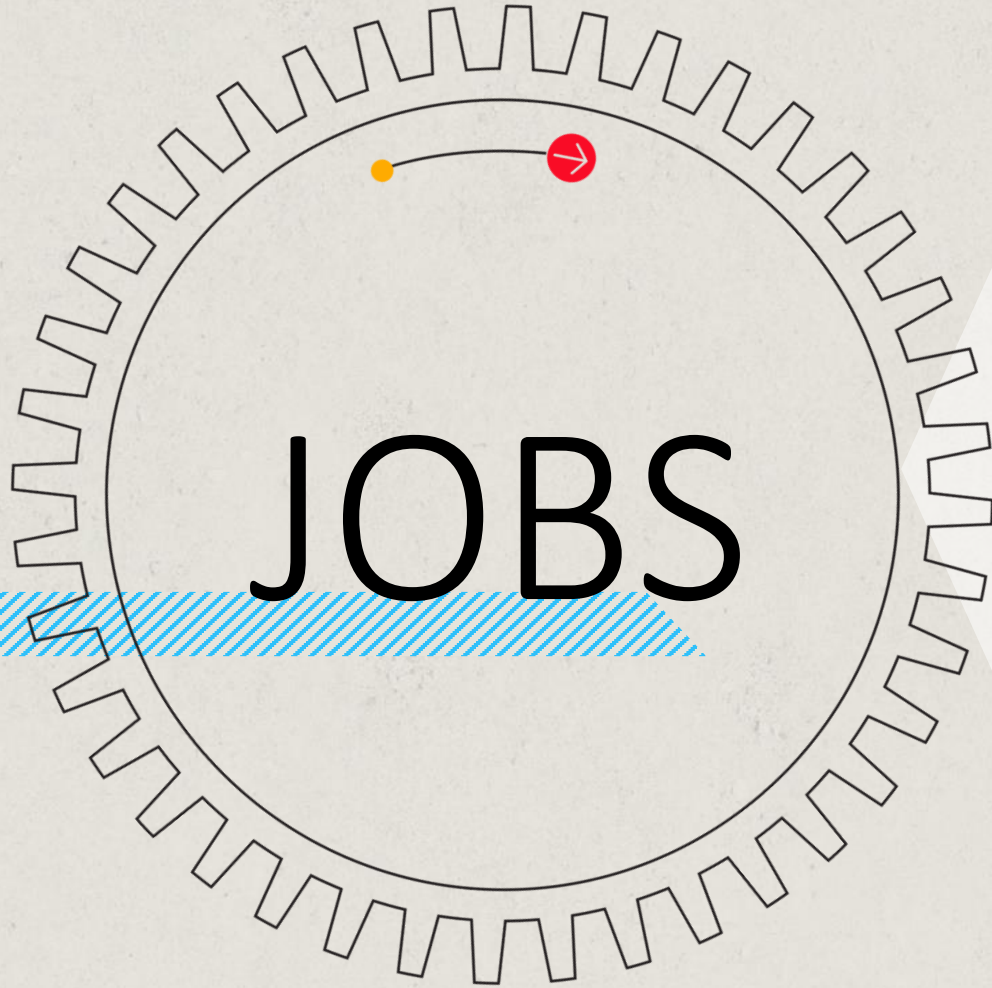
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- 1 Curiosity
 - 2 Critical Thinking & Innovation
 - 3 Informed Agility
 - 4 Complex Problem Solving
 - 5 Resilience
 - 6 Connected teaming
 - 7 Technology Use, Monitoring & Control
 - 8 Technology Design & Programming
 - 9 Divergent thinking
 - 10 Social and emotional Intelligence

Digital *playground*



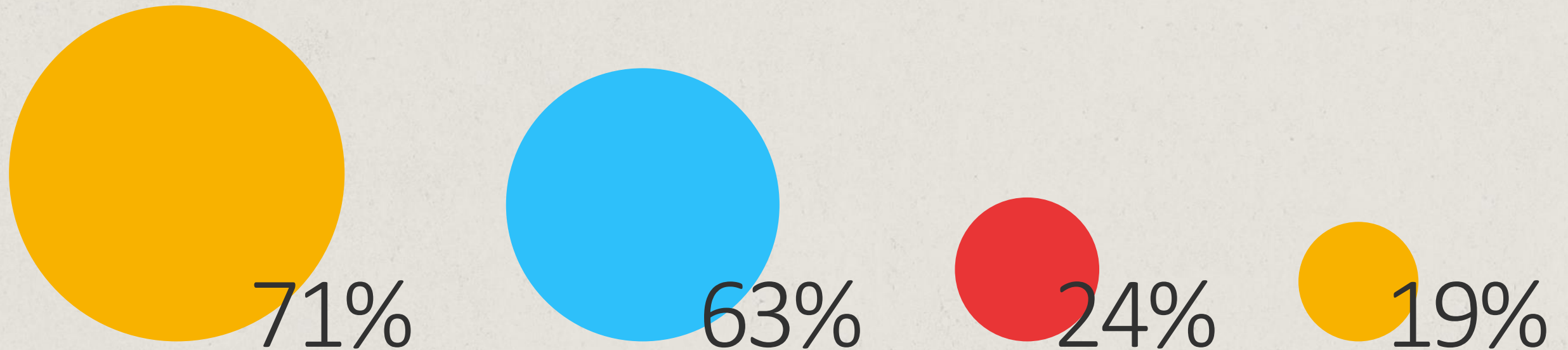
Workplace *microcultures*





- Personnel requirement
- Recruitment
- Personnel development measures
- Careers
- Remuneration
- Authorization systems

Jobs no longer structure work in a contemporary way



Three central paradigms of a skill-based organization

Thinking of work in terms of skills
instead of jobs

Seeing employees as **individuals**
with skills and potential

Skills as a basis for **decision-making**
and **process design**



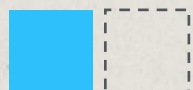
The first steps to become a **skill-based** organization

WORKFORCE PHILOSOPHY

SKILLS FRAMEWORK +
COMMON LANGUAGE

DATA + TECHNOLOGY

GOVERNANCE



Let's get
in touch!



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SCAN ME



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