

TALENT | TECH | TRANSFORMATION

**Enabling Digital Transformation
Through
Talents Acquisition & Reskilling**

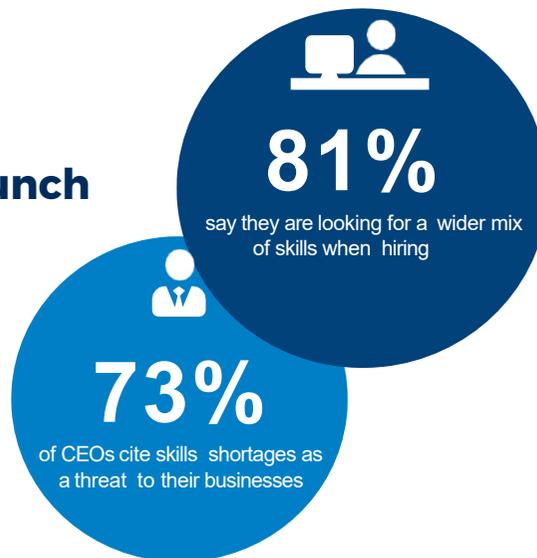
Brussels, 29/11/2021



The Problem

The digital-skills gap is hampering the acceleration of digital adoption around the world.

The skills crunch

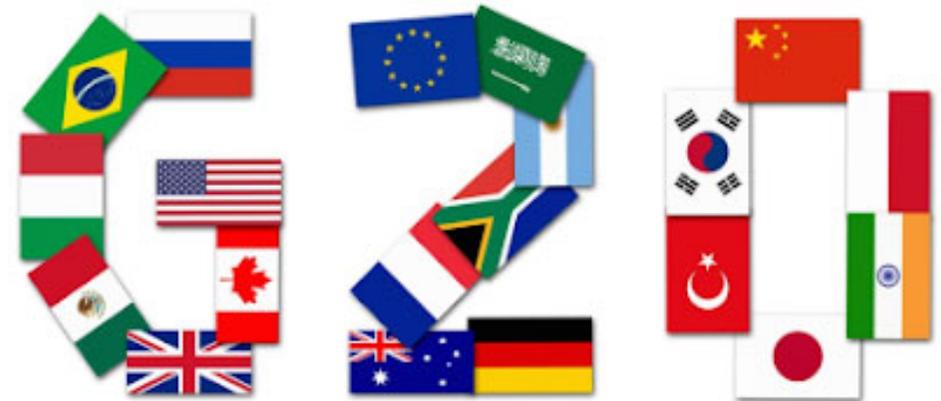


Source: PwC, People Strategy for the Digital Age

Biggest Skills Shortage in History

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The Digital Skills Gap Comes at a Cost: 14 G20 Countries Could Miss Out on \$11.5 Trillion Cumulative GDP Growth



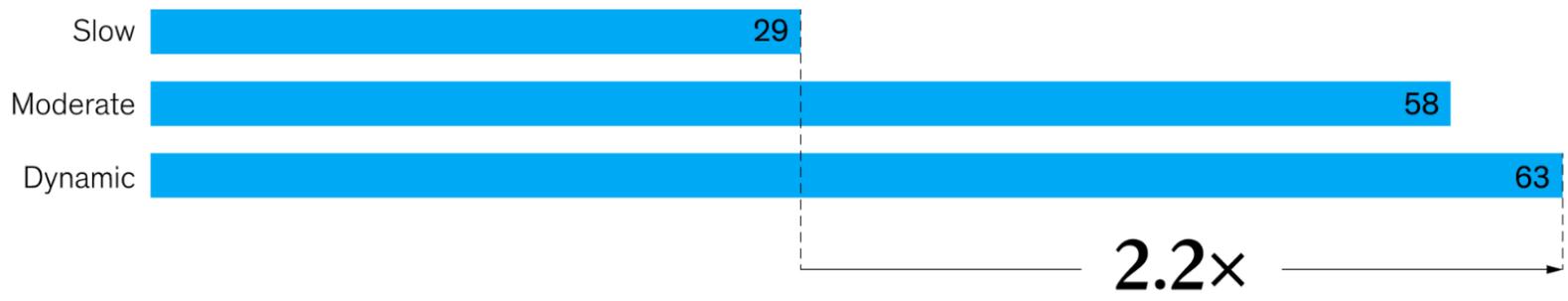


THE SPEED OF TALENT ALLOCATION IS ESSENTIAL

According to a recent study of McKinsey

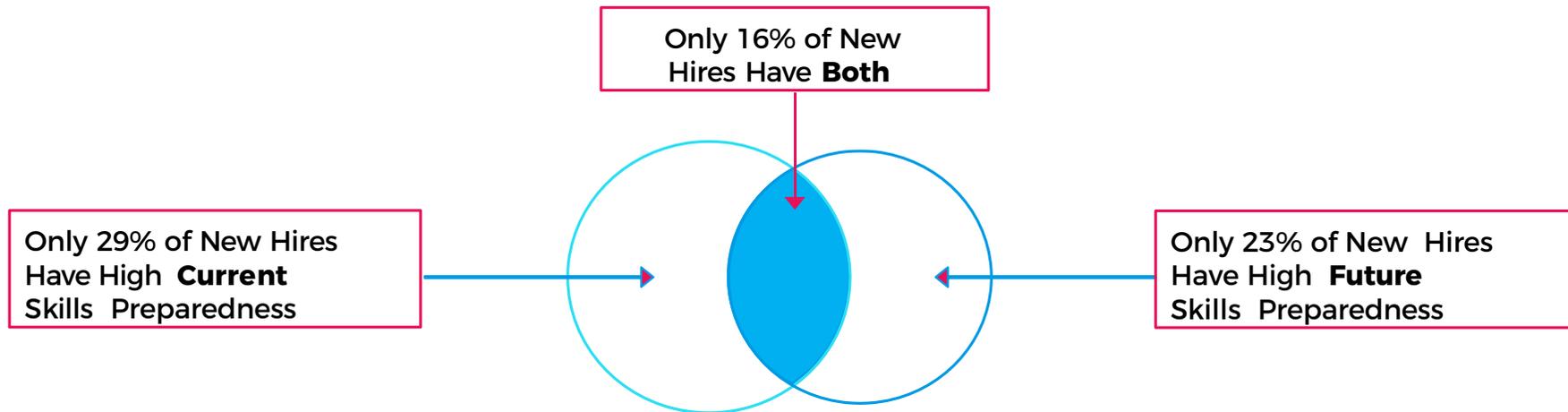
Dynamic talent allocation increases the odds of success.

Share of respondents reporting total returns to shareholders higher than competitors, by speed of talent allocation,¹%



Existing Workforce is not Future Ready

Few Employees Prepared for Today and Tomorrow



Quality Problem Affecting Team Performance



40% of hiring managers say their most recent hire left their team **no better off** in terms of **having the skills needed to meet future challenges**

How to fill the GAP ?



FROM → TO

REPLACING THE WORKFORCE

SHAPING THE WORKFORCE

 Your Previous Path to Goal:
Replacing the Workforce

 Your NEW Path to Goal:
Shaping the Workforce

Acquiring Similar
Profiles ...

Acquiring New
Skill Sets ...

... From Known
Talent Pools ...

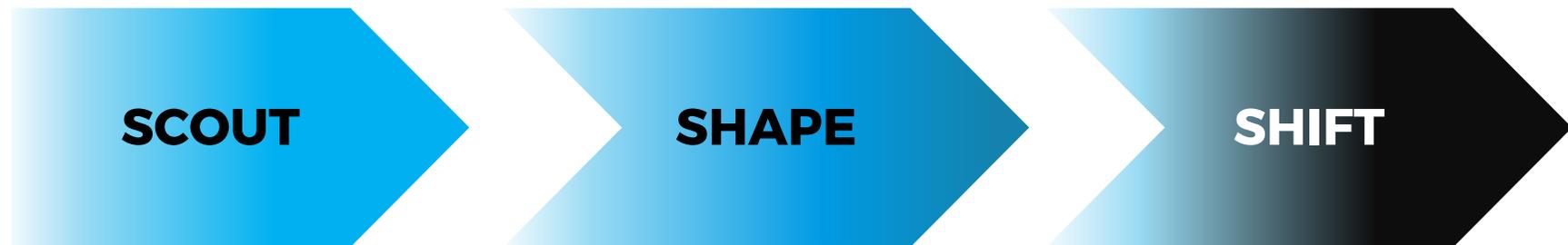
... From a Diverse
Skills Market ...

... Attracted to the
Traditional EVP.

... That influences
the EVP.

Acquiring quality talent with critical skills to meet the organization's short- and long-term objectives

3 PHASES OF SKILLS TRANSFORMATION



3 PHASES OF SKILLS TRANSFORMATION

SCOUT

A recent McKinsey Survey indicated that **more than 50%** of the respondent managed to assess the potential skill gaps

Workforce planning to assess potential skill gaps

Assessing demand and/or need for specific skills in the future

58

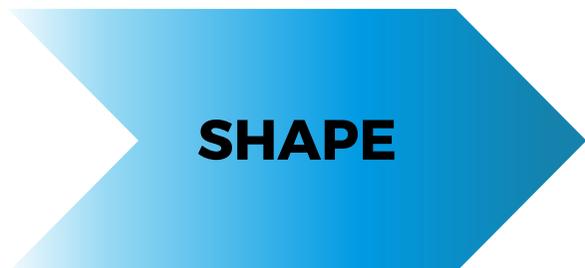
Determining the current supply of specific skills

56

Analyzing skill gaps (including development of the business case to close them)

54

3 PHASES OF SKILLS TRANSFORMATION



Less than 50% of the respondent managed to develop a successful strategy

Development of a skill strategy to ensure that the workforce is future-ready

Designing a portfolio of initiatives to close skill gaps

43

Designing tailored learning journeys and delivery plans for specific roles and/or groups of employees

40

Deciding on learning infrastructure and enablers¹

48

3 PHASES OF SKILLS TRANSFORMATION



Less than 30% of the respondent managed reimagine how to reskill at scale

Reimagined infrastructure for skilling at scale

Launching a “skilling hub” or other organizational structure² dedicated to learning

28

Delivering a skill transformation at scale across the organization via comprehensive capability-building programs that address the most critical skill needs

28

Implementing dynamic tracking of workforce and impact³

23

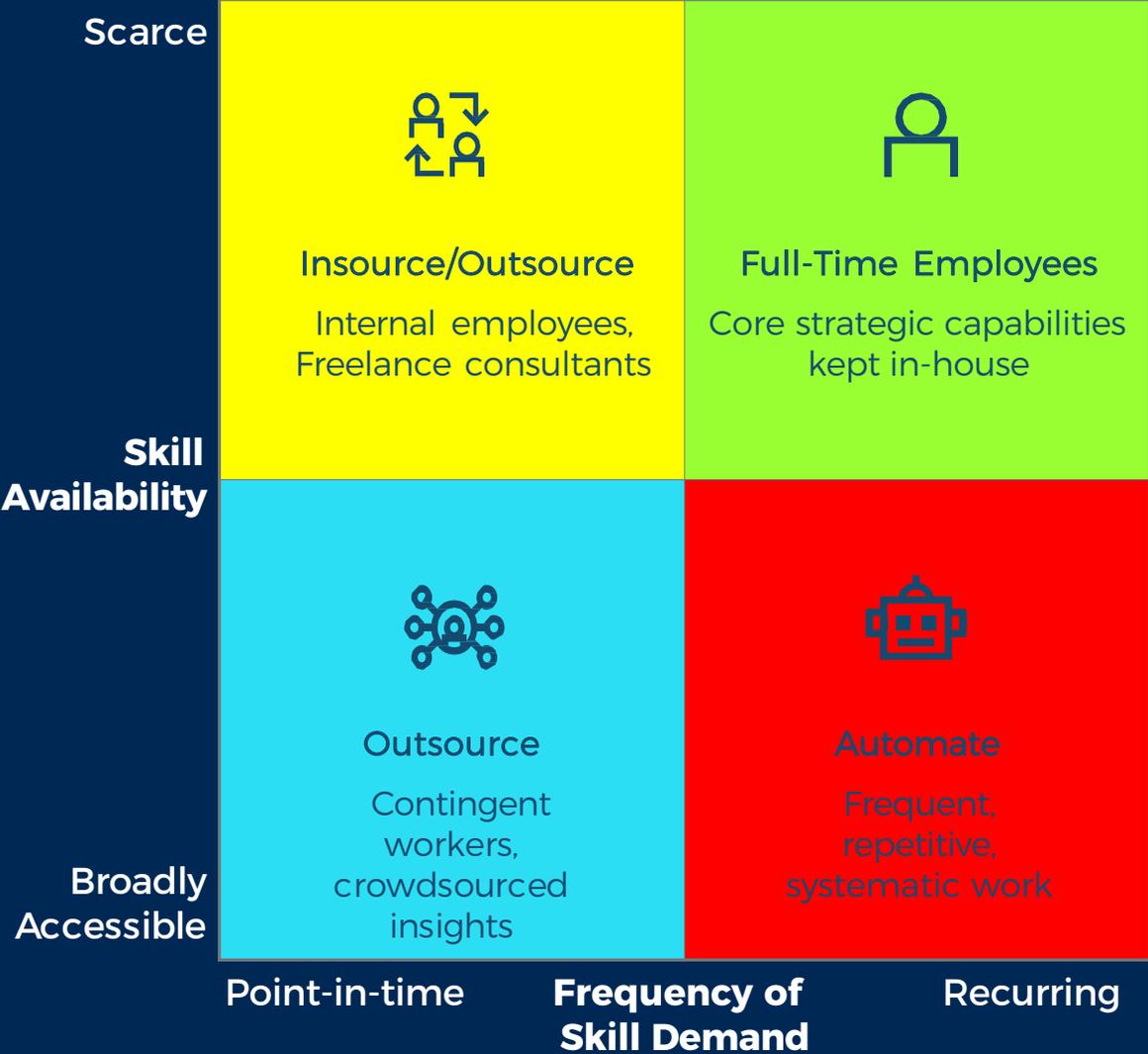


**A COHERENT APPROACH AND INNOVATIVE APPROACH TO
WORKFORCE PLANNING & MANAGEMENT
IS REQUIRED TO ENABLE THE
SKILLS TRANSFORMATION**

FTP

HightechPartners

Find the Right Talent for Required Skills



Find the Right Talent for Required Skills

Sourcing Strategy

Scarce - PIT

Scarce - FTE

INTERNALLY

MIXED

EXTERNALLY



Freelancer

N

Skills Mapped

Y

Reskilling Plan

Skills Partially Mapped

Tasks Split

Skills Available

Y

In House Recruiting

N

Executive Search



Digital Transformation is a Journey not a Destination

We will be proud to accompany you
and contribute to your success



Financial Partner