SKILL DYNAMICS

Overcoming the barriers to digital transformation

The world is evolving at an exponential pace from a technological perspective. For the first time in history, we're heading towards a place whereby humans will struggle to keep up. With the emergence of machine learning and AI, **the world of work is changing as we know it.**

99%
of professionals **plan to or are currently investing** in digital transformation.

BUT

1 in 4
are failing to find great benefit from it.

Promises of speed, accuracy and productivity just aren't being realized to its full potential. **Why is that?**

1 — No vision or strategy

To unlock the potential of digital technologies, procurement and supply chain leaders need to have a **clearly-defined vision** of how these technologies are expected to impact their respective organizations, and an equally **clear roadmap** as to how these goals are to be achieved.

1 in 3
don't have a vision for their transformation

AND

54%
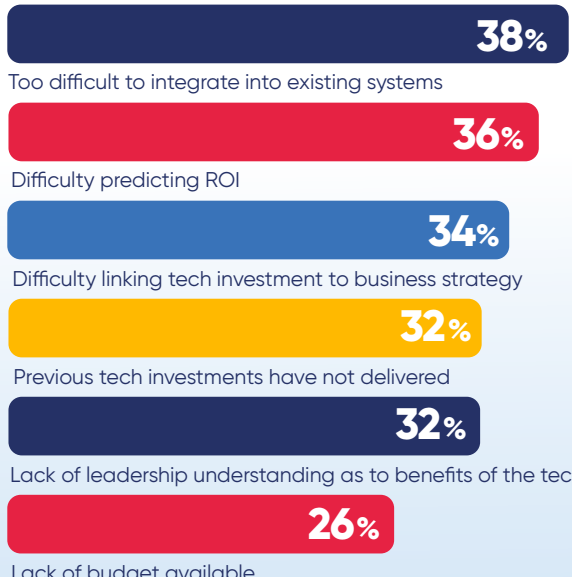**don't** have a clearly-defined roadmap

Supply chain and procurement teams need to:
- ✓ **Map out the impact** digitalization will have on driving value in the supply chain
- ✓ **Define a clear set of milestones** and KPIs to measure against
- ✓ **Include a change management plan** to bring the business and team with you.

2 — Limited interest from the wider business

Having a vision and roadmap will also help to get buy-in from stakeholders around the business as they'll be able to see the **broader impact the investment will have.**
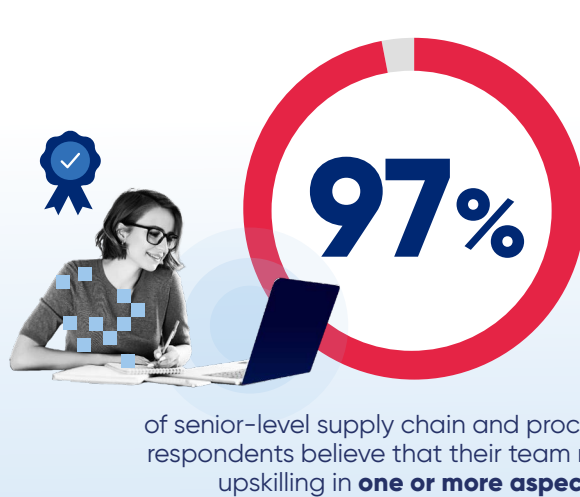
70%
find some level of difficulty with getting stakeholder buy in

- **38%** Too difficult to integrate into existing systems
- **36%** Difficulty predicting ROI
- **34%** Difficulty linking tech investment to business strategy
- **32%** Previous tech investments have not delivered
- **32%** Lack of leadership understanding as to benefits of the tech
- **26%** Lack of budget available

Supply chain and procurement teams need to:
- ✓ **Show how a tech investment will support** the organizations broader business objectives
- ✓ **Demonstrate the impact** on the overarching strategy
- ✓ **Create a governance model** that includes all major stakeholders

3 — An under-prepared workforce

Arguably, at the heart of most digital transformation projects are the people and the teams that will be using and benefitting from it. Instilling a culture of continuous learning, upskilling the labour force can unlock new capabilities and innovation. This requires **a solid foundation of best practice and processes – not just software or system training.**

97%
of senior-level supply chain and procurement respondents believe that their team required upskilling in **one or more aspects**

- **69%** Technical skills
- **66%** Strategic thinking
- **64%** Adaptability
- **56%** Critical thinking
- **54%** Interpersonal skills
- **33%** Curiosity

Supply chain and procurement teams need to:
- ✓ **Agree the skills and competencies** needed at the end of the digital transformation project
- ✓ **Identify and map** the skill gaps for individuals by role
- ✓ **Create a learning plan** with only the skills that need to be improved
- ✓ **Assess the impact** and level of improvement by individual, team or business unit

One size doesn't fit all

Personalized digital training provides an invaluable tool for upskilling supply chain and procurement teams in core business processes and in the strategic skills needed to underpin successful digital transformation.

> " In today's pressured business world, with its inevitable work-life balance challenges and multiple calls on procurement professionals' time, employees want access to the very best content, presented in an engaging manner by skilled educators. "
>
> Adrian Preston, Head of Supply Chain Development, Skill Dynamics

Find out more download the report

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