Leading through Digital Transformation

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AGENDA

- Digital Transformation
- How to be transformation ready?
- Case study
Digital Transformation
The Human Age 2.0

Technological Revolution
The impact of Digitization on People and Skills

Rise of Client Sophistication
The Power is Shifting

Greater Individual Choice
From Job for Life to Career for Me
Technological application in workplace

Digitization, Data generation, Automation, AI, Private cloud and public cloud, Machine learning etc.

New ways to get work done
GLOBAL IMPACT OF DIGITIZATION

AUTOMATION IS GOOD NEWS FOR JOB SEEKERS: IF THEY HAVE THE SKILLS

Most employers say digitization will be a net gain for employment in the near-term. Only 10% expect to reduce their workforce as a result of automation. As companies go digital, most will need more people, not fewer.
Things have changed

• By 2020, 30 percent of industry revenues will come from new business models (*ManpowerGroup’s From C-Suite to Digital Suite*)

• Transforming quickly can make the difference between success and failure
How to be transformation ready?
Organizations must create a culture of innovation.

To be open to change, prepared to take calculated risks and willing to fail fast.
Companies that embrace digital transformation...

- Are up to 26% more profitable than their competitors.
- Enjoy up to 12% higher market valuation.
Almost **9 out of 10 HR leaders** do not believe they have the leadership talent to drive success
The 80/20 Rule: It’s the Same, But Different

THE 80%: INHERENT ENABLERS

The powerful combination of brightness, adaptability, endurance and drive are the enablers and solid foundation for effective leaders.

THE 20%: COACHABLE CAPABILITIES

Leaders must develop the capability to unleash talent, nurture learnability, accelerate performance, foster entrepreneurialism and the ability to dare to lead.
How to prepare the leadership

• Identifying and nurturing digital leaders: The P3 leader model: People, Purpose, Performance.

• To lead in the digital age, business leaders need to combine the best of human and machine intelligence.

• Leveraging digital leaders: Facilitating transformation across the workforce.

• Don’t get stuck in analog: Get digital-ready
The DigiQuotient provides an indication of a Leader’s Readiness to lead a digital workforce transformation.

Upon completing the assessment, the user receives an indication of their Digital Profile (one of 8 personas)

Leaders, how much are you ready for Digital Transformation? Find yours here: https://digiquotient.io/
Case study 1: Digital transformation in US’s Manufacturing sector
Breathing New Life Into Manufacturing

• Manufacturing and its supply chain accounts for 32 percent of GDP in the U.S.

• **an estimated 3.5 million U.S. manufacturing jobs will be created over the next decade** despite robots’ threat.

• The biggest threat to manufacturing is not machines — **it is people**. Up to 2 million jobs may go unfulfilled because existing and emerging workers do not have the required skills.

• *Turning digital opportunity into reality requires the right technology, the right skills and also the right people.*
• By 2020, more than one-third of in-demand skill sets of most occupations will be comprised of skills not considered crucial or even non-existent today.

• Manufacturing leaders see digital transformation as the opportunity to revitalize the sector, radically increasing productivity, enabling data analysis and innovation.
Case study 2: Swipe Right - Understanding Global Candidate Preferences
Understanding Global Candidate Preferences

GLOBAL CANDIDATE PREFERENCES SURVEY

We asked 14,000 currently in the workforce ages 18-65 in 19 influential employment countries across the globe to share what matters most to them in the job search process.
Preferences and Usage of Mobile Apps

Skyrocket

52% of global candidates would like to use mobile apps to apply for jobs

90% of consumers’ mobile time is spent using apps
Young, Mobile and Ambitious

31% are willing to move to a new country for a new job

17% find opportunity for advancement as a motivator for immediate job change

64% of Millennials are interested in applying to jobs via smartphone apps
Leveraging Candidate Technology Preferences

considerations for engaging candidates with technology

1. Be smart about the smartphone
2. Look beyond traditional HR platforms/apps
3. Get quantity and quality
4. Do not rely solely on video interviewing when diversity is a priority
5. Use technology to build employers brand
6. Let a bot be a bot
Thank You