



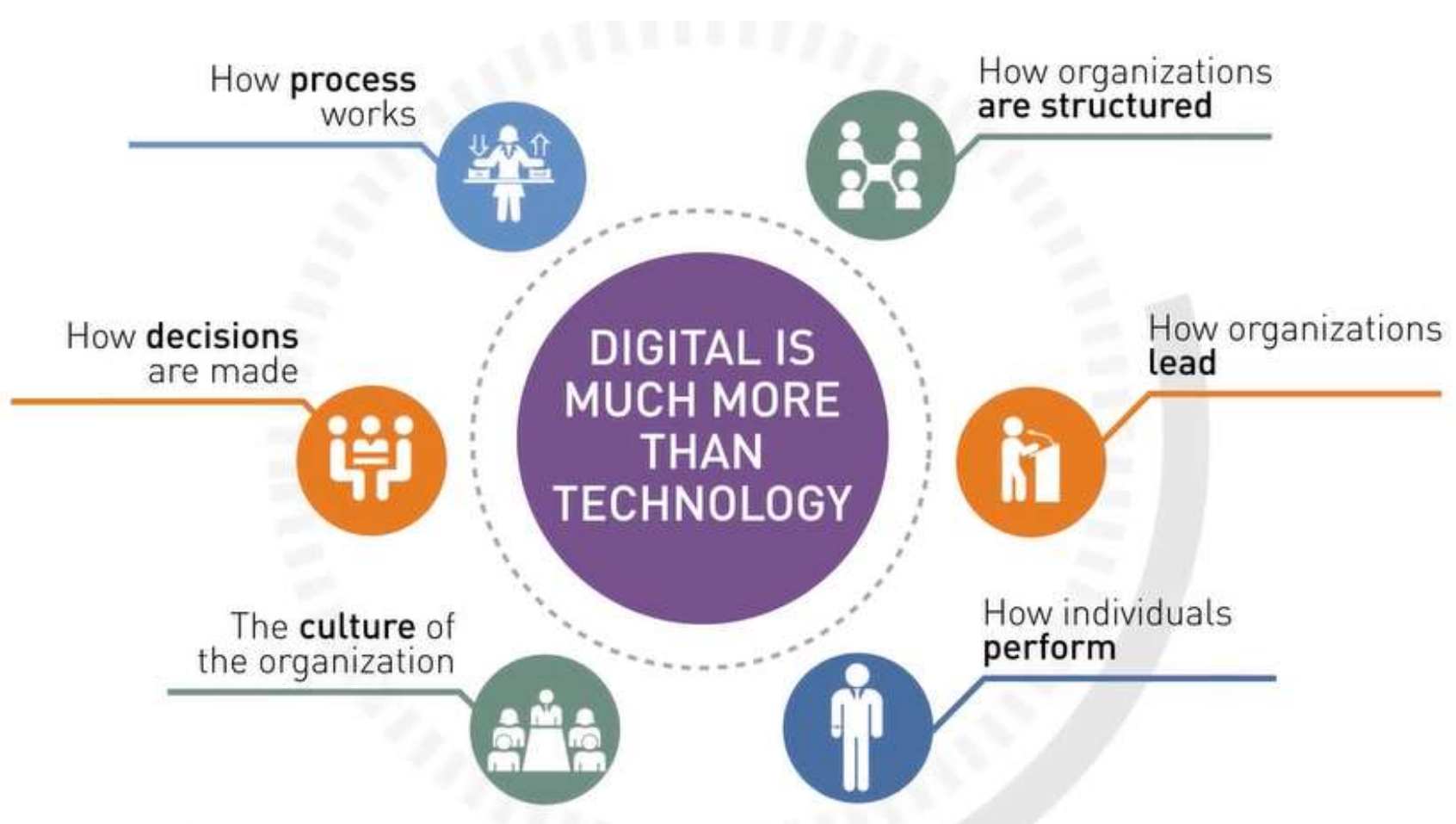
Humans' challenges on Digital Transformation

Are we ready?

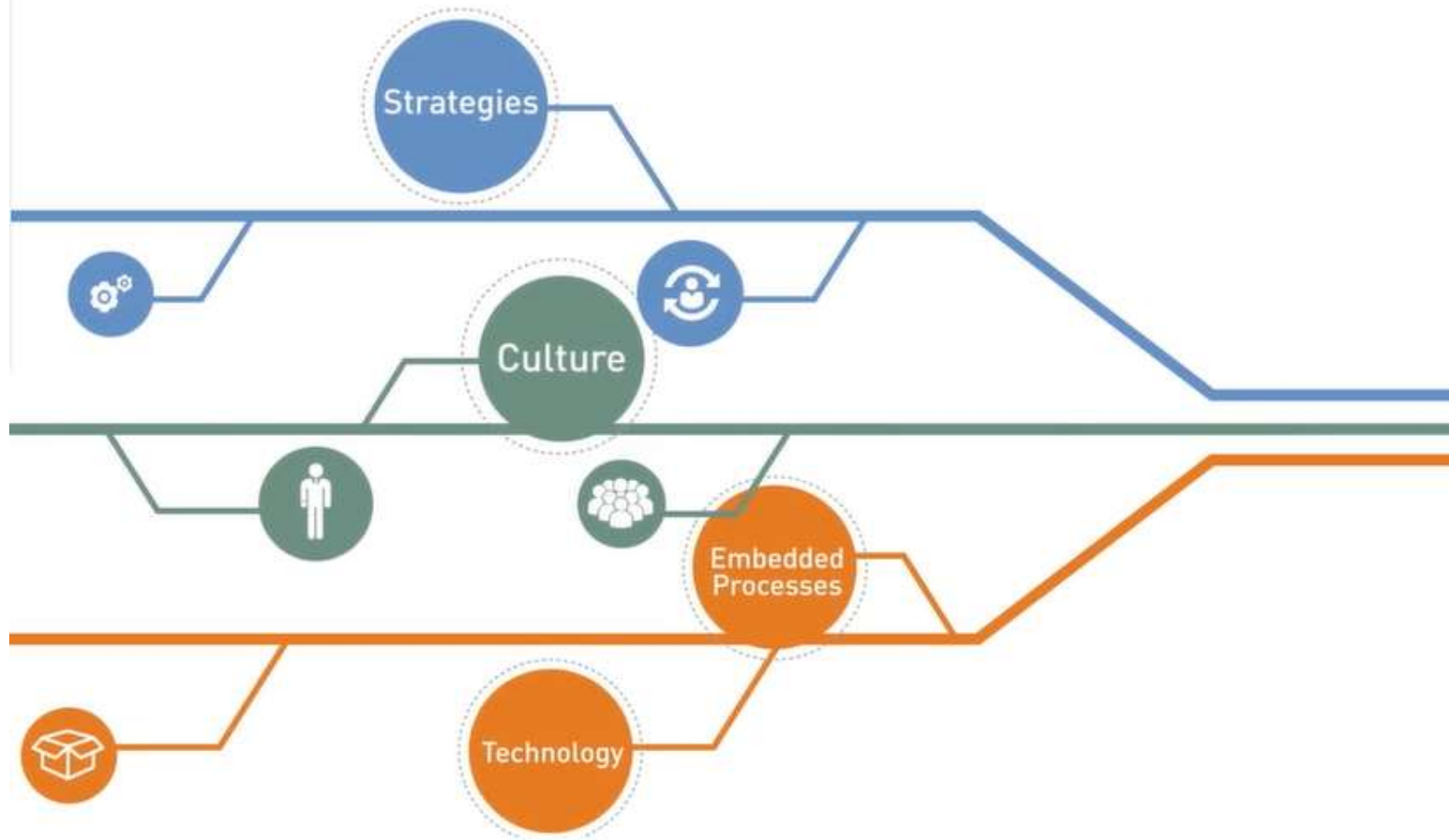


ManpowerGroup®

Digital Definitions



What is Digital Transformation?



Today's Workforce Challenges

Determining the right workforce strategy



Upskilling individuals and workforces



Finding the right talent



Competing in the digital age



Attracting and retaining talent



Leading through digital transformation



85%

of enterprise decision makers feel they have a timeframe of two years to make significant inroads on their digital transformation before suffering financially and/or falling behind their competitors.

Source: Progress

55%

of companies without an existing digital transformation program say the timeframe to adopt one is a year or less.

Source: Progress

92%

of businesses say that intelligent automation (the combined use of artificial intelligence and automation) will be put to wider use within their company during the next 12 months.

Source: Accenture

87%

of companies believe that digital transformation is a competitive opportunity.

Source: CapGemini

How are Greek Organizations Responding to Digital Transformation?



88% of Greek employers will upskill their current workforce

87% of Greek employers plan to buy the skills they need, either paying higher market prices or improving compensation for existing staff

Digital Evolution Pathway Assessment



Survey Elements

Questions designed around the 4 facets of Digital Transformation

Strategy

- Organizational & Talent Strategy
- Leadership
- Values and Brand



Culture

- Organizational Behavior
- People Capability/Capacity
- Organizational & Role Structure



Practices

- Business Processes
- Customer Experience
- Data Science

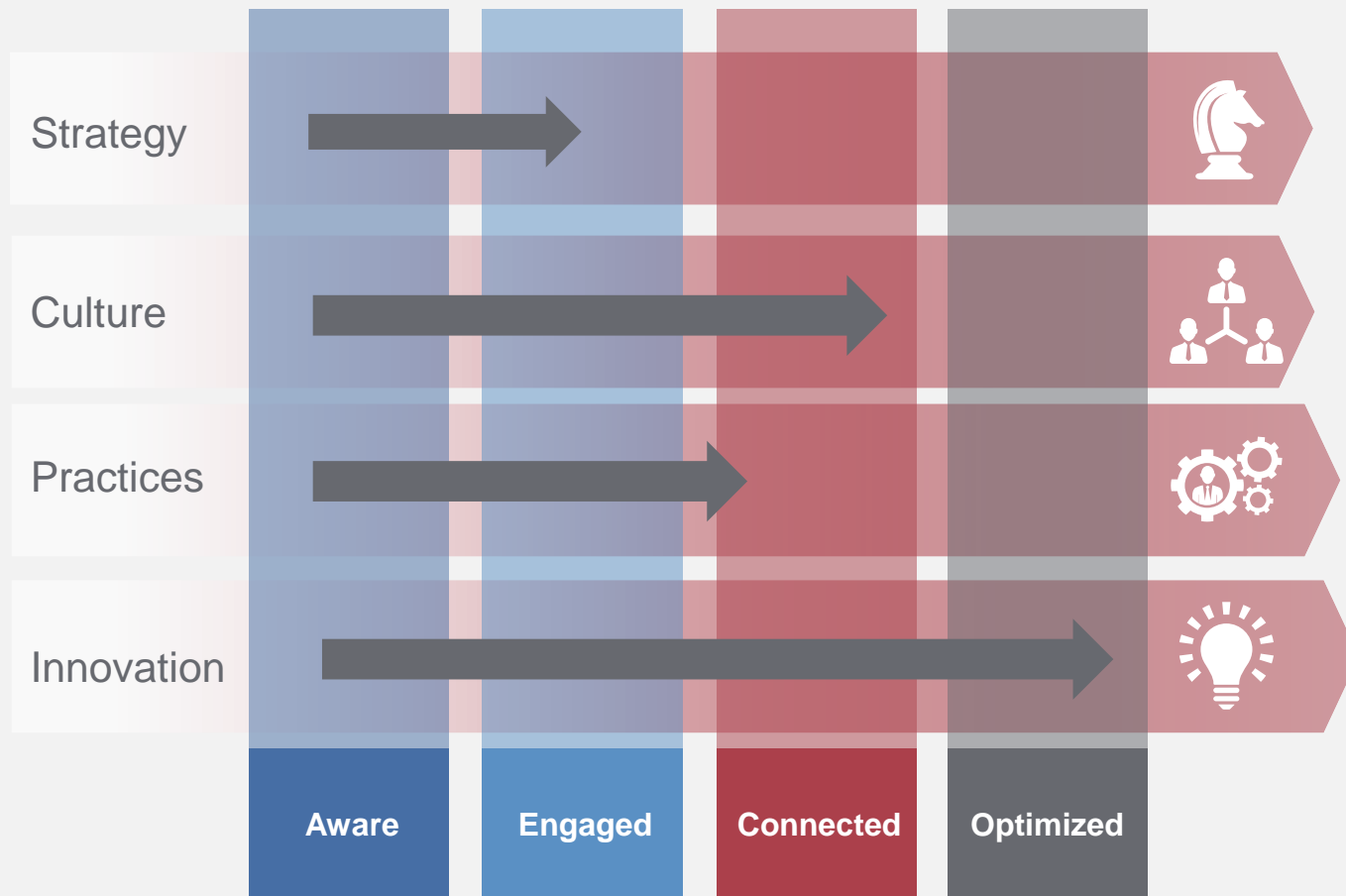


Innovation

- Technologies
- Business Models
- R&D



Digital Transformation Stage Progress “Mock-up”



Digital Evolution Pathway

eVolution Index

Strategy

Customer Satisfaction is the most important metric that we monitor and evaluate.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

eVolution Index

Culture

We are making strides with instilling a culture of improvement and continuous quality.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

eVolution Index

Practices

We have advanced analytics on customer engagement and customer satisfaction. We have dedicated resources to review and test customer engagement.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

eVolution Index

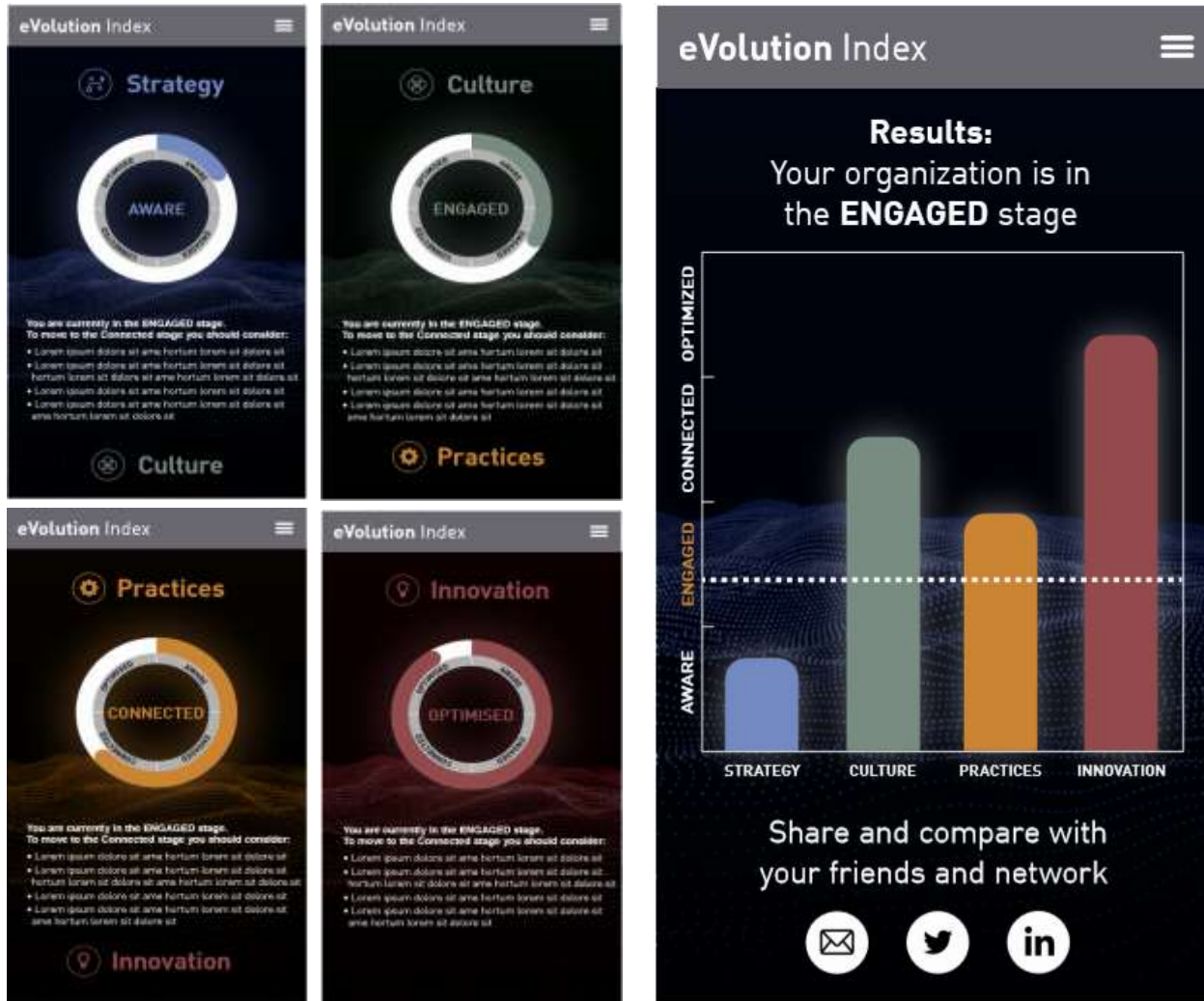
Innovation

We have a hybrid cloud strategy. We currently are focusing on CI/CD activities to optimize our cloud infrastructure.

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Question Screens

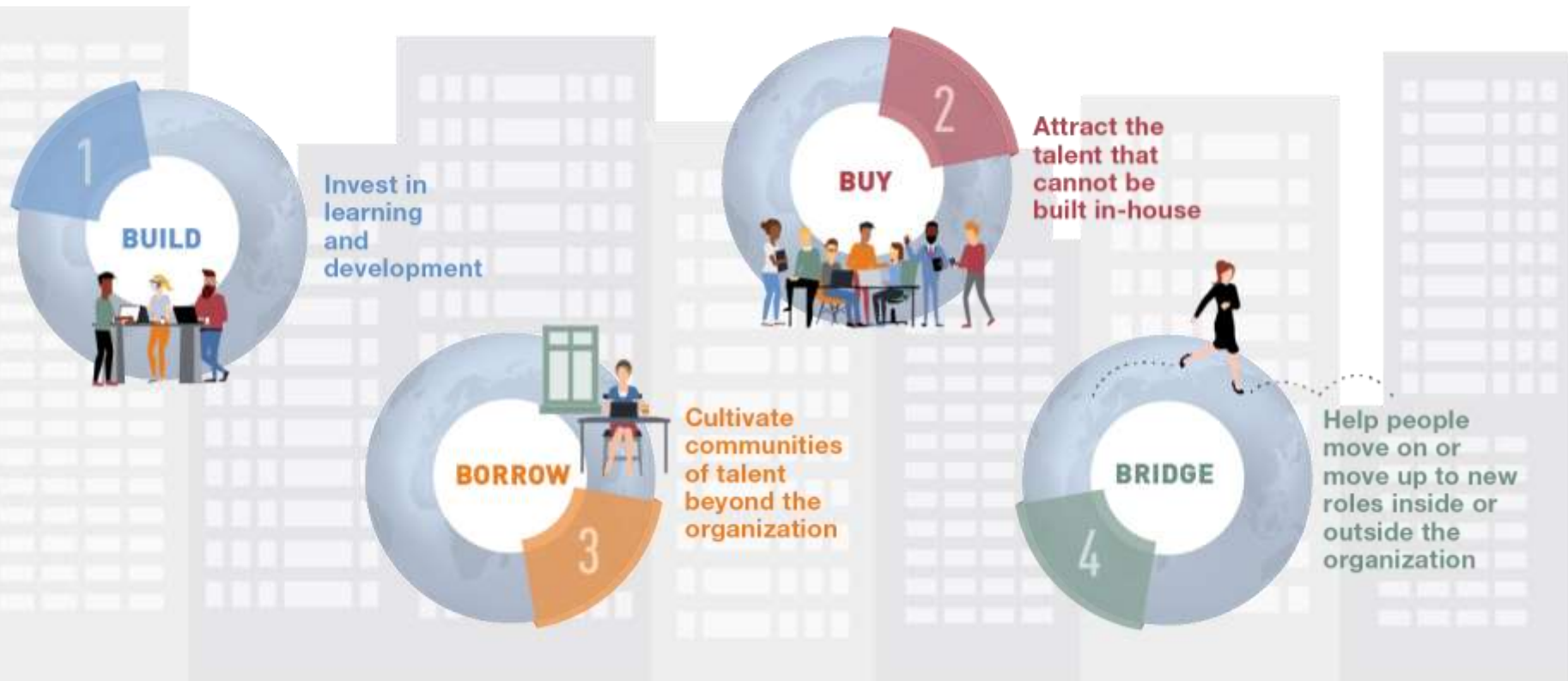
Digital Evolution Pathway



Results are presented by category (with considerations for progressing to the next stage), and then as an aggregate score

Workforce Strategies

To address the Skills Revolution and overcome talent shortages, organizations must adopt integrated strategies to **BUILD**, **BUY**, **BORROW** and **BRIDGE** the talent needed for today and tomorrow.



How We Can Help With Your Workforce Strategy



- Training
(in-person, blended, e-learning)
- Employee Engagement Services
- Assessment Services
- Workforce Career Management
- Leadership Assessment & Development



**Invest in
learning
and
development**

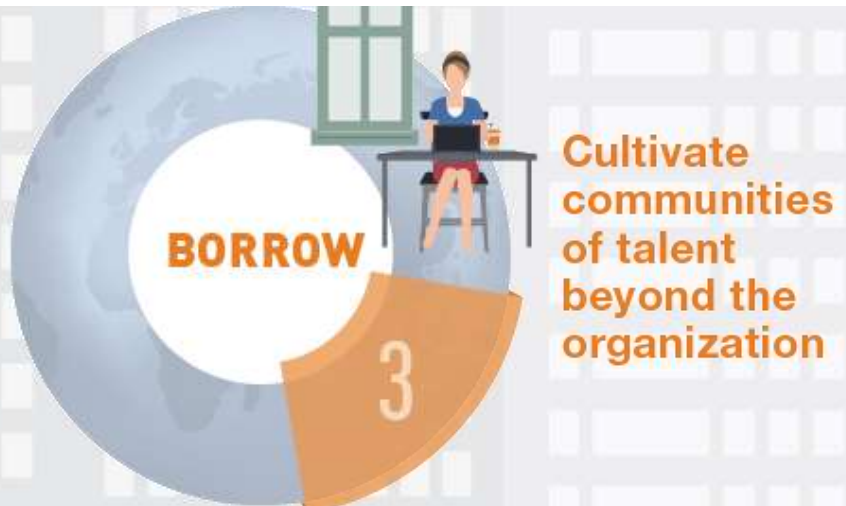
How We Can Help With Your Workforce Strategy



- Permanent Recruitment & Staffing
- Recruitment Process Outsourcing (RPO)
- Workforce Engagement and Retention Strategies



How We Can Help With Your Workforce Strategy



- Temporary Staffing
- MSP - Recruitment Vendor and Services Procurement Management/Vendor Management Solutions
- Recruitment Process Outsourcing
- Contingent Workforce Management
- Outsourced Managed Services

How We Can Help With Your Workforce Strategy



- Workforce Transition and Outplacement
- Training (in-person, blended, e-learning)
- Leadership Coaching & Development
- Workforce Career Management



Year of Learnability





Thank you!

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