COMPETENCES RELEVANT FOR A DIGITAL CHANGE

When it comes to defining concrete skills needed for the development of a new digital business it depends a lot of the concrete business field a company is working in. There does not exist one template which matches each company. Skills need to be defined linked to the concrete roles and functions. In comparison to competences skills are much more fast-paced. This is especially the case for skills linked to a certain technology.

+ Further information can be found at: www.scil-blog.ch/blog/2017/11/30/kompetenzen-fuer-eine-digitalisierte-arbeitswelt/

As the definition of digital competences is still quite a recent field the following framework shall give you an orientation which competences might be relevant in relation to the development of a new digital business model and for the realisation of digital transformation in your company.

The framework has been developed by SCIL, Swiss Centre for Innovation and Learning and can be of use for any company dealing with digital transformation:

Competence	Tasks	Employee groups
Dealing with expert tasks in IT/AI field	Offering networks & infrastructure Developing /providing applications Developing / providing algorithms	IT specialists
Managing transformation in the digital business world	Leading IT / AI based business innovation Promoting agility and customer centricity Promoting IT excellence	Persons with management functionality or change agents
Managing productivity in the digital business world	Ensuring effective knowledge work Supporting growth and connectivity Leading distributed teams Balancing exploration and exploitation	Persons with management or coordination tasks
Being productive in a digital world	Dealing with digital information Efficient digital communication Developing & sharing digital content for customers and colleagues Ensuring security and data protection	Employees from all functional areas