

A Model to Develop Relevant Digital Talent Transformation

Talent development in an organization has to be aligned with their strategic goals. Industry 4.0 is in the strategy agenda of the most important organizations. This paper proposes a roadmap to align, first, their strategic problems and opportunities with different Industry 4.0 levers and then with skills and capabilities needed. Continuous education planning must be filled in the gaps between those organizations' needs and the current knowledge of their talents.

In the new global economy, Industry 4.0 has become a central strategic issue. Organizations should start their digital transformation today to master the transition to Industry 4.0. This transformation requires build relevant digital capabilities [2]. A critical issue detected is get the right people and develop plans forward that meet their talent needs [1]. In order to that not only a strategy to attract digital talent is needed, but also bring to the core employees new opportunities to continuously update their skills to stay abreast of the ever-evolving digital world [1].

How to help organizations that are interested in start to work on cultivate their talent to ensure that they will have the right skills when they need them?.

This paper propose a integrated model to link present and future needs of organizations, as general organization challenges: quality, time to delivery and competiveness, captured though a group session in a context to detect challenges toward Industry 4.0, with continuous education topics, to develop capabilities and skills needed for the most important underlying Industry 4.0 levers, according the McKinsey Digital Compass [2].

[1] Kane GC, Palmer D, Phillips AN, Kiron D.(2017). Winning the Digital War for Talent. MIT Sloan Management Review 2017 Winter 58(2), pp.17-19.

[2] Mc Kinsey Digital. (2015). Industry 4.0: how to navigate digitization of the manufacturing sector.

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