



MAN AND MACHINE IN INDUSTRY 4.0: THE NEED FOR NEW SKILLS AND BETTER QUALIFICATIONS

The Internet of Things (IoT) is expanding across the globe. Digitization and automation are transforming industries, labor markets, and the global economy. To make the IoT economy trustworthy and reliable, employees will have to be comfortable with adjusting to change, and able to recognize and make the most of new opportunities. They will need to learn to work differently.

New workplace structures

Digitization is transforming daily practices, workplace structures, reporting relationships, information sharing, customer interaction, and even competition. It's not just about becoming tech-savvy. It means embracing a new culture and mindset, where hierarchy fades and innovation happens through networks. Successful digital organizations are characterized by a flexible, less hierarchical culture where employees enjoy a real autonomy and the possibility to express their creativity.

Technology is not enough: The importance of interpersonal skills

Digitization and the IoT are raising the skill level needed to thrive in the workplace. Companies can help their employees adapt to this new environment by adopting a comprehensive digital strategy. Successful programs emphasize building in-house capabilities. The goal is to create a center of excellence with skilled staff that can be called upon to digitize processes quickly.

To effectively perform in the workplace an employee needs to have the knowledge of specific industry domains and new technologies. However, technical skills are not all. Skills that govern an employee's ability to communicate, solve problems, form relationships, explore new ideas, and prioritize tasks are often overlooked in education and training. These "soft skills" are just as crucial to business success as the more recognized "hard skills."

Special workshops may help your employees to develop the soft skills necessary to thrive in the digital age. Lifelong learning and especially continuous training is becoming increasingly important in a world of constant renovation and change.

The need for new leadership skills

Realizing IoT's potential will require significant management attention. Managers and employees will need to navigate the digital frontier together, and this requires a new set of leadership skills. Leaders will have to take risks by collapsing hierarchies and permitting new levels of autonomy. Some companies will need to get ahead of organizational change that will otherwise be forced on them. The automation of work and the digital disruption of business models place a premium on leaders who can create and communicate a vision of change and frame it positively.

Define your digital strategy

Ultimately, success in the digital age lies not in the efficiency of technology, but in the dexterity and adaptability of the people who wield it. Talent and skills are the most important determinants of whether companies use this new digital era to secure growth and boost their competitiveness. At MFB Resultants we help companies to define their digital strategy. Our experts can help you identify and build the particular hot skills that your organization will need to succeed as digital technology transforms your business.

MFB Resultants – We deliver results.