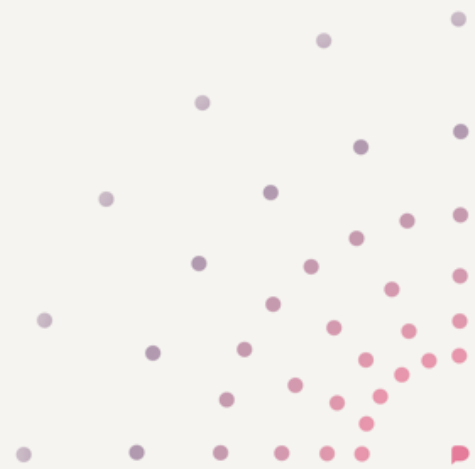
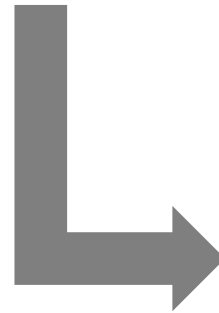
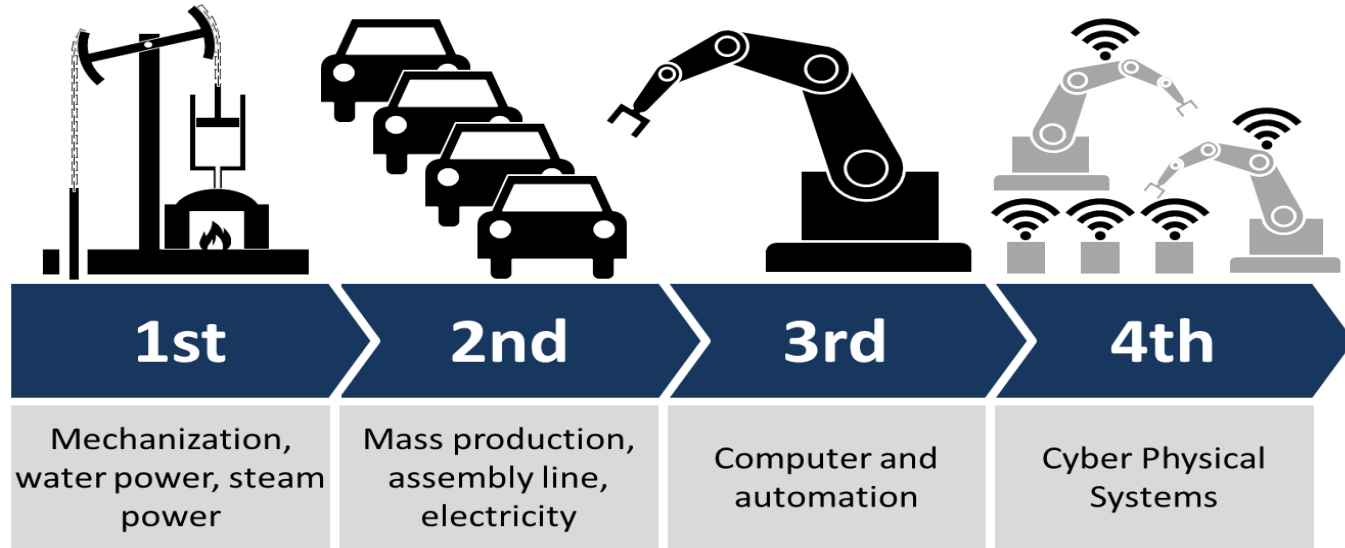


Digital Leadership

Karen Blal
Regional Director, CIPD Asia



The War for Talent 4.0



40 MILLION

THE DEFICIT OF HIGH-SKILLED WORKERS IN ADVANCED ECONOMIES

90 MILLION

THE SURPLUS OF LOW-SKILLED WORKERS IN ADVANCED ECONOMIES

What is Digital?

“Companies often equate digital transformation with IT transformation – that is a recipe for disaster”

Dr Gianvito Lanzolla, professor of strategic leadership. Cass Business School

“Applying the culture, practices, processes & technologies of the Internet-era to respond to people’s raised expectations”

Tom Loosemore, UK’s Government Digital Service



Top 10 Skills You'll Need to Thrive in 2020

- Complex Problem Solving
- Critical Thinking
- Creativity
- People Management
- Coordinating with Others
- Emotional Intelligence
- Judgment and Decision Making
- Service Orientation
- Negotiation
- Cognitive Flexibility



What is Digital Leadership?

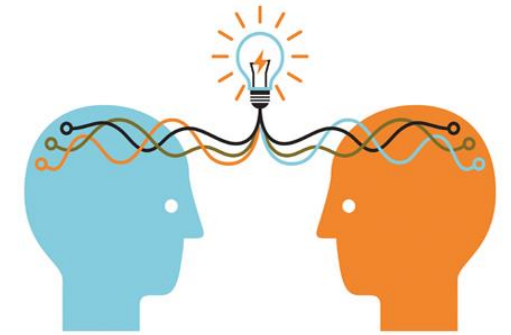
The biggest mistake being made by leaders is to regard the introduction of new technology and digital capabilities such as websites, social media and online activity as fulfilling the requirements of digital leadership.



What is Digital Leadership

“Digital leaders are classed as those who regard themselves as highly effective in using digital technology to advance their business strategy”

Dr Ceri Gorton

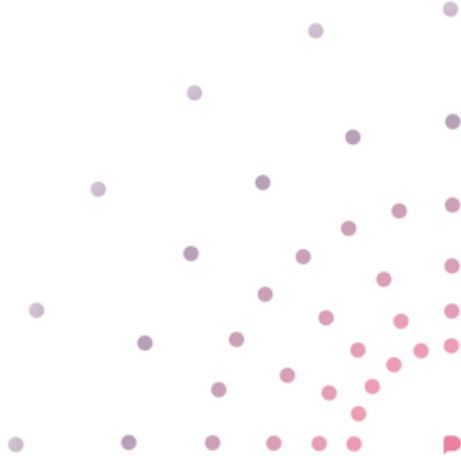
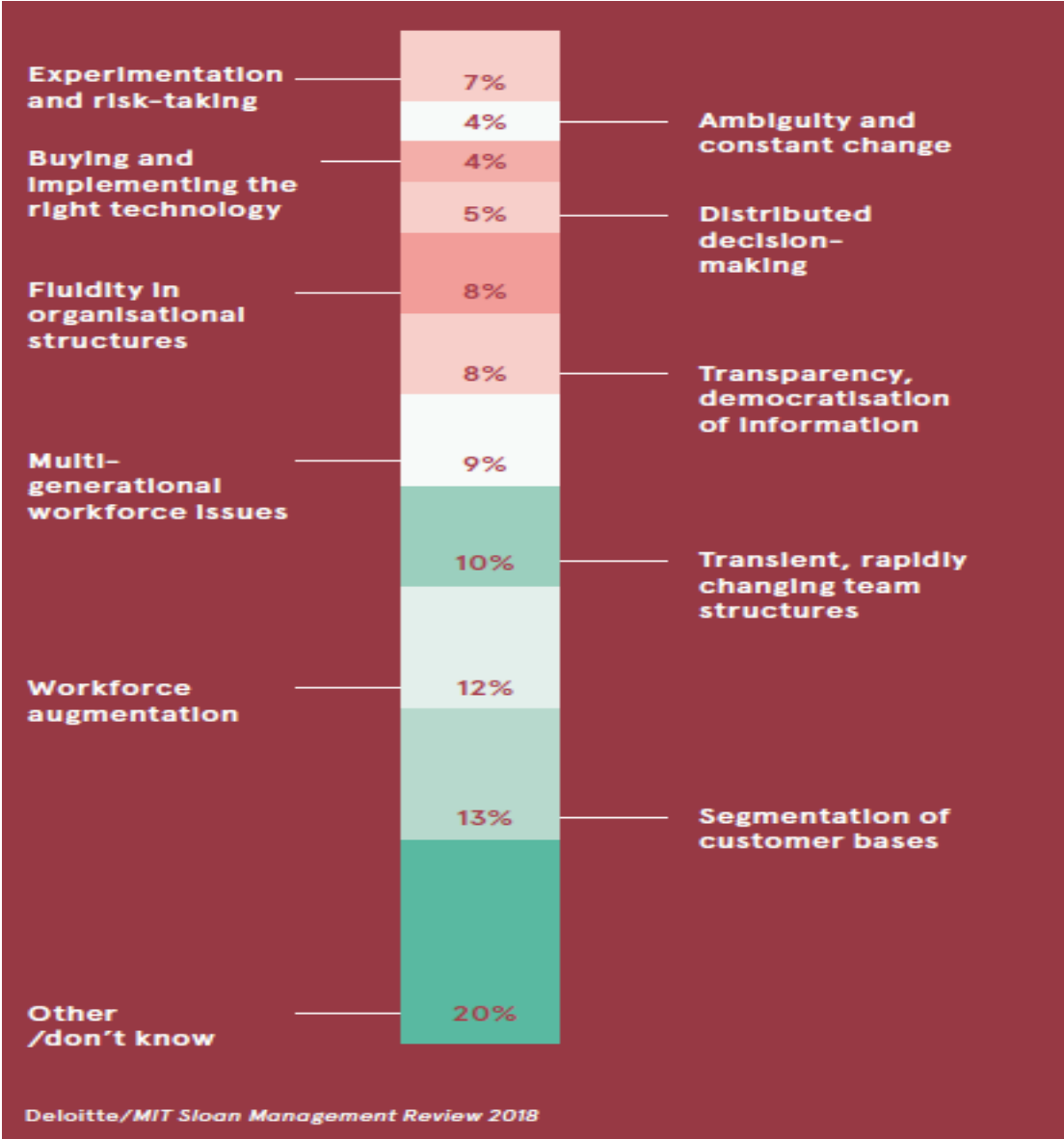


“Digital leadership is not about understanding specific technologies, it’s about understanding people. It’s about setting aspirations, creating culture and building capability”

Ackroyd & Hobbs, Directors for Strategy and Engagement, UK’s Government Digital Service



Biggest Challenges to Competing in a Digital Environment



Ways Digital Leaders Could Improve

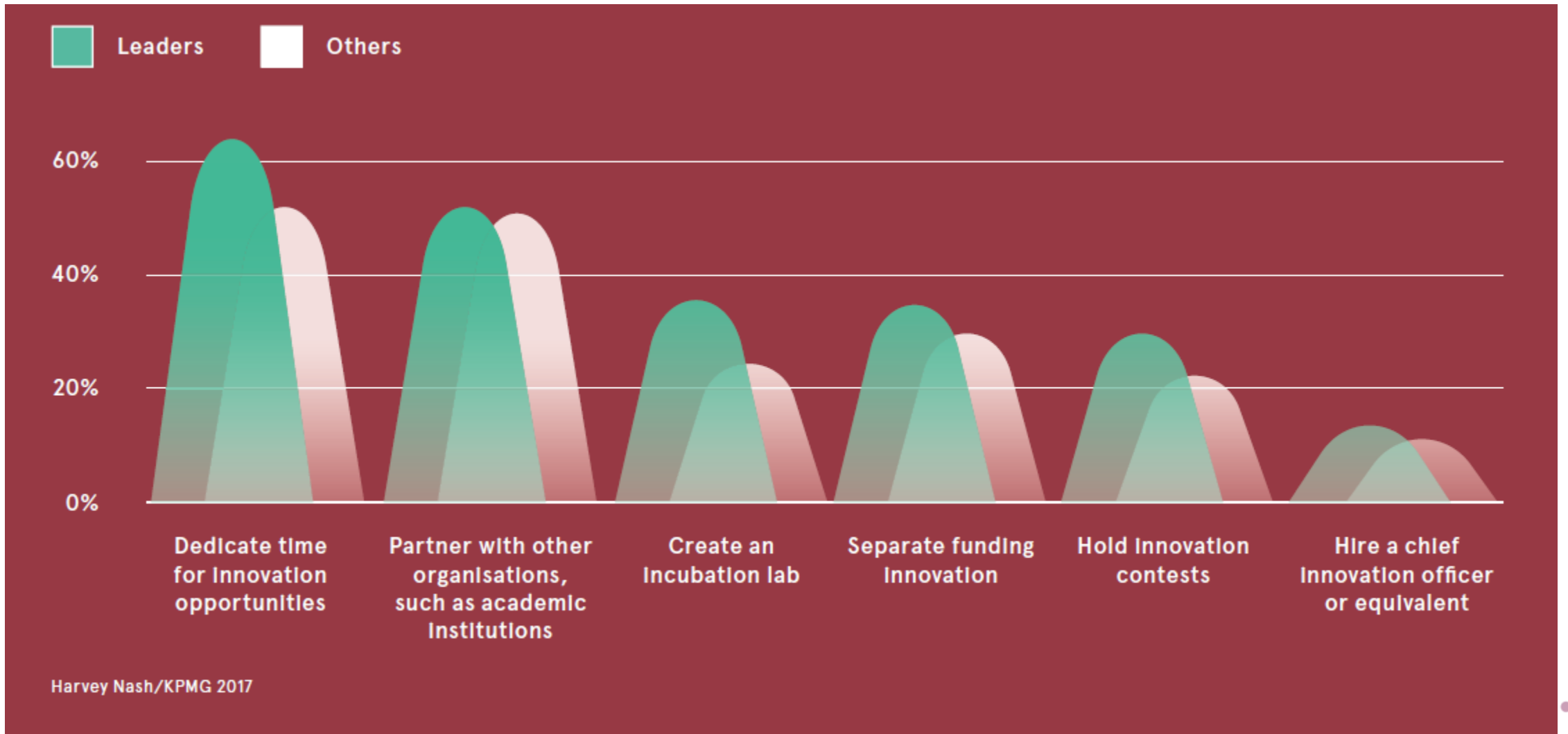
- Direction
- Innovation
- Execution
- Collaboration
- Building Talent
- Inspirational Leadership
- Business Judgment
- Influence



Deloitte/MIT Sloane Mgmt Review 2018



How Digital Leaders Foster Innovation



Principles-led.



Principles enable us to:

- Make good decisions based on our purpose.
- Be clear on what we stand for as a profession

CIPD

Evidence-based.

- Meaningful analytics.
- Behavioural science.
- Relationships with people from around the business.



Outcomes-driven.

- Work exists for the long-term benefit of individuals, organisations and society
- Balances economic needs with social accountability
- The future of HR is one where we can hold those both business and human outcomes in balance.



The CIPD Future of HR Hub

- Supporting CPD in the future
- On line multi-platform
- Structured around Body of Knowledge
- Wide mix of content, blogs etc

The screenshot shows a web browser displaying the CIPD Future of HR and Learning course page. The page features the CIPD logo and the Avado Learning logo, indicating a partnership. The user is logged in as Warren Howlett. The course content is organized into sections: 'Insight on changing context', 'Science of human behaviours', 'Processes, practices & policies', 'Insight, data & analytics', and 'Specialist topics'. The 'Insight on changing context' section is currently active, with a sub-section titled 'How do shifts in HR and L&D practice and approach influence strategy, design and delivery?'. Below this, there are six content cards, each with a checkmark indicating completion or availability:

- HR**: Leadership, mobility and nomadic professionalism
- L&D**: Learning design & storytelling
- L&D**: Unlocking Potential - 2016-17 Learning Benchmark Report
- HR**: (Image of a keyboard)
- L&D**: (Image of a typewriter)
- L&D**: (Image of a car gear shift)

The browser address bar shows the URL: <https://cipdcampus.avadolearning.com/course/view.php?id=4>. The Windows taskbar at the bottom shows the time as 2:13.

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