

# Your talent checklist

## How to anticipate your digital transformation challenges

1

### Have you involved your HR and legal teams?

2

### Do you have the right skills in-house? If not, will you hire or partner with a third party?

#### Hire, it's a long term investment.

- Do you have innovative remuneration strategies to attract the right talent?
- Do you need confidentiality and IP clauses?
- Are your hires diverse? Do they align with your diversity objectives?
- Are you considering acqui-hires? Do you need corporate support?

#### Partner, it's a temporary need.

- Do your contractual agreements clearly establish the rights and responsibilities of each party and of managers?
- Have you thought about business protection measures?



Could you re-skill internally?

3

### Will your project impact the way people are working? Does your project require a restructuring or management change?

- Have you assessed the impact on employees' roles, responsibilities and structure?
- Are your employment contracts both locally and internationally fit for purpose?
- Do you need to change management plans (eg restructuring and reskilling)?

4

### Does your project require cultural and behavioural change?

- Have you analysed your current values and culture?
- Have you identified what will need to change?
- Do your employees require further training?



For steps 3 and 4, have you considered using a change management professional?