#### MAKE SKILLS TRANSFORMATION REAL

ESG research shows that higher levels of Transformation Readiness is good for both individuals and organizations, leading to better financial outcomes for both.



#### TRANSFORMATION IS RECIPROCAL

Employees depend on their organizations and organizations depend on their employees



95% of all individua

of all individuals rated as Transformation Ready are employed at organizations committed to IT staff development



**55**%

of individuals surveyed state training has made them more effective at their jobs



Training is highly important to transformation success

Percentage that rate training as highly important to each transformation





IT Transformation **79**%



Digital Transformation **73**%



Workforce Transformation **79**%



Security Transformation

## KEYS TO BECOMING TRANSFORMATION READY

For Individuals:

For Organizations:

Technical Training

Transformation Ready respondents participated in

of technical training on average in the last 24 months Investing in Skills Development

In the case of Transformation
Ready organizations,



pay for most/all/IT employees' technical training

### ORGANIZATIONAL READINESS IS LINKED TO IMPROVED BUSINESS OUTCOMES

organizations are:

Respondents at Transformation Ready



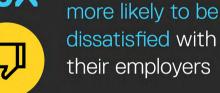
very satisfied with their employers

more likely to say

more likely to be



in a very strong business position **10X** mc



Respondents at organizations

Not Ready are:



as many of their organizations' IT projects are completed

behind schedule

# INDIVIDUAL READINESS IS LINKED TO PERSONAL SUCCESS



likely to report having been tapped to work on stretch assignment or strategic implementation compared to individuals that are Not Ready

Transformation Ready

24%

Transformation Ready individuals are nearly 3x more

Not Ready

71%

Transformation Ready individuals have been promoted 3x more frequently than individuals rated as Not Ready in the last 12 months

Transformation Ready 43%

Transformation Ready

13%

Not Ready

Transformation Ready individuals are **nearly 3x more** 









**82%** of respondents agree that the IT organization must achieve "Trusted Advisor" status in order to maximize their companies' success.

To learn more about how Dell EMC can help you make your skills transformation real, click below.

LEARN MORE

