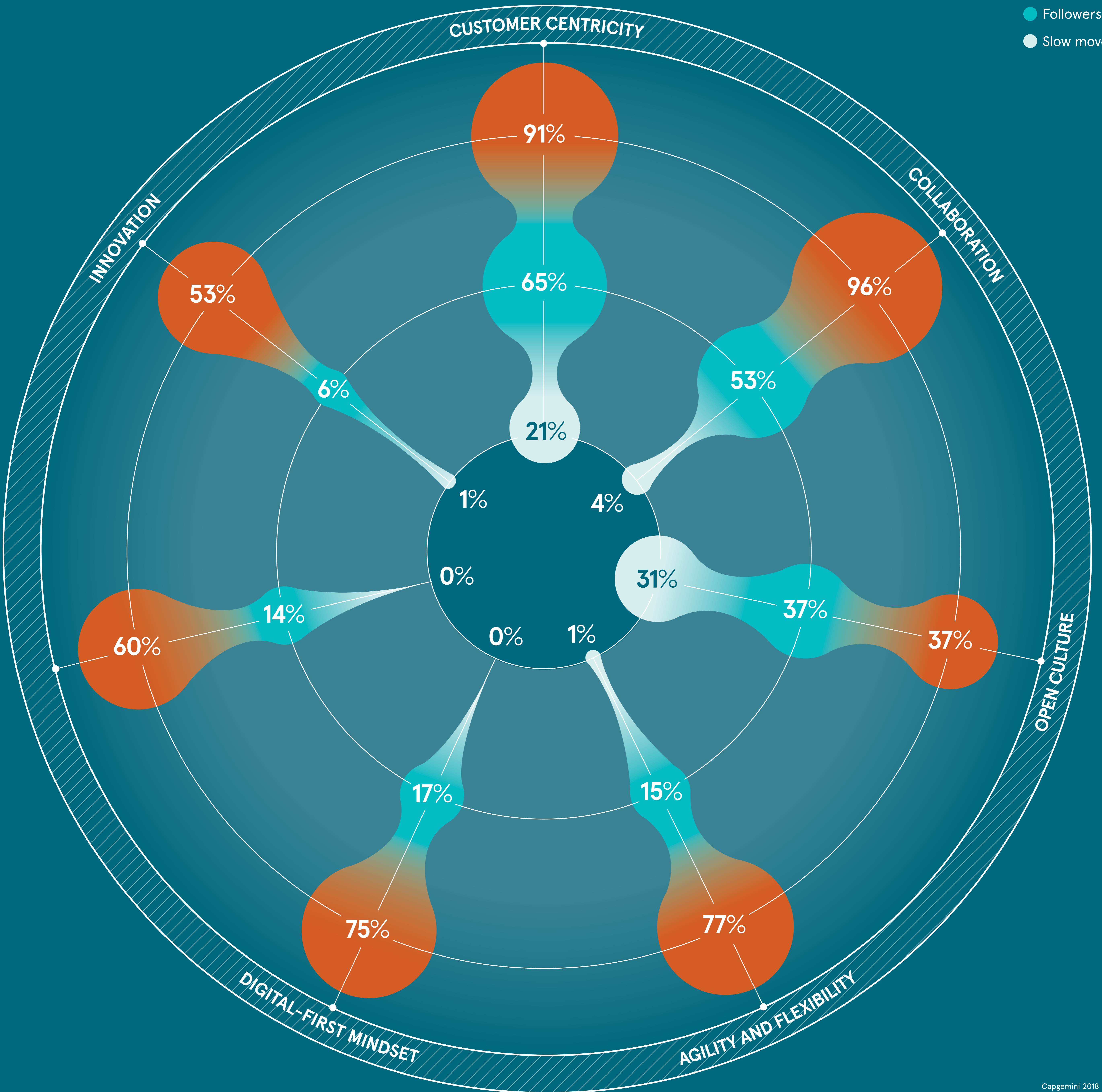


CULTURE OF CHANGE

HOW BUSINESSES PERFORM AGAINST THE KEY AREAS OF DIGITAL CULTURE

Percentage of senior professionals who say their companies have a high prevalence of the following

● Front runners
● Followers
● Slow movers



Capgemini 2018

Digital transformation requires buy-in throughout an organisation, led by C-suite executives, who should instil a culture of change among staff at all levels. Here are some key pointers along the transformational journey

65%

of C-suites and board members say culture is more important to performance than an organisation's strategy or operating model

PwC 2018

41%

of senior HR executives say that workplace culture is a top barrier to digital transformation

KPMG 2019

28%

of decision-makers say that internal resistance to change is a factor impeding digital transformation

BDO 2019

HOW EMBEDDED INNOVATION IS COMPANY CULTURE

Percentage of leadership and employees who agree with the following

● Leadership ● Employees

Employees can set aside time from core work to innovate

74%

42%

We do not have to deal with bureaucracy to submit ideas

66%

32%

There are dedicated avenues for sharing innovative ideas with senior leadership

64%

32%

Employees are engaged in the operational implementation of new ideas

62%

31%

My organisation is investing in building digital capabilities of employees

60%

33%

We are empowered to experiment and deploy at pace in defined areas

56%

17%

There are established processes for commercialising ideas

47%

22%

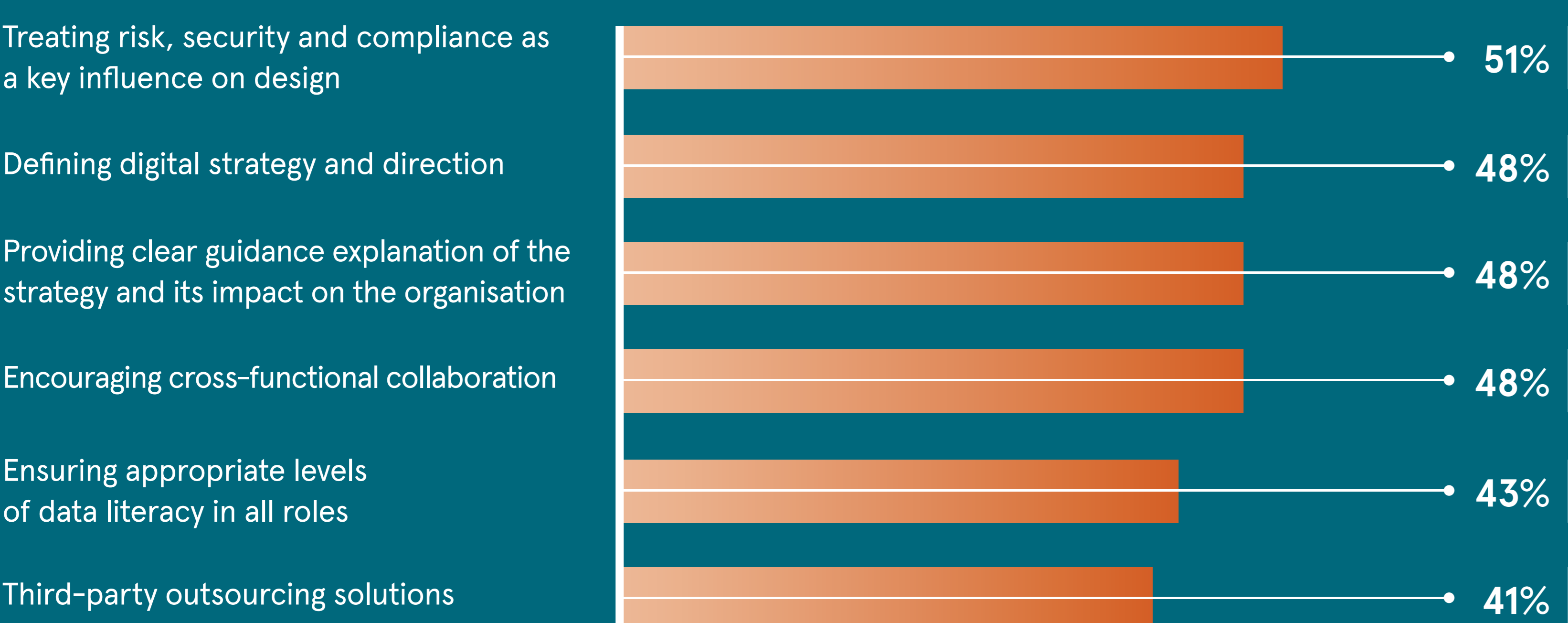
Although lab(s) is/are in place, innovation is carried out across the organisation

28%

12%

CREATING THE RIGHT CULTURE TO IMPLEMENT A DIGITAL STRATEGY

Survey of senior executives who selected the following as key



Economist Intelligence Unit 2019

IMPROVING ADOPTION OF TECHNOLOGY ADVANCES

Percentage of senior executives who are deploying the following plans to enable and ensure adoption



BDO 2019

Capgemini 2018