

NIOC 4/5 April 2013



Workforce race for the CIO

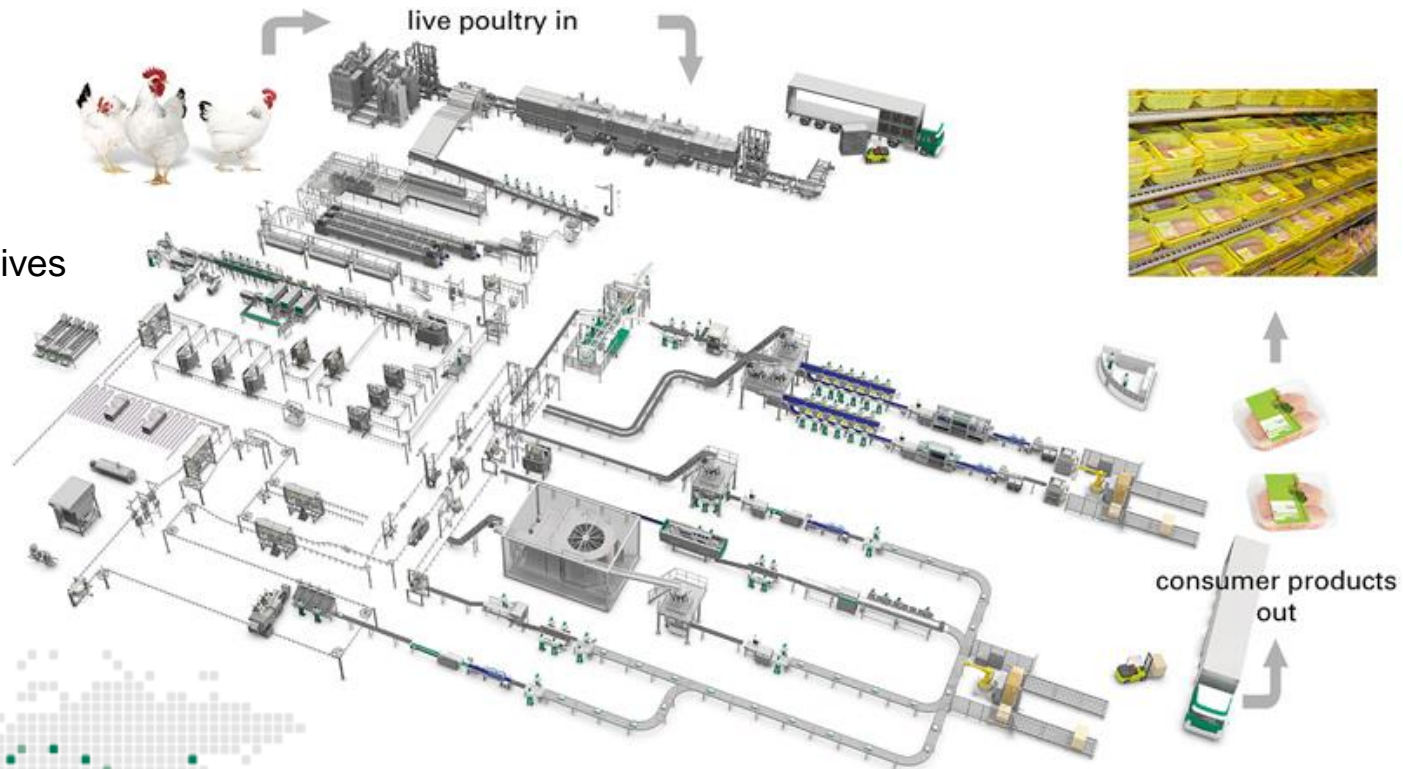
Impact ICT Trends on Soft Skills ICT Professionals

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Meyn: Global Solutions – Local presence

- Part of Berkshire Hathaway Group
- Customers in > 100 countries
- Daily touching the lives of 1 billion people



- > 1.000 employees
- 3 main production sites (USA, Poland, Holland)
- Offices in 13 countries



CIO Platform Nederland Workforce Race for CIO



Lighthouse

- Strategic targets
- Workforce 2017

Finish

- Business and Technical, with communication skills

External Aid & Resources

- CIO Platform, e-CF

Pitstop

- Future Workforce, attract and keep Talents

Market Developments & Trends

- Cloud, Social Media, Security, Time to Market, Complexity

Dashboard

- Numbers, In/Out sourcing, (new) roles, L&D plan



CIO Platform Nederland Survey

ICT Trends and impact on Soft Skills

Survey

- Indicate 3 main ICT trends
- Impact on soft skills ICT professionals
- Divide 10 points over 33 (soft skill) competences



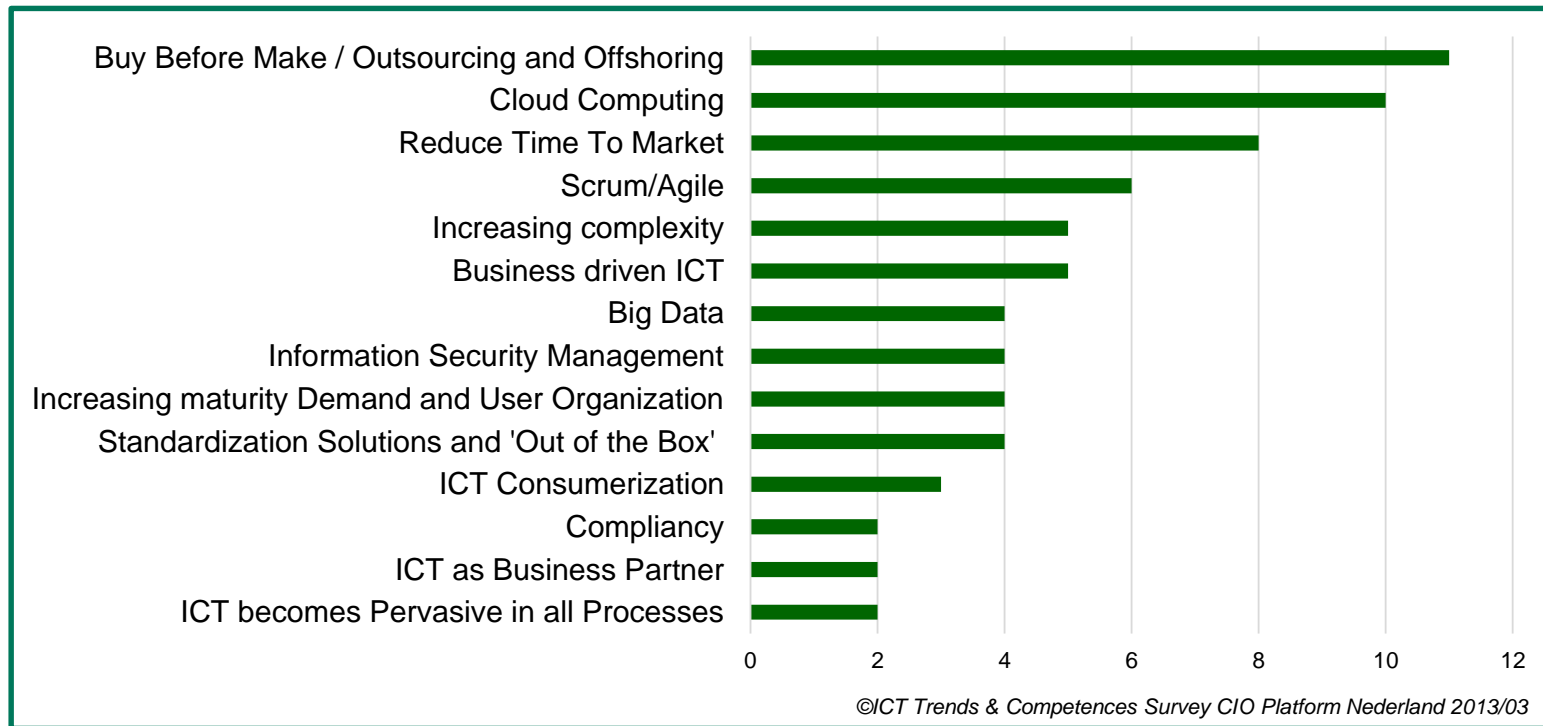
Response

- 35 of more than 100 CIOs
- 1-3 trends per CIO

CIO Platform Nederland Survey

ICT Trends

- 34 trends
- 21 trends mentioned once, not shown in graph
- Some trends are interrelated



CIO Platform Nederland Survey

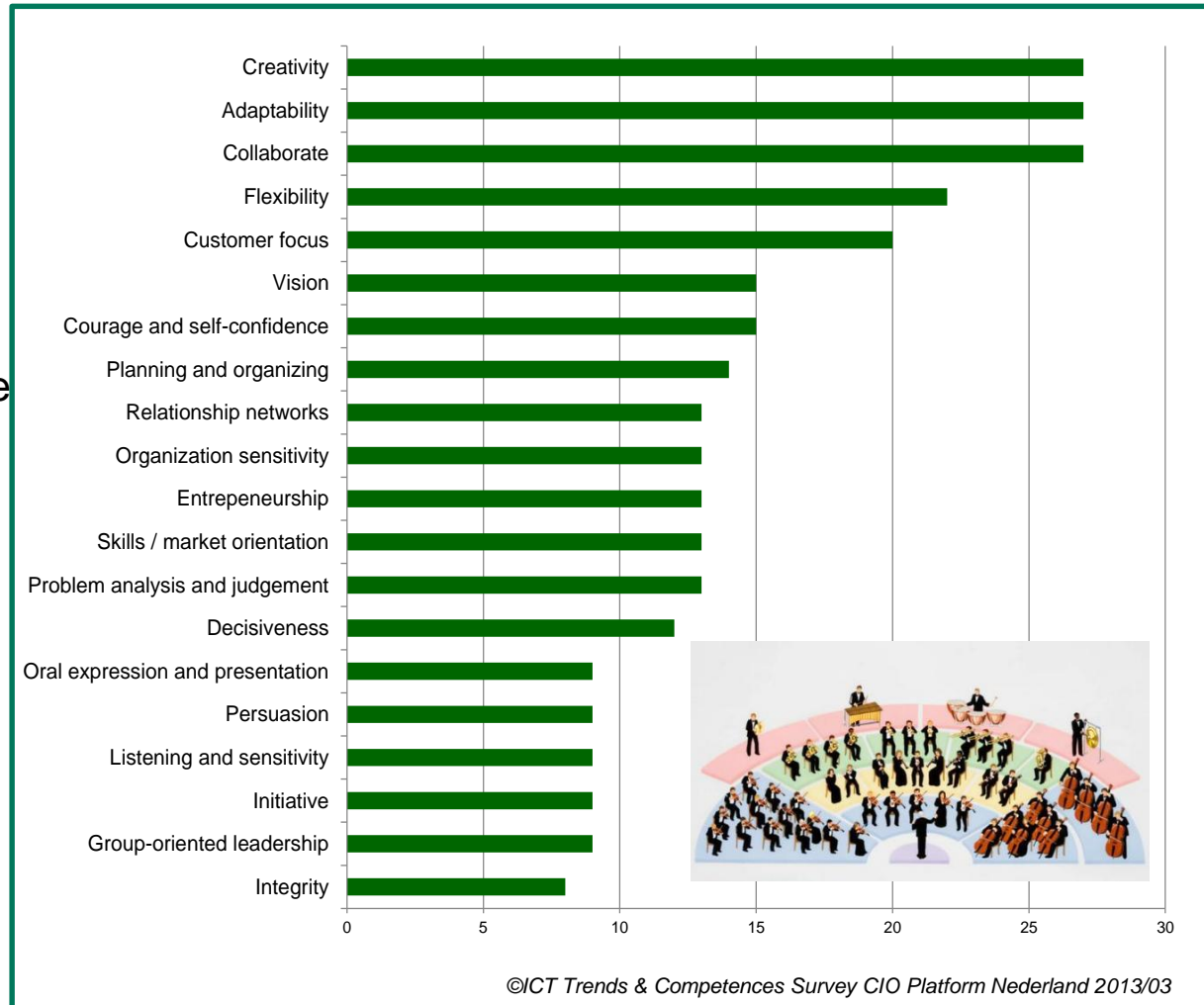
Impact on soft skills ICT professionals

- 33 competences
- Top20 is 78%
- 13 competences not shown in graph

E.g.: Buy Before Make / Cloud requires specific directing roles that require specific skills.

Directing roles:

- Strategy
- Architecture
- Vendor Management
- Contract Management
- Service Management
- Project Management
- Financial Management
- Procurement
- Etcetera



CIO Platform Nederland Survey Summary and Conclusions

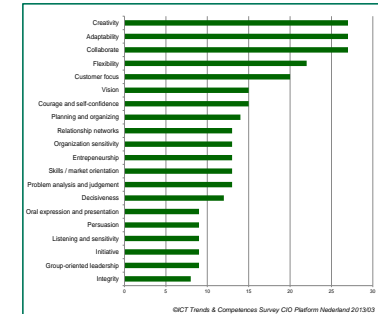
Workforce race for CIO



ICT Trends



Impact on soft skills



- Workforce Race for CIO
- Many ICT trends, but some are key
- Soft skills are as crucial as hard skills
- Students also need development in soft skills

- Engine for Success = Working Together

- CIO Platform Nederland - Interest Group HRM will detail Workforce race and soft skills requirements



CIO Platform Nederland

Workforce race for the CIO

- Thank you

