Accelerating Digital Dexterity

Performance

Leaders Need Digital Dexterity in Today's Fast-Moving World

From artificial intelligence and virtual reality, to 3D printing and blockchain, emerging technologies are rapidly evolving, blurring boundaries between physical and digital – and transforming industries around the world.

Future facing leaders will need to develop digital dexterity to thrive in this dynamic world.

Digital Dexterity is a measure of how well leaders demonstrate and apply technology awareness, deep customer focus, disruptive innovation, and an experimental mindset, balanced with a rapid pace of execution.

Our research shows that this critical capability continues to be a major challenge to develop, hindering digital transformation efforts.

- Digital dexterity requires everyone, not just technology leaders (e.g., Chief Digital Officers), to be adept at driving digital transformation and innovation across the business
- Low levels of digital dexterity often impede digital transformation due to a failure to shift mindsets and behaviors
- Digital dexterity is often found in pockets – unlocking and spreading it across the organization is essential to embedding it within the culture
- Assessing digital dexterity helps identify capability gaps, as well as innovation champions to spread the transformation across the organization
- Targeted interventions to accelerate digital dexterity support digital transformation and develop a sustainable, thriving culture of innovation and continuous learning

Digital dexterity is underpinned by meta: Our research shows that organizations accelerate fastest when their leaders mobilize, execute and transform with agility

MOBILIZE
… stay ahead of emerging technology trends and **inspire aligned** action based on a compelling digital ambition and a simple **set of strategic innovation priorities**
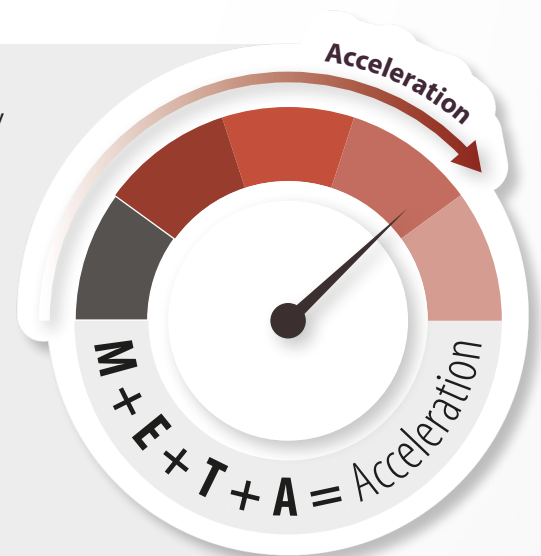
EXECUTE
… fully harness and streamline resources to lead collaboration across boundaries and scale digital initiatives to drive business impact

TRANSFORM
… rapidly experiment and innovate to create new growth engines and to **reinvent existing businesses** ahead of the market

AGILITY
… spot opportunities and threats, **adapt and pivot at a faster pace than competitors** to create competitive advantage.

Acceleration

$$M + E + T + A = Acceleration$$

Digital Dexterity Framework

What does digital dexterity entail, and how do we accelerate it within our leaders and organization?

Underpinned by META, our Digital Dexterity framework requires leaders to stay ahead of emerging trends, embrace innovation, and constantly reinvent themselves and their organizations.

WE HELP OUR CLIENTS CHANGE THE WORLD,
ONE LEADERSHIP TEAM AT A TIME®

MOBILIZE
- Digital Adopter
- Customer Champion
- Digital Visionary

EXECUTE
- Collaborative Influencer
- Purposeful Scaler
- Ecosystem Builder

TRANSFORM
- Data Integrator
- Creative Disruptor
- Solution Orchestrator

AGILITY
- Adaptive Navigator
- Flexible Learner
- Resolute Entrepreneur

The Digital Dexterity Questionnaire

Our Approach

Measuring Your Digital Dexterity

- The Digital Dexterity Questionnaire (DDQ) is based on the META framework and measures the capabilities of an individual or leader
- Completed by individuals/ leaders who are critical to driving high impact digital transformation or leap to disruptive innovation in the future
- Focuses on capabilities needed to successfully champion digital/ innovation initiatives
- Online, secure, and with individual links
- Takes approximately 20 minute to complete
- Ability to track progress through retaking the survey
- Can benchmark other leaders or teams within the same organization
- Insights enable focused action planning

The figure [to the left] shows the key dimensions of the Digital Dexterity Questionnaire (DDQ) and supporting drive factors, each of which has 4 associated questions (48 total).

Benefits of Our Approach to Accelerating Digital Dexterity

Our approach enables you to:

- Measure digital dexterity for a leadership team, business unit, or across the organization
- Identify pockets of strong digital dexterity to leverage and spread across the organization
- Spotlight innovation champions to leverage in the digital transformation effort
- Develop targeted interventions to close capability gaps and drive digital dexterity across the organization

Digital Dexterity Journey

360 Diagnostic of Leaders' Digital Dexterity

Individual Debriefs on Development Gaps and Action Planning

Collective View of Digital Dexterity

Digital Dexterity Acceleration Journey

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