Category

Digital Transformation

AI & Digital Transformation Talent, Skills & Capability Building Playbook

Building the internal capability transformation actually depends on, not just buying tools and hoping skills follow

- Executive
- Intermediate
- Template Included

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Overview

A framework for building AI and digital transformation talent and capability deliberately — targeted skills assessment, structured capability building, and talent strategy — recognizing that technology investment without corresponding internal capability building tends to underperform regardless of how sophisticated the tools are.

Can't we just hire external talent for the specific AI and digital

skills we need rather than building internal capability? External hiring is often part of the solution, but AI and digital talent is genuinely scarce and competitive, and organizations that rely entirely on external hiring without complementary internal capability building often struggle to retain talent or scale capability as fast as transformation ambition requires.

Where should capability building investment start?

With a specific skills gap assessment tied to actual transformation roadmap needs, not generic AI literacy training disconnected from concrete upcoming initiative requirements — covered in the framework below.

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