Academy

Capgemini

What is it?

You have before you your own personal report from the Fit for Future scan. It contains your agility profile, which is based on the results of the online questionnaire that you have filled in. The report provides you with insights into your current situation and shows you how you can develop yourself further, using the sector as a reference point. In this way, you can improve your deployability both within and outside your own organization.

Background to the profile

Why 'agility'?

In IT, agility is a very valuable skill to possess. It is not only the process that has to be Agile - you as a professional have to be able to keep pace with the latest developments too. New technologies and concepts are being created all the time. It is almost impossible to predict the knowledge and skills that will be relevant in just one or two years from now. This is why, in your capacity as an IT-er, you have to master new developments in your specialist field, i.e. you have to be 'agile'.

Remember too that more and more IT professionals are working in Agile teams these days. In these types of team, wide-ranging deployability is a valuable character trait to possess. A person who can quickly familiarise himself (or herself) with another team member's activities can help out anywhere, do what needs to be done and thus improve the team's performance.

In short, if you want to retain your value as a professional then it is a good idea to ensure that you are able to quickly master the new technologies, concepts, knowhow and ways of working.

The profile

Capgemini's core business is to ensure that professionals retain - and increase - their value. This is why Capgemini has carried out extensive research into the character traits and stock-in-trade that ensure that professionals are able to quickly master new developments, i.e. that they are agile.

The following elements ensure that a person possesses agility:

- **A professional basis.** This basis gives you a reference framework, so that new developments can be placed and ordered within it. New tools and concepts do not just fall from the heavens; instead, they are a logical extension of what is already there. The professional basis consists of a number of IT-related competences (skills).
- **Personal leadership.** In order to be agile and keep pace with developments, you also have to be able to find your own way and must dare to take decisions in an environment that is unpredictable. This requires you to have a number of specific personal skills if you are to make your contribution in an arena that is constantly changing.
- **Understanding the business.** IT and Business are becoming ever more interwoven. If you are to be able to make the right decisions, to get a clear picture of the consequences of your actions and to help devise solutions and improvements then you need to understand the business.

Your agility profile shows the extent to which you possess these competences. There is no right or wrong score, no standard that you have to come up to. If you want to be ready for the future then this profile will show you how you can improve your agility.

02   Your agility profile

Reader's guide

The table below depicts your agility competences. The higher the percentage score, the more you have mastered this competence. The average score in the sector is shown too, for the purposes of comparison.

Don't forget, there isn't any 'right' or 'wrong' score to have here. Nobody scores 100% on all competences. The scores give you an idea of your agility, i.e. of the speed with which you master new job-related developments. The higher your scores, the greater your vocational agility. In other words, the scores say nothing about your current performance.

Your agility profile
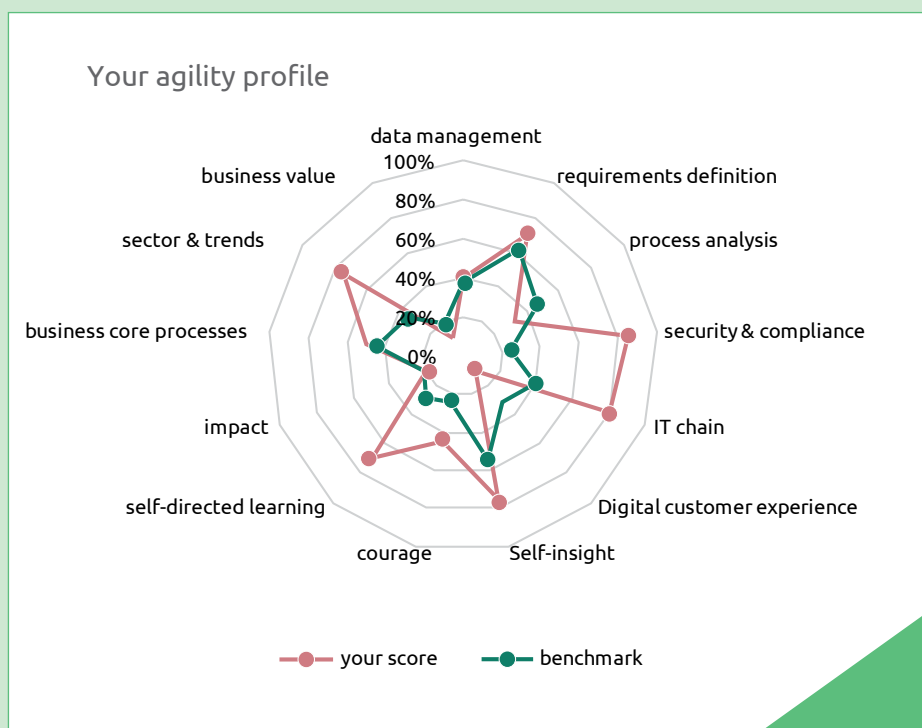
03 Is your profile well-balanced?

Reader's guide

The bar chart below shows what your competences are for the three main areas:
- IT: a professional basis
- Personal leadership
- Business

Here too it is true that there is no 'right' or 'wrong' score. The scores in the three main areas largely depend on the employment positions/roles that you have held/played in the past. If your background is in the 'Business' then it is logical that you will have developed further in this area than in IT. In contrast, if your field of activity up to now has primarily been infrastructure then it is no surprise that you score low on Business.

Our advice is that you should endeavour to achieve a balanced profile. In other words, if one area scores significantly lower than another, we recommend that you first master developments in this lower-scoring area.

score

■ Business ■ IT ■ Personal leadership
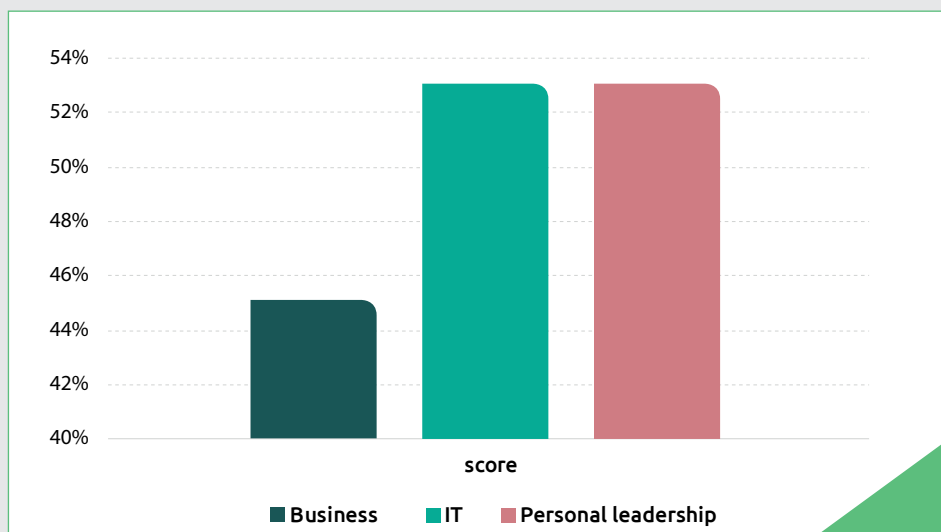
04 Competence where you are 'over-qualified'

IT Foundation

IT end-to-end process
Description of IT Foundation competence **80%**

Which linking role do you play as a business professional/IT professional in the whole process? How do your actions affect the chain?

Requirements Definition
Description of IT Foundation competence **70%**

Essentially, the development of a digital solution is all about the realization of requirements. Documenting the user's/owner's wishes and requirements and providing understandable feedback to the user/owner on them are crucial steps in the process to develop digital solutions.

Personal

Self-insight
Description of personal competence **75%**

Collaborating, communicating and self-directing are skills that are indispensable in an Agile environment. The prerequisite for having these skills is to understand one's own behaviour and the effect that it has on others.

Self-directed learning
Description of personal competence **70%**

A world that is in a state of constant change also requires you to have the ability to direct and shape your own learning. This is not just about continual learning - it's also about initiating and carrying out this learning yourself. How do you as an individual or team deal with the need to develop new knowhow and skills?

Business

Transport sector

Description of Business competence

75%

In addition to understanding the core processes, it is also necessary to understand the challenges and developments of the business of tomorrow. What are the developments and trends in the sector in question, and which are the areas where the competitive struggle will be played out?

05 Advice on agility competences

Reader's guide

We provide you below with details of the agility competences that you can develop further, based on your agility profile. In order to have a better understanding of the significance of these competences, we provide you below with a brief description of each. In addition, we put forward suggestions for subjects that you can immerse yourself in to develop these competences further.

IT Foundation

Data Management

Description of IT Foundation

The collection, processing and interpretation of data lies at the heart of almost every digital process. This competence relates to understanding the data, the options and the challenges

Development tips

Learn to read a functional data model.
2. Immerse yourself in the subject of data quality: what is data quality and why is it important? How do you prevent misinterpretation?
3. Look into what data management comprises and how data management is implemented in your organization.
4. Identify the challenges that arise from the size of the data sets.
5. Identify the challenges that arise from the fact that the data is unstructured.

Security & Compliancy

Description of IT Foundation

Security, privacy and compliancy are all integral aspects of the process to develop a digital solution. Business professionals/IT professionals have to realize the impact that these issues have on their field of activity.

Development tips

1. Identify the approach taken for the internal audit of the information system.
2. Keep up-to-date your knowledge of 'best practices' and of the norms for information security management.
3. Identify your security management policy and the implications that it has for working with customers, suppliers and subcontractors.

Personal

Courage

Description of personal competence

Since change is a given, people are able to rely less and less on standard procedures and ways of working. Goals are no longer clear-cut, as tomorrow the situation may have changed again. It requires courage to handle this state of affairs, to take an entrepreneurial approach, to dare to make mistakes, to dare to take decisions, to dare to go in another direction if the situation demands it, and to have a lean start-up mindset.

Development tips

1. Start small. Take the odd well-considered risky step whose consequences are limited and that would only affect your closest colleague. How did it go?
2. Ask those colleagues who show daring in their work how they fared.
3. Prepare risky situations thoroughly so that the risk is reduced.
4. Ask yourself why you find it difficult to take risks.

Business

Core processes

Description of business competence

A digital solution is an automated process/subprocess. In order to be able to connect Business and IT with each other, we need to understand the core processes for the enterprise in question: what are our core processes, when are we successful, what is our competitive edge?

Development tips

1. Immerse yourself in the material for the areas that you work in and ensure that you understand the processes.
2. Ensure too that you know all about the way in which IT supports the processes.
3. Immerse yourself in the organization's vision and strategy: what is the promise made to the customer that you are helping to fulfil? How does the organization want to stand out from the crowd?
4. Learn about, and know the ways in which, the IT services help the customer to achieve his goals.

About Capgemini Academy

Capgemini Academy's professionals offer what people in IT need. Our professionals have a keen eye for motivation, talent and are aware of specific contexts and circumstances. They move people to move. Programmes and courses that originate from daily experience of our both didactical and substantively strong trainers, light a fire within the individual IT professionals. Real life stories of our professionals' experience that tell how to solve problems and work with the people around it, do the rest.

An organization, like ours, helps people and their organizations day by day to get the best out of themselves and each other. We prepare them to defy tomorrow's challenges. We stimulate learning and curiosity. In order for individual IT professionals and their employers, to build better, longer and more intensive relationships. For mutual benefit.

Capgemini Academy. We transform IT professionals

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