- Gruppenarbeiten möglich wg. Covid ?? wenn, dann:
- Flipcharts für die Fragen vorbereiten
- Gruppen für Gruppenarbeit einteilen

roter Faden für den Teil „wie Atos den Herausforderungen begegnet"

Überleiten mit Video ➔ Folie 5 (bisher)

Video „Change is the only constant" > zeigt die Schnelllebigkeit und stellt den Mensch „in den Mittelpunkt"

Was wissen wir und was erwarten wir : ➔ bis Folie 12 (bisher)

> das beobachten wir und wissen wir

Folien Kzu „Excursion" >level industriel revolution/digital disruption/examples for drastic changes/consquences

Folie „Studie von McKinsey"

beenden mit Frage > Wo sieht man sich selbst?

Welche Skills Areas sehen wir ➔ bis Folie 18 (bisher)

> 3 Gruppen von Skills

Folie „Skills Areas"

Folie „job postings"

beenden mit Frage > Welche buzzwords in postings sprechen an?

Wie stellen wir Skills Aufbau und -erhalt sicher ➔ bis Folie 25 (bisher)

> Beispiele L&D (University) und Perf. Man. (SADP)

Folie „..skills management"

Folien „Variation of skills"

Folien „SADP"

(zum guten Schluss) Beispiel, wie Atos auf disruptive Änderungen reagiert ➔ bis Folie 30 (bisher)

> Smart working

Folien Bamboo-Projekt

beenden mit Überleitung in Gruppenarbeit: … Welche skills sind besonders schwer zu erlernen/zu halten?

Zusammenfassung zum Ende des Vortrages noch mal machen

FIT EUROPE

Future IT leaders for a multicultural, digital Europe.

Big Data and it's Ethical Implications

Trusted Partner for your Digital Journey

What to expect:

- ➔ Lecture
  - Atos – the digital services leader
  - Atos – dealing with people challenges
- ➢ Team-work

- ➔ Lecture
  - Atos – reacting to people challenges
- ➢ Team-work

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Atos
– reacting to people challenges

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Video

„Change is the only constant“

1

What we know – what we expect (to drive the change)

4 levels of industrial revolution – an overview

Englisch ??

Vier Stufen der Industriellen Revolution

Die vernetzte Produktion organisiert sich vielfach selbst. Ihr Schmierstoff ist Information: Sie gibt Maschinen vor, wie sie sich für einen Auftrag organisieren sollen.

BOSCH
Technik fürs Leben

1. Stufe	2. Stufe	3. Stufe	4. Stufe
Ende 18. Jh.	Anfang 20. Jh.	Anfang 1970er	
Erste mechanische Produktionsanlagen mit Wasser- und Dampfkraft betrieben	Einführung arbeitsteiliger Massenproduktion mithilfe elektrischer Energie	Einsatz von Elektronik und IT zur weiteren Automatisierung der Produktion	**„Cyber-physische"-Systeme:** Reale Objekte und virtuelle Prozesse werden verknüpft
1784	1870	1969	
Erster mechanischer Webstuhl	Erstes Fließband (Schlachthof in Cincinnati)	Erste Speicherprogrammierbare Steuerung	**Industrie 4.0 – Vernetzte Produktion**

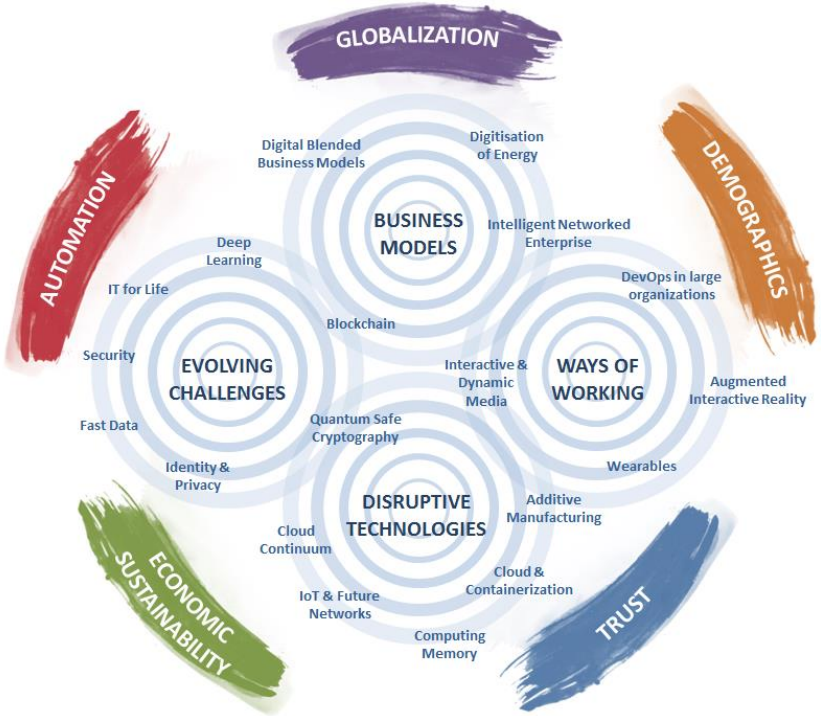
Quelle: DFKI 2011, Bosch

Industrie 4.0

1. Interdisziplinarität	8. Internet der Dinge
2. Soziale Medien	9. Internet der Dienste
3. Mobile Computing	10. Assistenzsysteme
4. Virtualisierung	11. Cyber Physical Systems
5. Smarte Objekte	12. Smart Factory
6. Big Data	13. 3D-Printing
7. Analyse, Optimierung	14. AI – Künstl. Intelligenz

Our Vision

Digital disruption



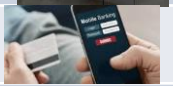
Business models – through new sources of business value and partnership, driven by data and connectivity.

Ways of working – resulting from changes in Business processes and the very nature of work.

Disruptive technologies – the developments that bring revolutionary changes to the "art of the possible" not just evolution.

Evolving challenges –familiar challenges that need to be addressed with different perspectives as a result of the emergence of new influences.

HR 4.0 – need to change? Need to continue?

Job	Tool	Future?
Taxidriver	Mobile Computing, IoT	
(truck) Drivers	Driving assistent	
Delivery Service	IoT, assistence	
Customer service	IoT, AI, VA…	
Retail	Onlineshopping, IoT…	
…	…	…

Consequences?

Impact will be on the both ends of the Job market:

High paid specialists:
- ✓ Experts
- ✓ Managers
- ✓ Leaders
- ✓ Consultants

low paid workers:
- ✓ Easy tasks
- ✓ Low knowledge
- ✓ scalable

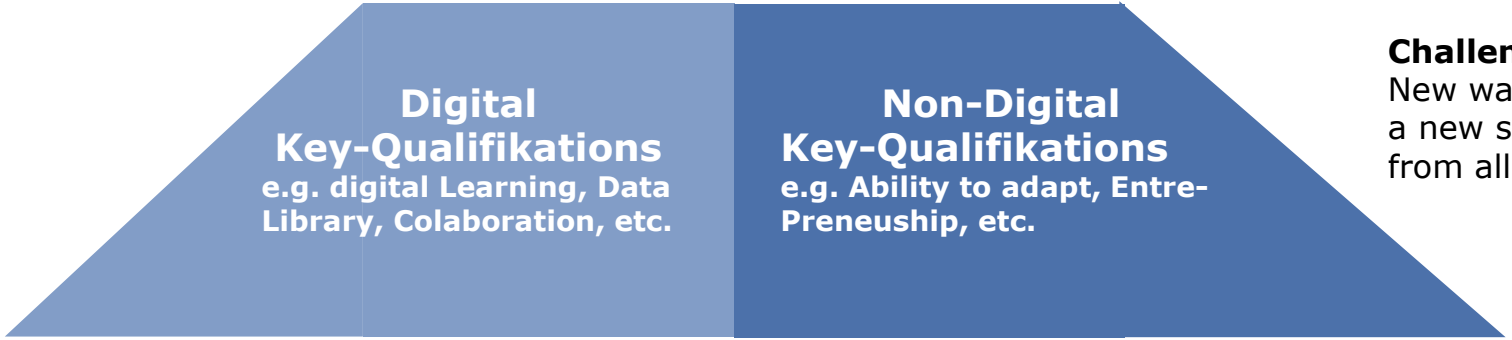
…brings risks & chances

- Freedom to act
- Development
- Work life balance
- New business models
- Reduced working hours

- Stress
- Change as norm
- Low transmittance
- Job cuttings in production
- Need for qualification

Future Skills
Which Competencies are needed?

Challenges at the top:
All industries highly need spezialists dealing with transformative technologies. Labour market is short on these resources.



Challenges breadthwise:
New ways of working need a new set of qualifications from all staff.

Source: Stifterverband, McKinsey

Having the “Pyramid” in mind,
in which of the shown areas would you see yourself ?

Skills Areas we see and we cope with

Atos – the Digital Services Leader

evolving skills areas

"As a multinational technology company with a workforce of close to 110,000 people, Atos is responsible for helping its employees develop the digital skills they need to advance in today's data-driven economy."

Paul Peterson
Head of Human Resources, Atos

51,736

Number of of digital certifications obtained in 2019

17,000

training days delivered at the Atos University in 2019

81%

81% positions filled with internal candidates in 2019

Skills areas

Technical Skills

Business & Support Skills

Soft Skills

All skills are important and needed !

Key focus areas to be defined, depending on e.g. what the pro-fessional goal is

Skills asked for in job postings

Different focus areas depending on business needs

Systems Engineer

Kundennähe, Zuverlässigkeit und Experten Know-How sind unsere Markenzeichen.

Als Team im Fertigungsumfeld suchen wir einen **IT Systems Engineer UNIX (w/m/d)** am Standort Ingolstadt. Sind Sie dabei?

Was sind Ihre Aufgaben?

- Betreuung von Fertigungsumgebungen an verschiedenen Kundenstandorten
- Innerhalb des Teams unterstützen Sie den Betrieb, die Wartung und die Überwachung der Umgebung.
- Mitarbeit bei den Installations-, [illegible], Change- und Problem-Management von AIX Servern/Clustern, VIOs, HCMs, [illegible] sowie SAN Storage und TSM
- Unterstützung des Betriebs von Middleware-Komponenten wie DB2 oder IBM [illegible] Produkten
- Mitarbeit im Betrieb der AIX-Infrastruktur

Anforderungen

- Abgeschlossenes Studium eines MINT Faches oder eine vergleichbare Ausbildung
- Erste Erfahrung im Bereich SAN Storage und SAN Infrastruktur und in der Administration von Kundenumgebungen
- Kenntnisse im Bereich der Script-Programmierung, vorzugsweise Perl, Python, Shell
- Grundkenntnisse in Middleware-Applikationen (z.B. Apache Webserver oder Apache Tomcat)
- Die Bereitschaft, vor Ort beim Kunden zu arbeiten

Sie haben Interesse?

Wir freuen uns auf Ihre Bewerbung auf diese Stellenanzeige (JOB ID: 105772) unter **https://jobs.atos.net/**.

Bitte bewerben Sie sich auch, wenn Sie glauben, nicht alle Anforderungen zu erfüllen. Fehlende Kenntnisse können durch Qualifizierungsmaßnahmen (Einzelprüfung) erworben werden.

Trusted Partner for your Digital Journey

Atos

Management Consultant

Uns bewegt ein Ziel: Menschen, Technologie und Business zu vereinen, um den Fortschritt unserer Kunden zu beschleunigen.

Associate Management Consultant Digital Workplace (m/w/d)

Unser Angebot

Im Team Atos Consulting am Standort München, Fürth oder Stuttgart unterstützen Sie unsere Kundenorganisationen aus dem Industriesektor, die Potenziale der digitalen Transformation zu identifizieren und erfolgreich umzusetzen. Die Schwerpunkte Ihrer Beratungsunterstützung umfassen die Aspekte

- Entwicklung innovativer digitaler, e2e-umfassender Kommunikations- u. Kollaborationsmodelle und Plattformen, Ableitung von Use Cases und deren inkrementelle Erprobung
- Vorantreiben der Digitalisierung durch innovative Technologieansätze aus den Bereichen User/Customer Experience, Data Analytics, Automation & Robotics
- Anwendung agiler Methoden (z.B. Scrum, Design Thinking, ...)
- Umsetzung digitaler Transformationsstrategien inkl. Culture Change
- Umsetzung von Beratungsmodulen in der Konzeptions- und Umsetzungsphase
- Analyse und Konzeption von digitalen Organisationsstrukturen, Mechanismen zur Standardisierung und Automatisierung relevanter Geschäftsprozesse, IT Applikationslandschaften, Datenmodelle sowie Abläufe von der Code-Entwicklung bis hin zum produktiven Deployment neuer Funktionalitäten
- Aufbau und Pflege eines partnerschaftlichen Vertrauensverhältnisses zu Kunden mit dem Ziel der Kundenzufriedenheit und langfristigen Bindung

Anforderungen

- Abgeschlossenes Studium der Fachrichtung Informatik, Wirtschaftsinformatik oder ähnlich
- Erste Kenntnisse zu Teilaspekten des aufgeführten Aufgabenspektrums
- Strategisches Arbeiten, Analysefähigkeit, Ergebnisorientierung und ein hohes Maß an Kundenorientierung
- Reisen im Rahmen einer Beratertätigkeit
- Gute Deutsch- und Englischkenntnisse

Sie haben Interesse?

Wir freuen uns auf Ihre Bewerbung auf diese Stellenanzeige (JOB ID: 120214) unter **https://jobs.atos.net/**.

Trusted Partner for your Digital Journey

Atos

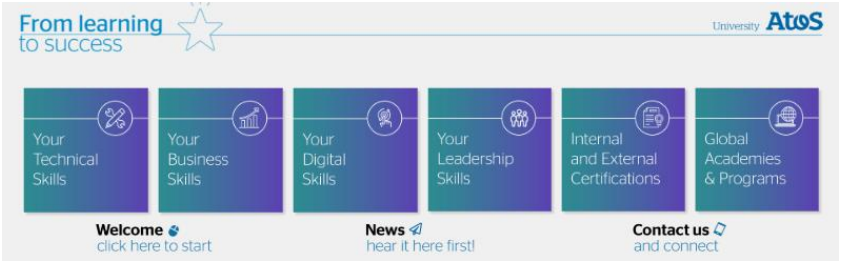
If you would like to apply for a job, **which „buzzwords“ in a job posting you would jump on?** Meaning, what skills do you believe is the most important for you (blue,yellow, green)?

Atos – the Digital Services Leader

maintaining and building skills

Two examples on skills management

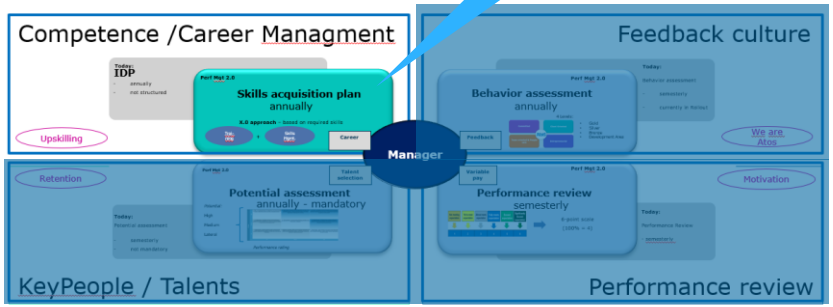
MyLearning, the offerings within Atos for continuous learning



Performance Management, the system within Atos to get recognition

Skills Acquisition & Development Plan as part of career management

4 areas of Performance Management



MyLearning > Variation of skills

MyLearning > Variation of skills

Internal and External Certification; build your specific skills and get certified (+Top 10)

Gisela Jansen

To support the **'Tier One Delivery' objective** from Atos' 2019 and to support the Advance 2021 ambition, the Divisions Certification program has been set up and this runs now for some years.

This is designed to develop and certify the 'direct' workforce to meet current and future business needs. This will lead to increased customer satisfaction and also help keep more of our employees ready for immediate assignment to client work.

NEWS:

2020-09-30 : Do you want to acquire a digital internal certification?

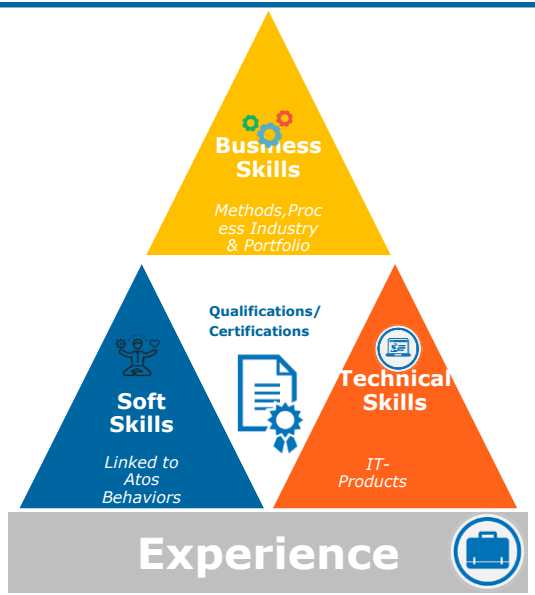
2020-10-27: Google Cloud: Highly Demanded External Certifications series; grow your expertise and get certified

2020-10-26: Microsoft Azure ; Highly Demanded External Certifications series; grow your expertise and get certified

2020-07-15: Amazon Web Services: Highly Demanded External Certifications series; grow your expertise and get certified

2020-07-09: SAP academy: Change your career or acquire new skill set in SAP & get certified

Career Management > skill development



BUSINESS SKILLS	TECH. SKILLS	SOFT SKILLS

Current skill

Evaluation of Knowledge	Integrated Skills Management
Happens through qualifiers: Prerequisite Learning + Self Evaluation + Manager Interview	*Trainings* + *Certifications* (internal / external) + *Credit points* (e.g. create white papers, deliver trainings etc.)

Future skill

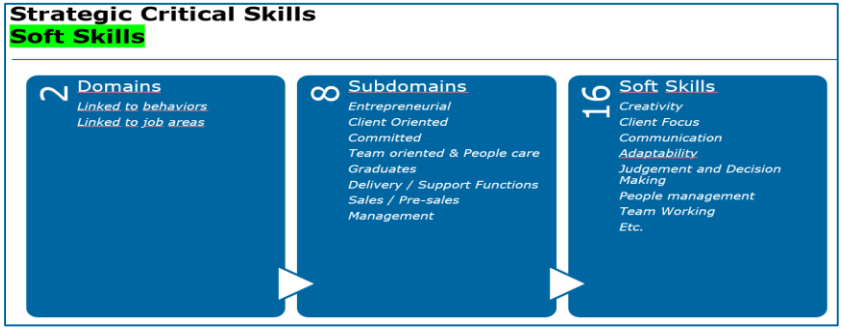
Evaluation of Knowledge	Integrated Skills Management
Happens through qualifiers: Prerequisite Learning + Self Evaluation + Manager Interview	*Trainings* + *Certifications* (internal / external) + *Credit points* (e.g. create white papers, deliver trainings etc.)

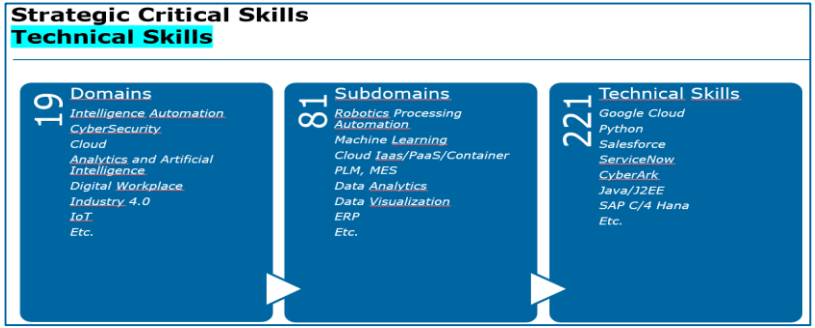
COMPETENCY BUILDING AND CAREER DEVELOPMENT

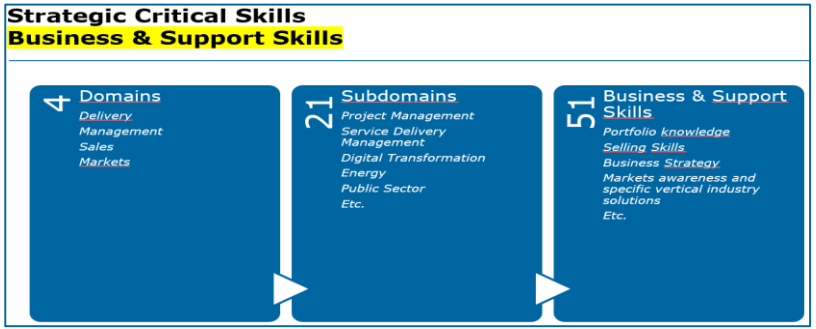
- Based on individual experience
- Each individual has to select two skills: Current skill and Future skill
  - Current skill represents the core skill that is needed for day to day delivery
  - Future skill represents the area where the employee wants or needs to develop to be ready for a future opportunity
- Manager as a coach

Skills Acquisition & Development

- **Skills Acquisition Plan** contains a set of **technical, business and soft skills** that the employee needs to develop for his/her present position or for his/her future development.
- The **Skills Acquisition Plan** is based on a limited Strategic Skills list selected by Atos **based on future customer needs, market trends, Atos strategy and expecting growth areas** in the mid-term future.







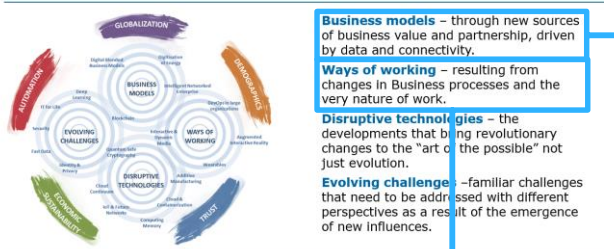
Atos – the Digital Services Leader

maintaining and building skills

Smart Working

… and then, in addition …

Our Vision
Digital disruption



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Trusted partner for your Digital Journey

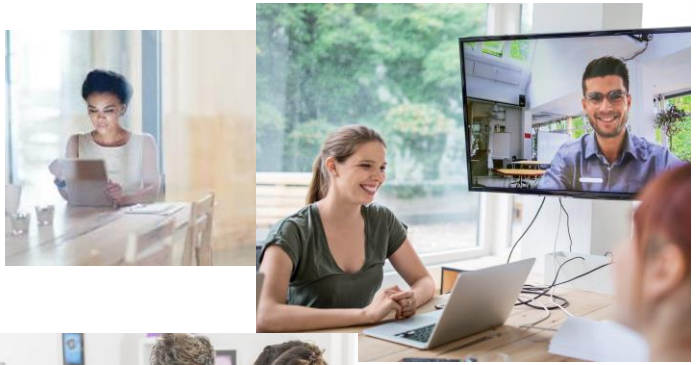
Atos

… Atos reacts

Project „Bamboo“
- redefine how and where we work
- from the physical environment to digital tools
- with leadership styles and supporting processes
→ to suit the needs of a diverse and increasingly mobile workforce, enabling our employees to support our customers in the most agile, productive and innovative way possible

Ambition

- We enable our employees to **work from any place, anytime** with the right tools
- We create **a workplace environment** that creates the best employee experience to belong, develop and grow
- We embrace **new ways of working** and digital inclusion to enhance team collaboration online and in the office
- We design **flexible office spaces** to accommodate changing needs, repurposing the office to a meeting place
- We actively support **decarbonization** by limiting our travel movements and reducing CO2 office footprint
- We demonstrate **leadership based on trust** and empowerment, managing diverse and distributed teams.



Digital business empowerment

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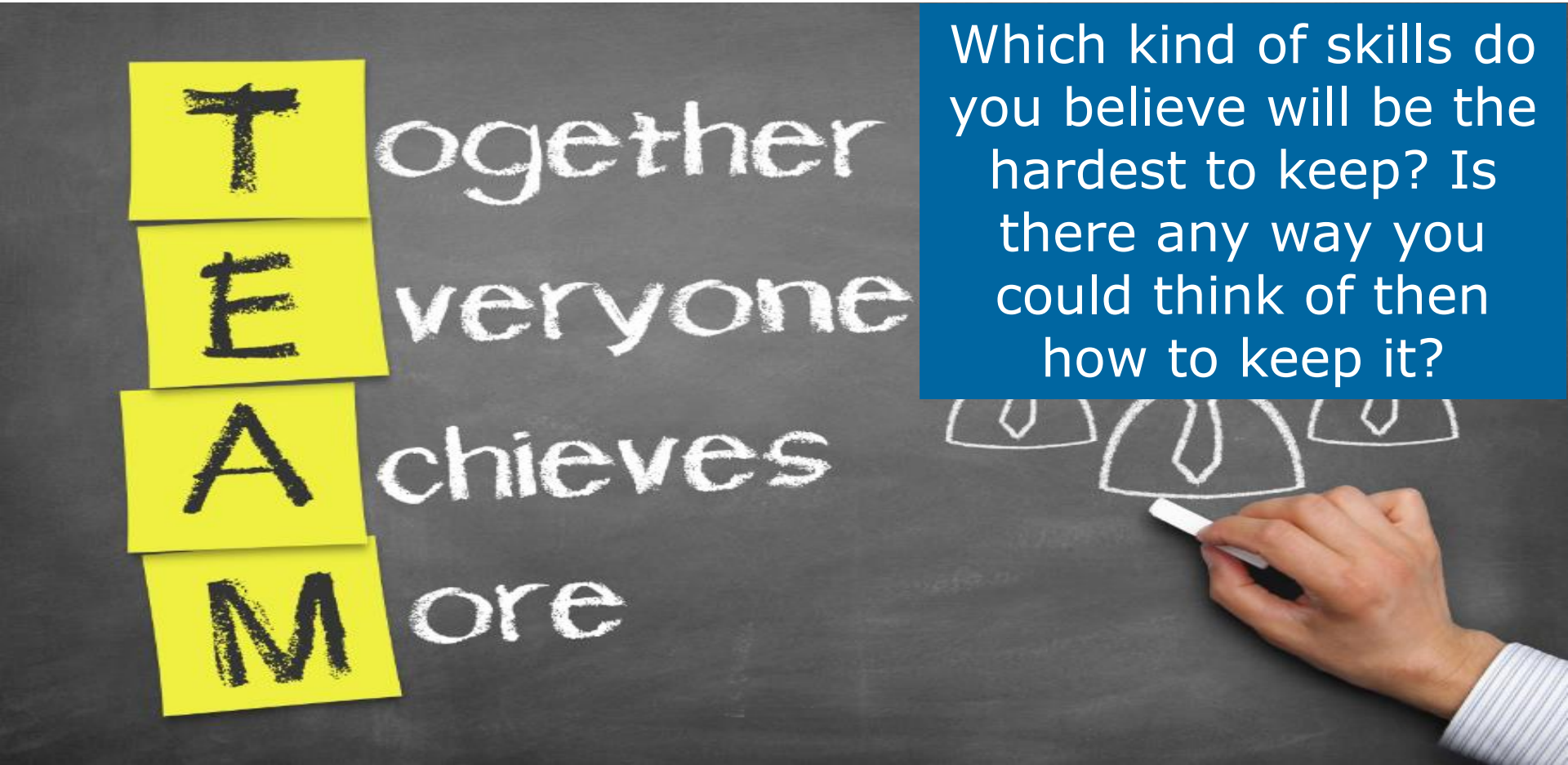
Atos

Time to discuss within your group…



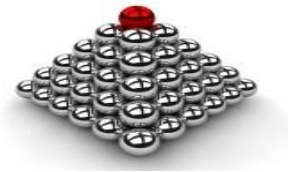
Which kind of skills do you believe will be the hardest to keep? Is there any way you could think of then how to keep it?

Time to discuss within your group…

Conclusion

Zusammenfassung zum Ende des Vortrages noch mal machen

Change is everywhere and requires a joint effort from companies, individuals and society.



Ways of working **challenges** a diverse set of qualifications from all staff.

For many companies a **transformation** process is necessary. It is not limited to technology but also to people management

The company remains a melting pot of **competencies** (especially creativity, problem solving).

The individual contributor (=> **employee**) has to take into account, how he can add value to the company.

Companies need to create an environment that supports the demands of the future.

Thank you very much

Appendix

Trusted Partner for your Digital Journey