

xScience

Future More Than Digital Human @Bip

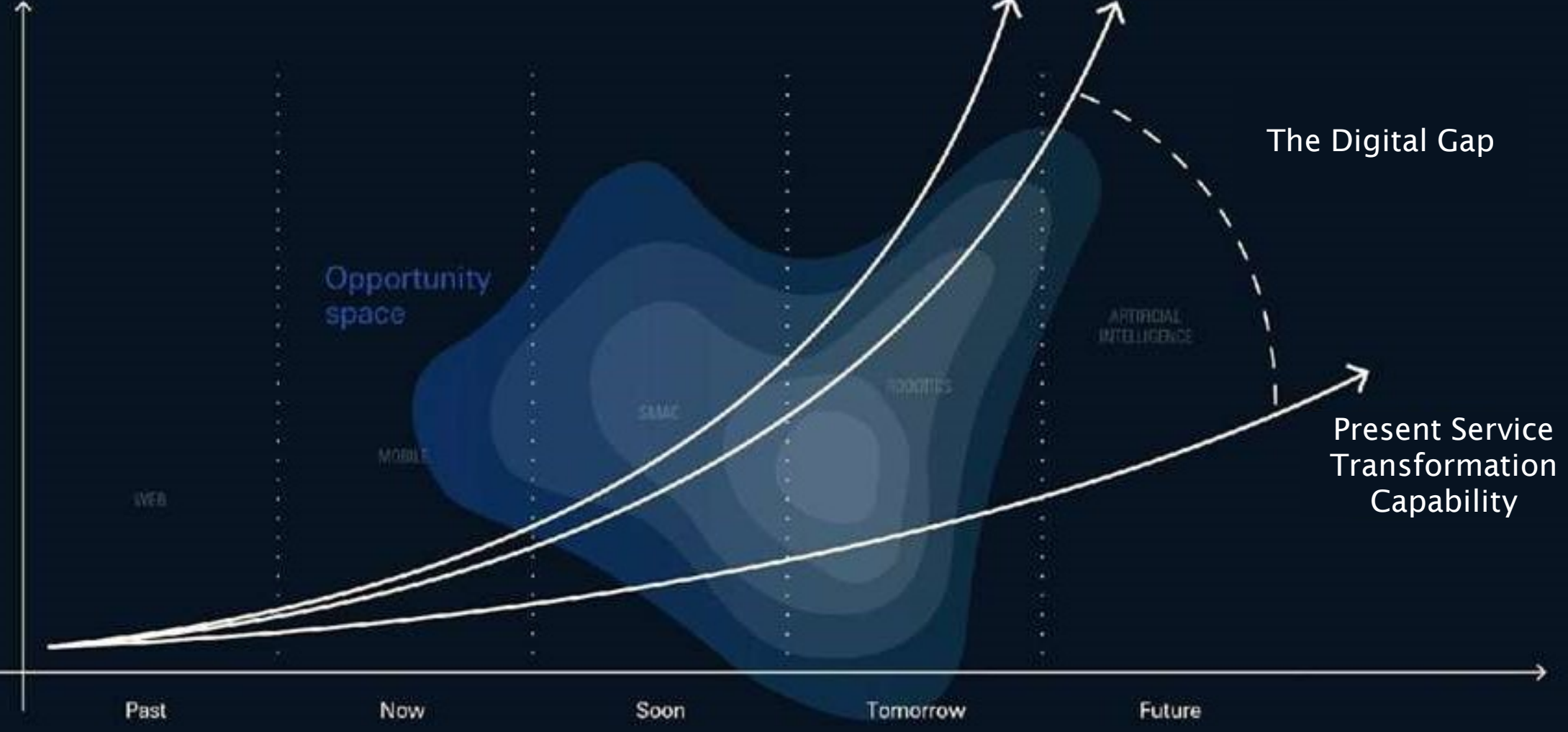


The New Digital Era



Time between dramatic changes	Centuries	5-10 years	2-3 years
Innovation Model	Individual driver invention	Internal	Out → In
Innovation KPI	Effects driven	# of patents	# of startups merged/acquired # of innovative ideas deployed in-house
Technics/Technology/ Knowledge coverage	<ul style="list-style-type: none"> % of population illiteracy 	<ul style="list-style-type: none"> % of population illiteracy mobile network coverage internet penetration 	<ul style="list-style-type: none"> % of population illiteracy mobile network coverage internet penetration robot & IoT devices penetration

The 4th Industrial Revolution Closing the Gap



Gap Dynamics

From



TO BE



ACTIVE INERTIA



NEW SCARSITY



**PRODUCT
PORTFOLIO**

To



TO DO



**BUSINESS MODEL
Re-EVOLUTION**



ABUNDANCE



SERVITIZATION

Notes



Undifferentiation of industrial sectors, development of new competitors, authorization obsolescence



Business models evolution, new behaviours, new markets, new needs related to technological development



Value Chain changes in factors of production, democratization, assets decentralization and demonetization



Product portfolios transformation in service platforms with «multiside» accesses in a prosumer and user structure

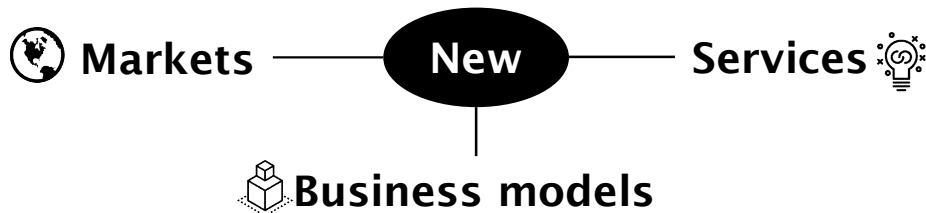


The goals of the Digital Transformation

① The Digital adoption is a **necessary but not sufficient condition** to keep growing

② **Digital Evolution:** not only “technology” but also people, methods and protocols

③ **Digital Transformation** triggers new opportunities

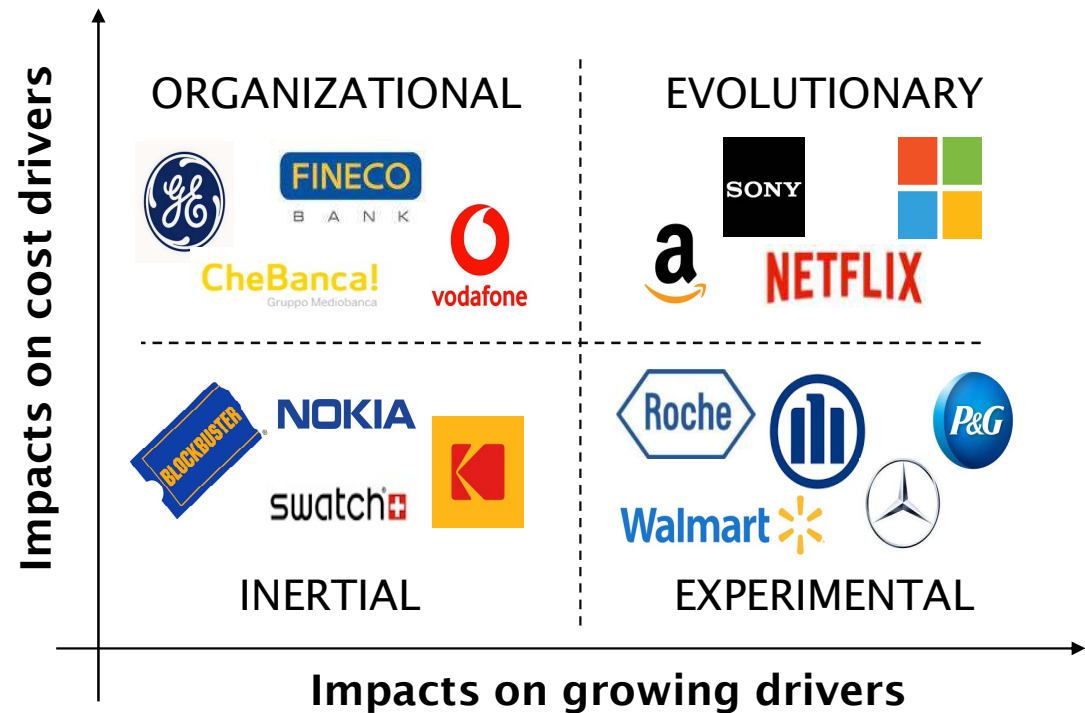


The approaches to the Digital Transformation

Levers to transform the internal/external ecosystem of a company through:



Approach to the digital transformation

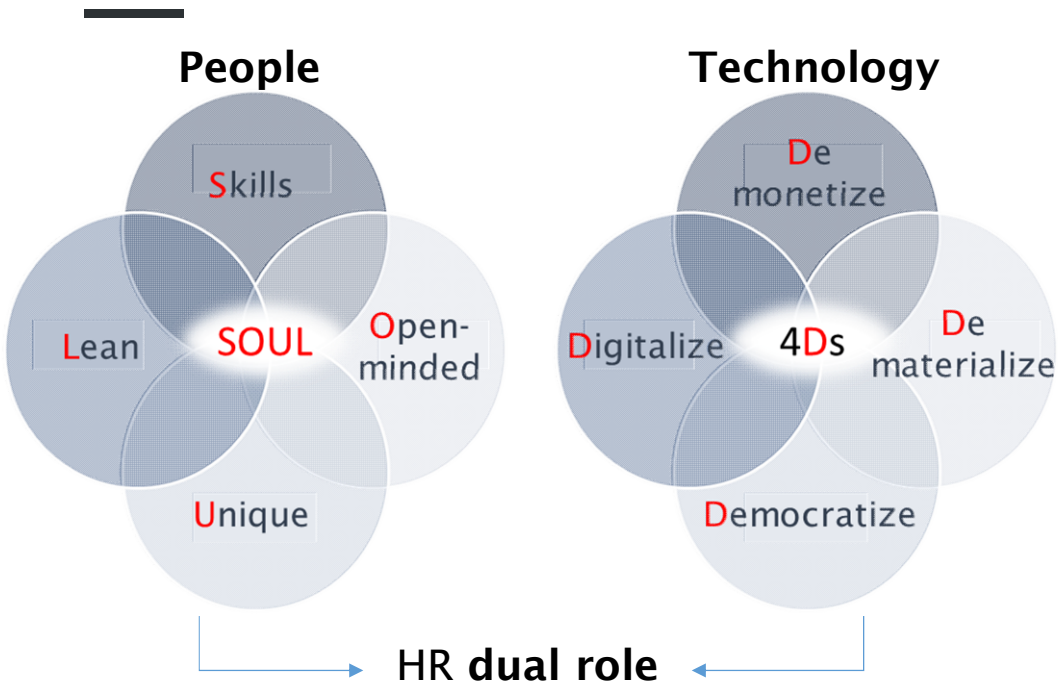


xScience

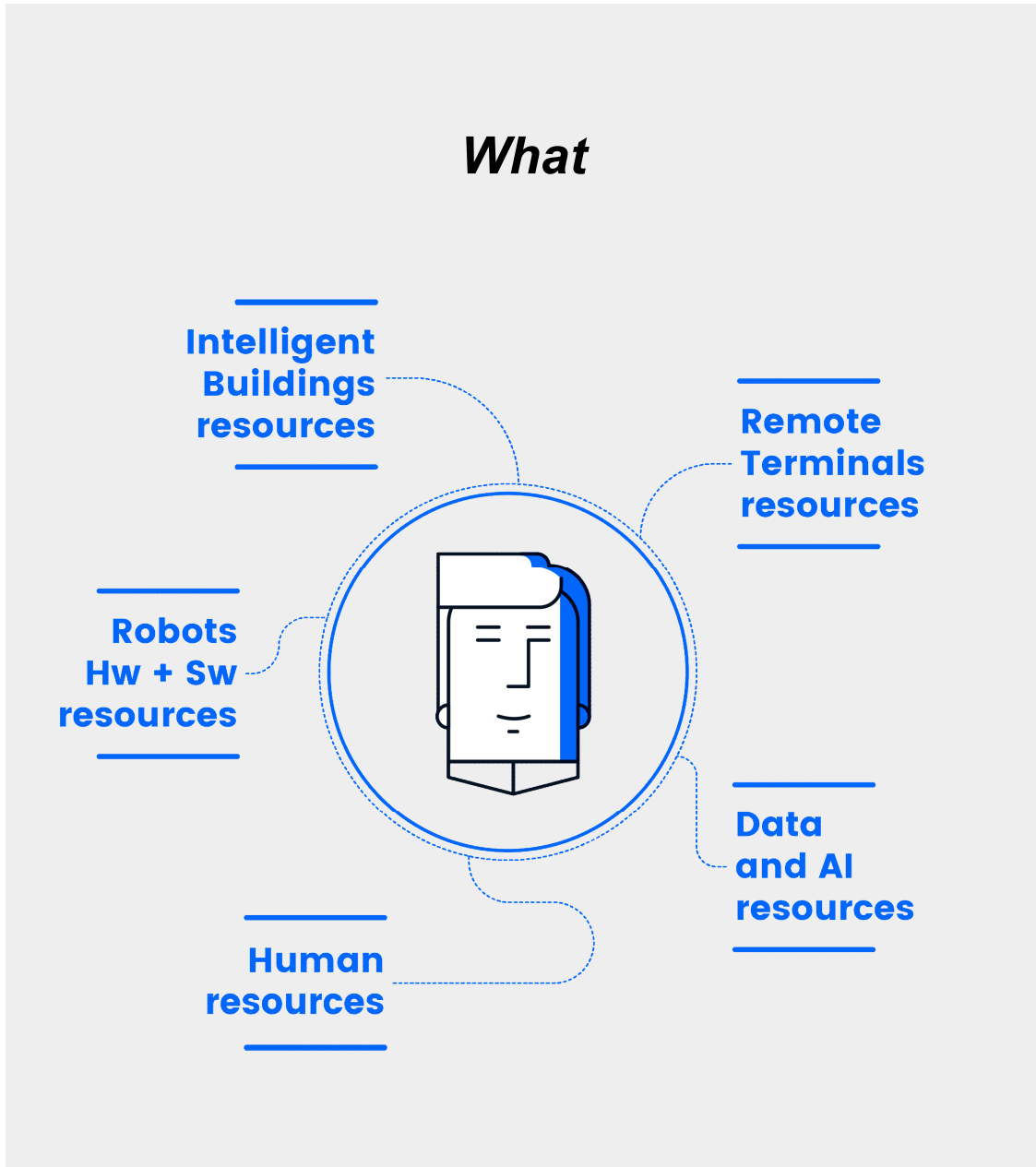
"The humanity is an enzyme that catalyzes the shift from a carbon based intelligence to a silicon based intelligence"

Gérard Bricogne

Digital HR Transformation*



- Support BUs with **new skills & professionalism**
- **Transform processes, tools & dynamics**

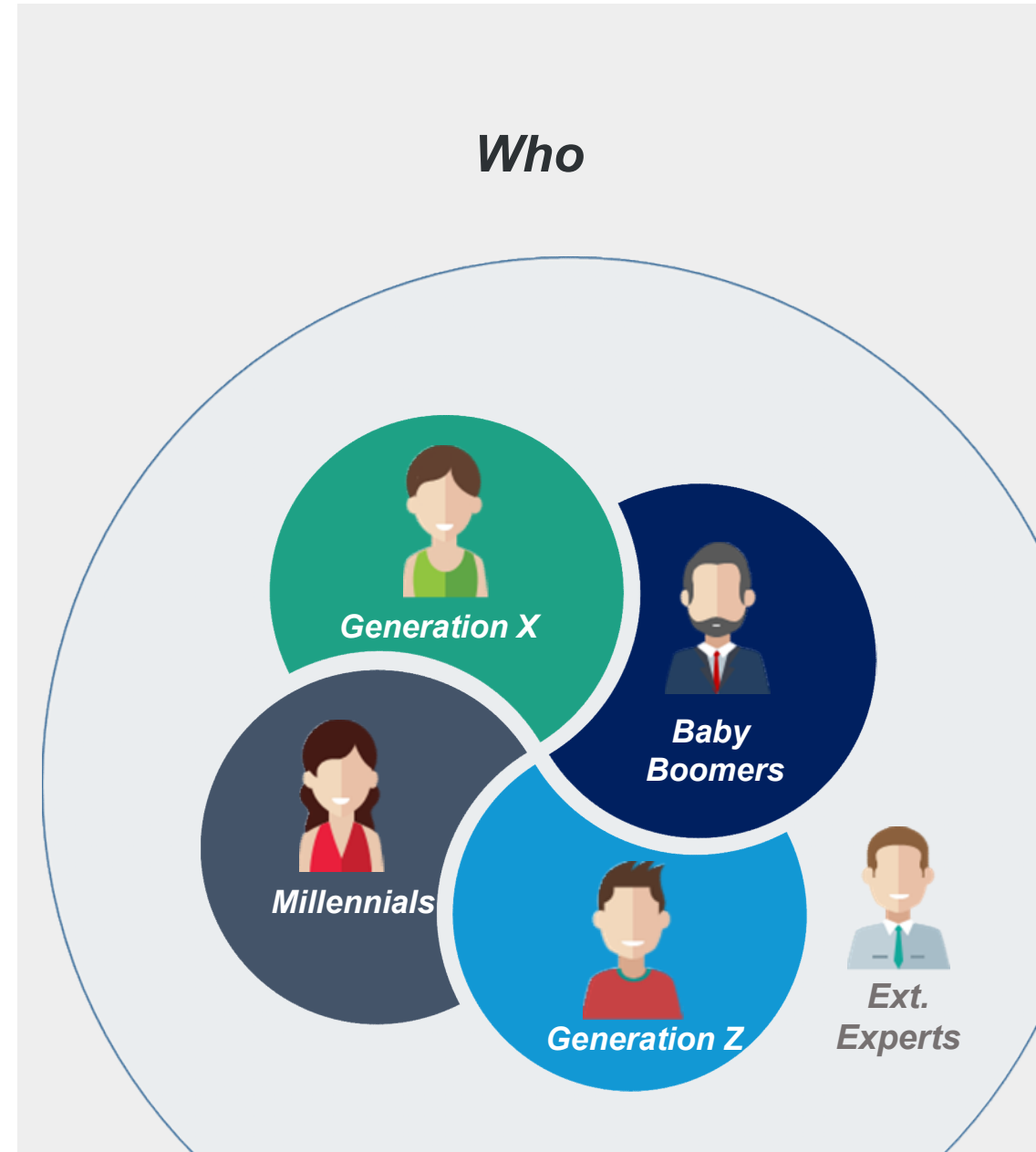


*Courtesy of Singularity University, CA, USA

Digital HR Transformation

Dealing with people

- 1 Organizational Level
Organizational changes to drive operational excellence
- 2 Different cultures
Different cultures & nationalities with a **change in attitudes and behaviors**
- 3 Multiple generations
Several age groups characterized by **peculiar approaches** and **habits towards technologies**

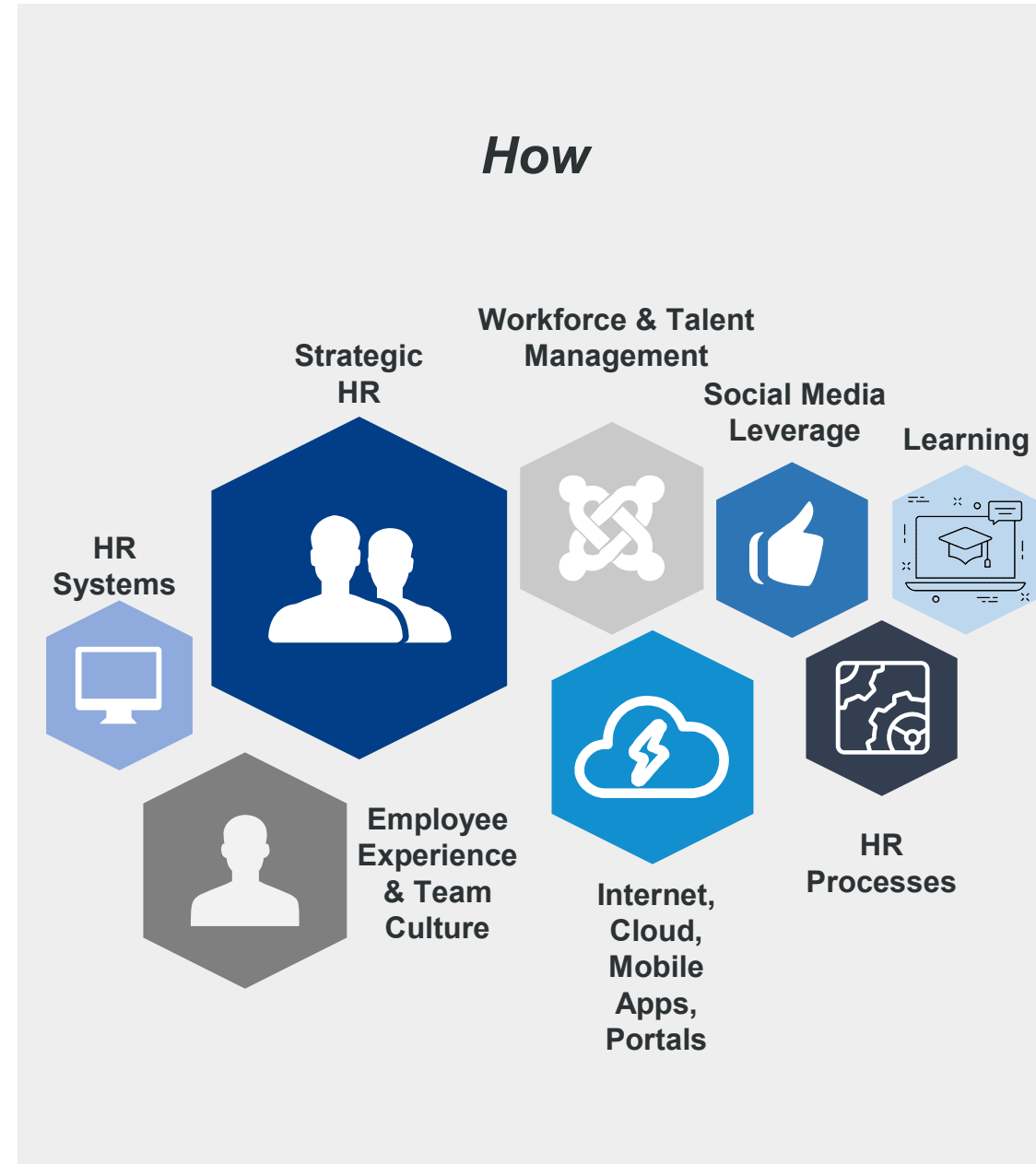


Digital HR Transformation

Dealing with technology

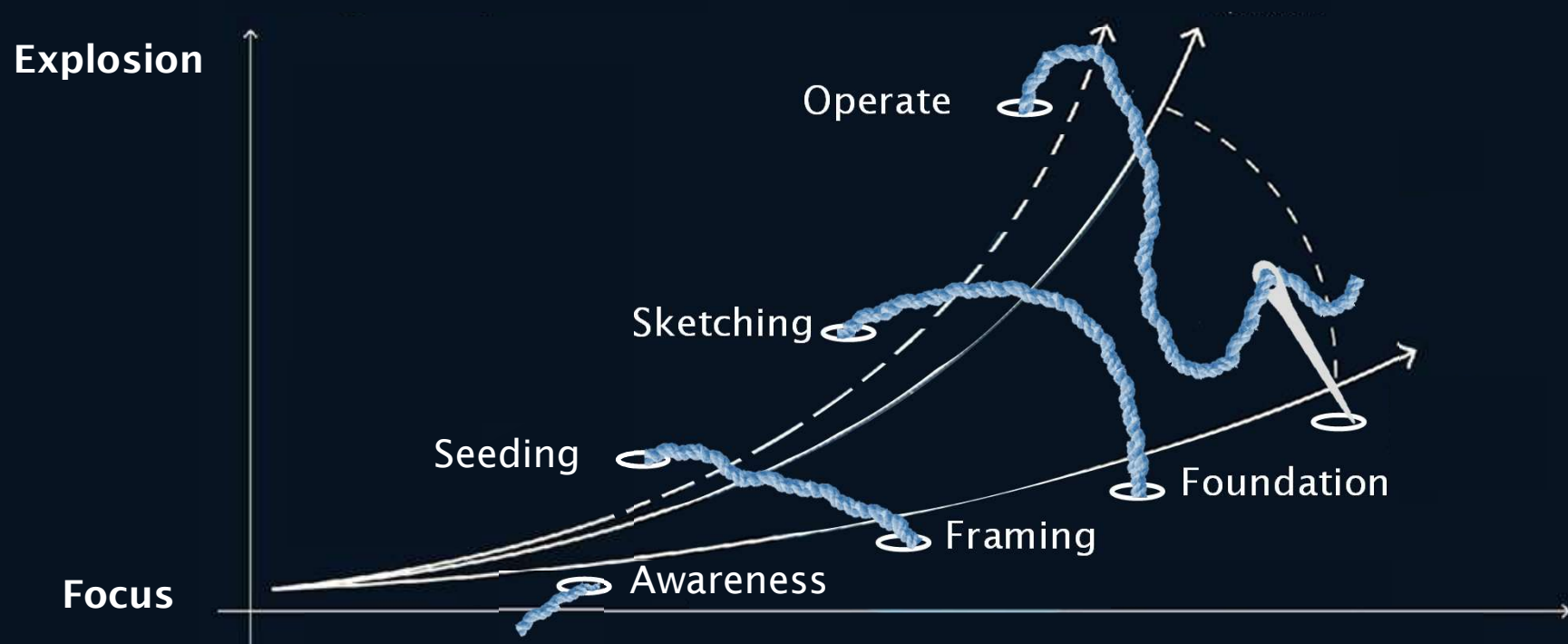
- 1 Technology complexity**
Increasing complexity of company technologies drives for integration gap minding
- 2 Human & artificial are getting closer**
Greater intensity of interactions between employees & digital technologies
- 3 Artificial intelligence**
Digital devices become more autonomous and “intelligent”

The **HR Director** has to move from a concept of **HR Administration** to an idea of **Strategic HR**



Digital HR Transformation

From understanding to conscious application



Main features of our approach

E2E transformation coverage

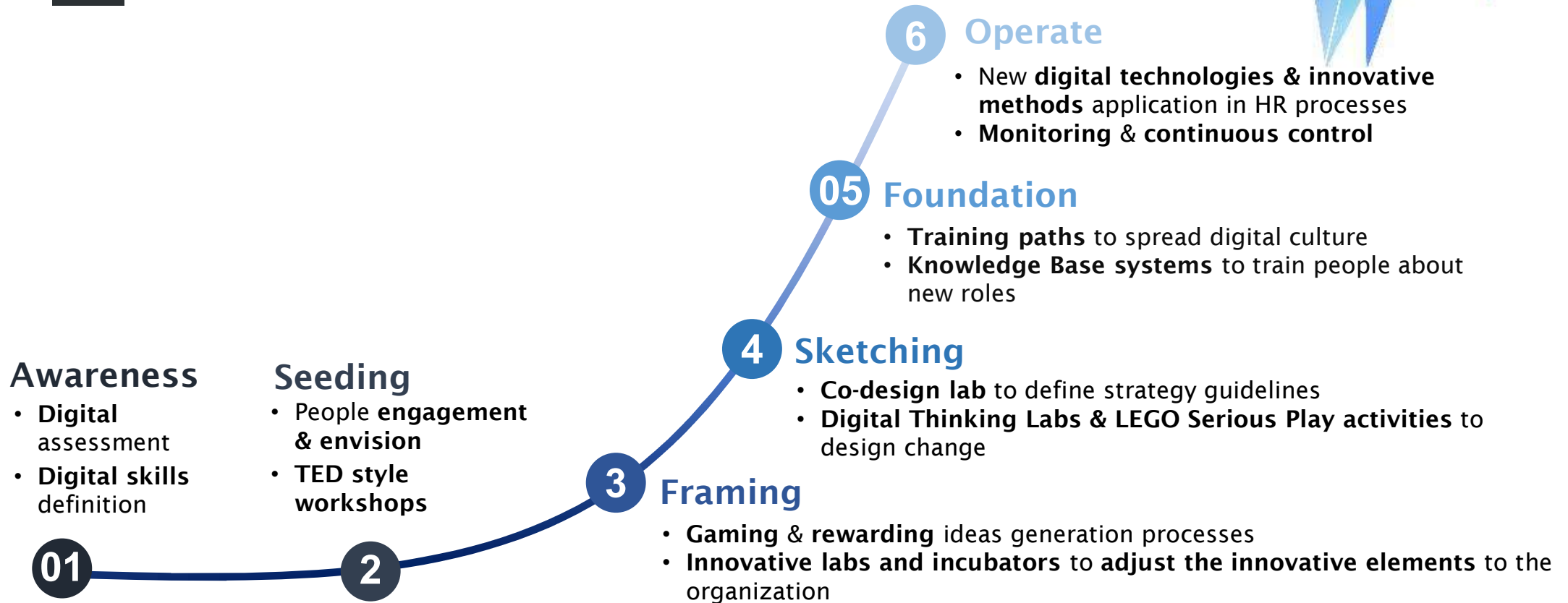
Converging/Diverging

Inside-out/outside-in

Recursive prototyping

HR Digital transformation: a success story

A success path in a important Energy & Utilities company



xScience

**Thanks for your
attention**

