



ADAPTING TO A DIGITAL WORLD



With most organisations experiencing a digital evolution of some scale and with technology constantly evolving, the way people think and respond to technology is becoming increasingly important. Having the necessary skills to operate in the digital workforce is essential but can often be challenging to develop. When leaders and employees work together in adapting to the digital world, success is possible. It can foster creativity, innovation, collaboration and organisational competitiveness. Below are some tips for leaders and employees on how to adapt to our digital world.

FOR LEADERS

What can leaders do to ensure their employees are able to keep up with the digital world of work?

1. Create dialogue

For digital transformation to be successful, communication is key! Employees can resist change if they feel forced, so creating a healthy dialogue of discussion and feedback will support both parties to adapt. Open conversations should start from the top and flow down to all employees, which will show commitment and transparency.



2. Invest in training

The first step to success is for leadership to identify gaps in employees' digital knowledge, and implement strategies to minimise those gaps. It is critical for employees to develop the skills to keep up with a fast-paced, digital environment, and this can be achieved through training programs. The more time and energy leaders invest in training, the easier it will become to train them on such things in the future.

It is important to remember that for some, adapting to the digital world is a real struggle. Take time to develop training that specifically focuses on different groups of employees.

3. Encourage collaborative working

Organisations should use technology to encourage employees to train and work virtually, as the benefit of working online creates happier, more motivated and more productive employees. Online collaboration allows better communication between workers, and keeps people connected anywhere, anytime.



FOR EMPLOYEES

How can employees keep up with the digital world of work?



1. Read, read, read!

Set time aside each day to read about current and upcoming technology. This will prevent you from falling behind. If you keep up with digital trends, you have the opportunity to be an early adopter of certain technologies, and may even be called upon by your employer to help educate your peers!

2. Ask questions

There is no such thing as a "stupid question" - there is only your fear in asking. By asking your leader to explain digital or technological concepts shows a desire to learn. It is important to remember that you might not be the only person with that question and this could actually benefit more than one person. If you are hesitant to ask your manager, try approaching your IT team or asking an online forum. There is always someone willing to help.



3. Don't forget to switch off

With the ability to stay connected 24/7, the digital world can often intrude on our personal time. It is important to strive for balance in our lives and set time aside to focus on family, friends, recharging our batteries, and doing activities we enjoy. Learning how to adapt and use technology well, also involves knowing when to turn it off!