

# MAKE SKILLS TRANSFORMATION REAL

ESG research shows that higher levels of Transformation Readiness is good for both individuals and organizations, leading to better financial outcomes for both.



## TRANSFORMATION IS RECIPROCAL

Employees depend on their organizations and organizations depend on their employees



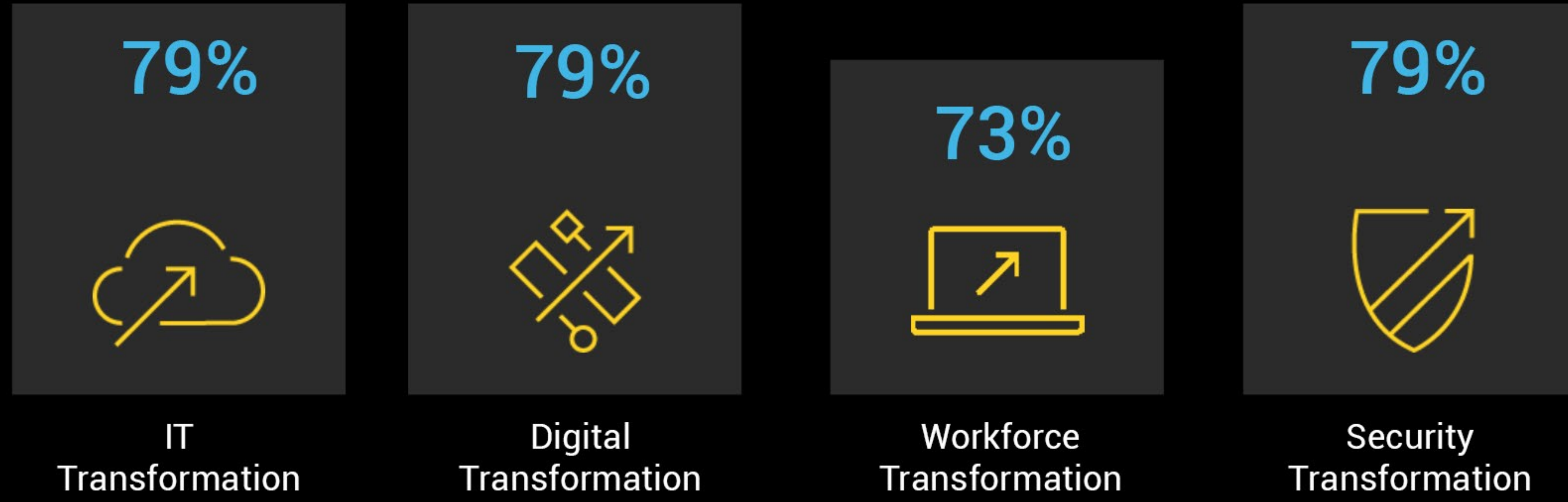
**95%**  
of all individuals rated as Transformation Ready are employed at organizations committed to IT staff development



**55%**  
of individuals surveyed state training has made them more effective at their jobs

**!** Training is highly important to transformation success

Percentage that rate training as highly important to each transformation



## KEYS TO BECOMING TRANSFORMATION READY

For Individuals:

### Technical Training

Transformation Ready respondents participated in

**21 DAYS**

of technical training on average in the last 24 months

For Organizations:

### Investing in Skills Development

In the case of Transformation Ready organizations,

**86%**

pay for most/all IT employees' technical training

## ORGANIZATIONAL READINESS IS LINKED TO IMPROVED BUSINESS OUTCOMES

Respondents at Transformation Ready organizations are:

**4X**



more likely to be very satisfied with their employers

**3X**



more likely to say their organization is in a very strong business position

Respondents at organizations Not Ready are:

**10X**



more likely to be dissatisfied with their employers

**2X**



as many of their organizations' IT projects are completed behind schedule

## INDIVIDUAL READINESS IS LINKED TO PERSONAL SUCCESS

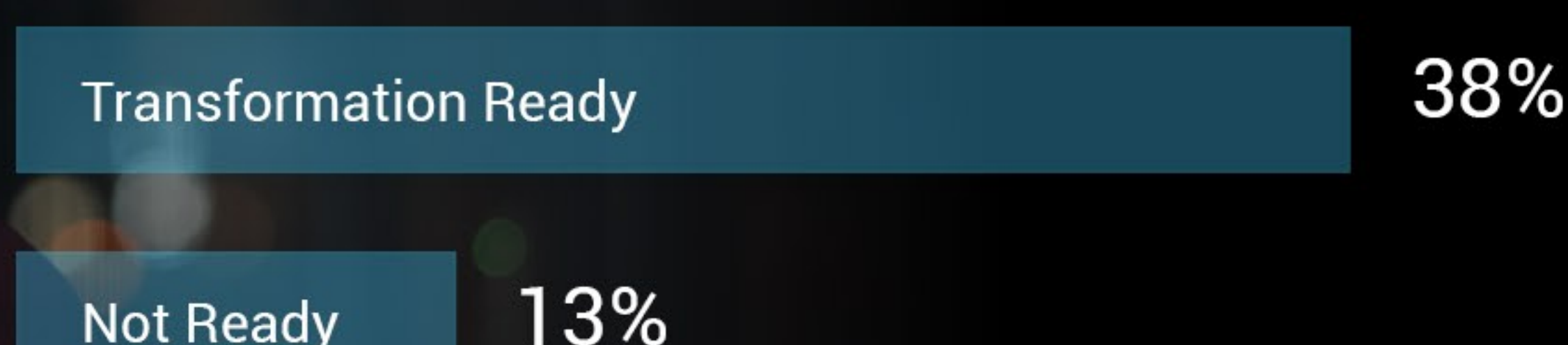
Transformation Ready individuals are nearly 3x more likely to report having been tapped to work on stretch assignment or strategic implementation compared to individuals that are Not Ready



Transformation Ready individuals have been promoted 3x more frequently than individuals rated as Not Ready in the last 12 months



Transformation Ready individuals are nearly 3x more likely to report they are very satisfied with their jobs compared to individuals rated Not Ready



**✓** 82% of respondents agree that the IT organization must achieve "Trusted Advisor" status in order to maximize their companies' success.

To learn more about how Dell Technologies can help you make your skills transformation real, click below.

[LEARN MORE](#)