

DIGIFRAME

Building capabilities and competences in tandem

skillsUP! – A corporate framework example

Markus Lecke, Deutsche Telekom AG, HR Development



LIFE IS FOR SHARING.

WHY WE NEED THE PROGRAM skillsUP!

- Innovation cycles become shorter, but accelerate steadily. Consequence: Technologies as well as demands on employees change steadily and faster
- Successful business strategy implementation requires a global common job architecture, a quantitative and qualitative planning and job / skill profiles which allows a easy way of potential analysis and derivation of HR measures

AGRICULTURE

PRODUCTION LINE

COMPUTER



1900

2000

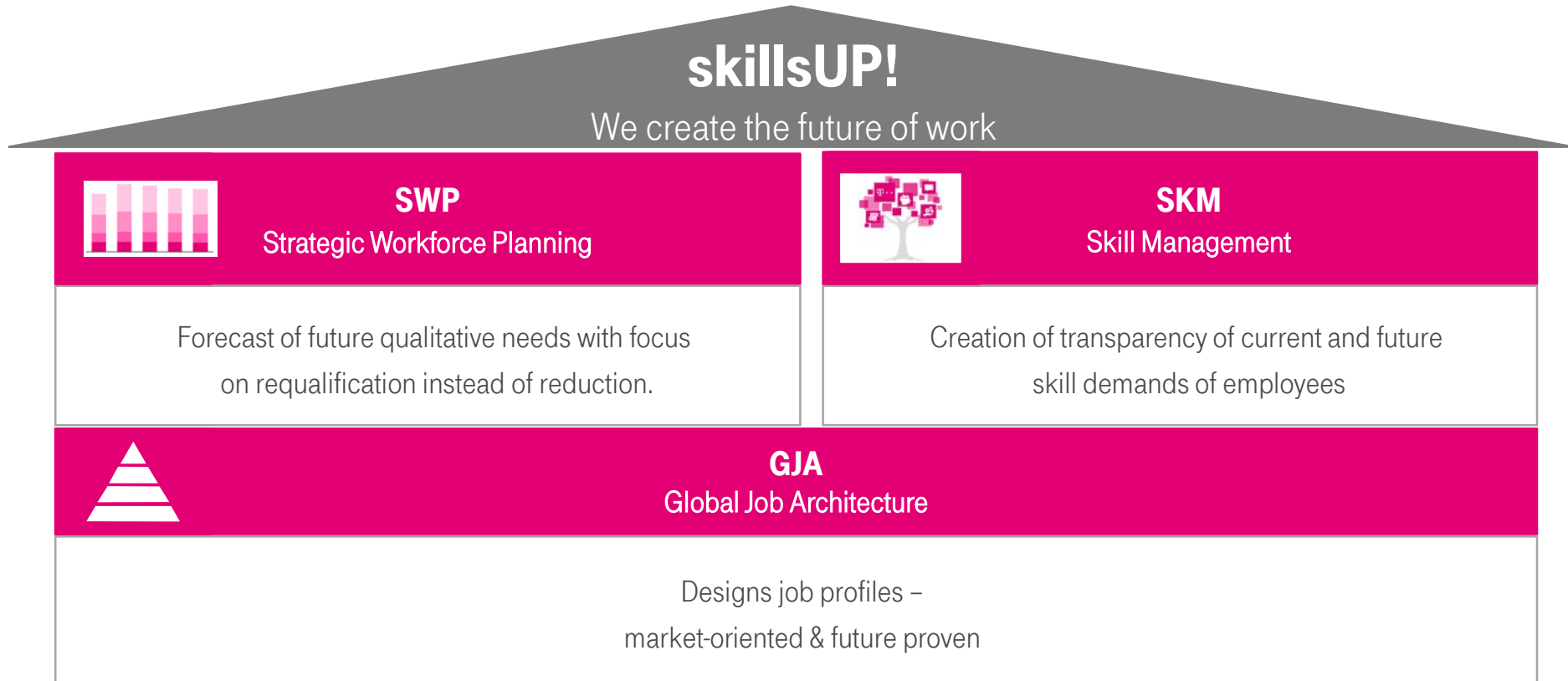
2010

2020

2030

- **GOALS:** Establish a structured picture regarding future required skills of employees with skillsUP! as well as the consequent derivation of re-qualification and recruiting needs

skillsUP! – TRIAD FOR SUPPORTING THE FUTURE OF WORK



skillsUP! OUR CORPORATE FRAMEWORK ACCELERATES...

... future business

... passion for lifelong learning

... employability

