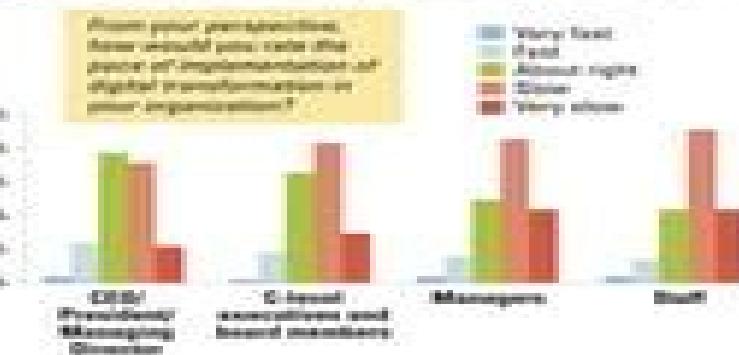


## FIGURE 13

## OFF THE SHACK

Opinions of digital transformation in 2019 by culture around the CIO.



But only 20% of respondents said that senior leaders had shared a vision for digital transformation across their organizations. Why? Several kinds of leaders feel uncomfortable with digital transformation. At least part of the reason comes from the charting the right way forward...

**Plotting a straightpath** Creating a road map towards digital transformation is challenging. The survey showed impressive alignment around the idea that digital transformation is important — more than 90% of leaders of companies categorized as Disruptive and Revolutionary, and more than 80% of Conservative and Pragmatic, see leadership in “completely” or “somewhat” alignment.

There is much less alignment when it comes to the road map. Fewer than 20% of respondents in Conservative, Revolutionary and Pragmatic organizations thought leadership was completely aligned on a road map (it was less than 10% in Revolutionary), compared to a bit over 40% in Pragmatic enterprises. Disruptive and Revolutionary firms were notably better overall on alignment, but such firms represent only 20% of all companies in the sample.

Developing a road map for digital transformation presents a host of challenges. Because digital

transformation takes many forms, first, leaders must decide what to transform first. Does the culture need to change? Is it staff organization? If the business model? Any individual step requires multiple, interconnected actions. It can also require creativity to explain what they think about their business.

For Pfeiffer's Lutz, this required what others who are experts in the company's culture could easily forget: to transform customer service when it stopped being an isolated service — like managing regional call centers and external marketing operations like sales departments who had talked to customers service would then catch back. Rebuilding operations about the business is a real challenge, because doing so requires a company to challenge the way it's been doing business.

## INSTITUTIONAL CHALLENGES

**C**orporate culture has among the staff reflects a company's history, its people, its beliefs and the individual belief. These are often reflected through several lenses: about generational age, culture norms and culture factors, which are the common issues that affect every aspect of a company, including digital transformation. We will look at three major institutional barriers to change.

**Attitudes of older workers** Responses in the survey suggest a deep-rooted perception that older people will have trouble adapting. Bill Carter says for him and his team at Microsoft's Live Nation in New York there's still a perception that older people are technophobic, and older managers don't want to deal with technological changes. "I sincerely think that managers who are over 50 always have some resistance and reluctance when it comes to digitizing business segments, which, according to a younger person," Carter says, "is normal in the communication industry."

Another common perception is that "managers in companies of old people from 30 years and above, they know nothing about technology and its benefits and also don't want to learn." Another called it management, "I know our [team] don't

# Managing In The Technologic Age Expectinspect

**Minjie Lin**

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