Talents, Not Technology Will Make or Break Your Digital Transformation.

CADS
FUTURE PROOFING THE WORLD!

Sharala Axryd
Founder & CEO
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Data Science (CADS)

Executive Summary

The pandemic has greatly changed the business landscape, forcing businesses to adapt to survive. How do they go about achieving these? The answer lies in becoming a data-driven organization, with every employee enjoying the benefits of being data literate. Only then will everybody speak the same language; no longer will there be silos within the organization.

A data-driven strategy is crucial to maneuver in this disruptive era; it allows businesses to explore revenue opportunities, optimize service, stay relevant, and keep up with its competitors.

The successful execution of a Data-Driven Organization™ (DDO) strategy hinges on various factors and entails solving various pain points organizations often experience. At the Center of Applied Data Science (CADS), we have observed C-suites grappling with various strategic and operation pain points, like getting management buy-in for the data-driven strategy, prioritizing strategic investments that produce the best yields, and relating learning spend to individual and business performance.

In this whitepaper, we explore how "doing things right" dooms an organization for failure, as opposed to "doing the right things" to succeed. A global example is the Ford Motor Company, which initially failed with its digital transformation efforts, but later transformed its business for the better by partnering with Google in early 2021 to adopt a data-driven strategy. We also share how we have helped three organizations in ASEAN transform their existing workforce by "doing the right things", using our proprietary DDO model and AI-driven platform Acceltic™.

A well-executed data-driven strategy transforms your organization into a data leader, which in turn not only leads to improved business metrics that not only lead to financial benefits, but also to more engaged customers and employees. Ultimately, talent, not technology, ensures the successful data-driven transformation of any data-focused organization.

Introduction

The Changing Face of Business Means Your Organization Needs to Keep Up
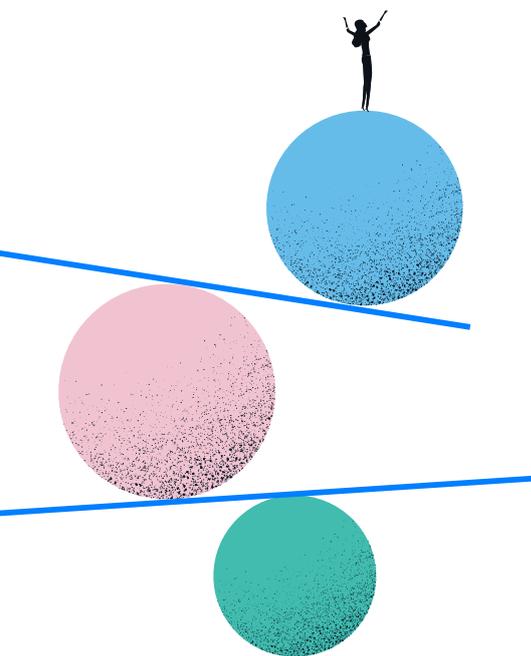
The pandemic has altered the global and domestic business landscapes, changing the way businesses operate to survive and thrive. *"IIt has brought forward five years the journey of digitization. One cannot talk about digitization without mentioning a data-driven organization. Every employee needs to be data literate. Only then will everybody speak the same language and there will be no silos within the organization,"* **says Sharala Axryd, founder and Chief Executive Officer of CADS.**

"Hence, a data-driven strategy is crucial in maneuvering your way around this disruptive era. It allows businesses to explore revenue opportunities, optimize servicing, stay relevant, and it also will push a company to keep up with the competition," **she adds.**

A data-driven strategy not only helps companies address business challenges, but also helps to find key opportunities. According to **Forbes Technology Council member Manish Mehndiratta,** data analysis reveals bottlenecks, excesses, duplications and waste, and often suggests remedies to those challenges.

Mehndiratta also notes that tying corporate data to market trends can direct production decisions to generate new products and services in response to those trends.

"It can also reveal which products and services are no longer viable so the decision to terminate those systems can be made with confidence,"" **he says.**

Even business metrics have changed—today's organization can no longer rely on traditional business metrics such as profit, costs, and revenue. Dynamic business metrics (i.e., click rates, edge caching, and churn rates) are now employed by DDOs like Amazon, Google, and Alibaba. Your workforce needs to be aligned with a data-driven strategy, be innovative, and be mindful of skills needed to identify and apply such metrics.

However, while many CEOs are aware of the importance of a data-driven strategy, many are still reluctant to pursue this course of action. *"At this point everybody knows that data is an essential augmentation to a company's decision function. Increasing the speed and sophistication of business analytics would be critical for a business to succeed,""* **says Axryd.**

"The danger would come if CEOs were to look at data-driven transformation with one eye. We hear stories of companies that invest USD 1trillion for data-driven transformation yet end up with losses of USD900 billion. They can only achieve 10% success."

Axryd adds that this is because leaders do not know what investments to make. "They think they could invest in infrastructure and expect to solve world hunger. That is not the case. This could be possible in IR2.0 or IR3.0 but it would not work in IR4.0 because contrary to popular belief, IR4.0 is less about technology and more about people. The key to succeed in this era is to invest in human capital."

Sharala Axryd
Founder & CEO at The Center of Applied Data Science

Doing Things Right Versus Doing the Right Things
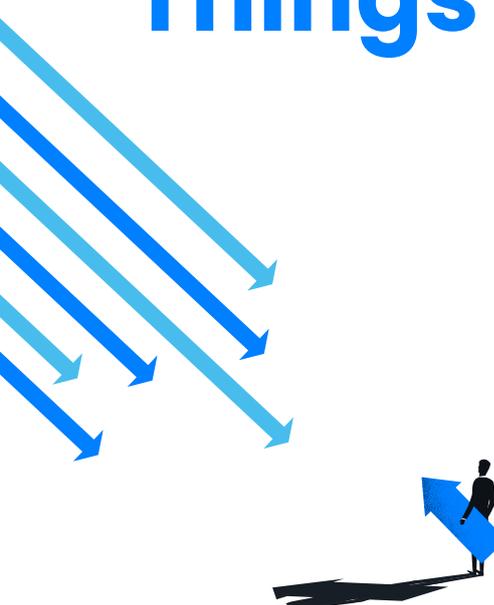
The danger in pursuing a data-driven strategy with a mindset of "doing things right" is that this is almost certainly destined for failure. Ford Motor Company is a prime example of a silo-ed, technology-driven digital transformation that went awry, despite the company "doing things right".

The car maker created a new business segment called Ford Smart Mobility, back in 2015, to build smart cars. However, the new segment wasn't integrated into the rest of Ford and was unrelated to other business units. The company continued pouring money into the venture, but experienced quality issues in other areas of its business. Its stock price eventually slumped, and the CEO stepped down a few years later.

The lesson to be learned from Ford's experience is that digital transformation and a corresponding data-driven strategy needs more than just investments in specific technologies or business units; implementation should be integrated throughout the organization. Moreover, organization leaders need to realize that at the heart of true digital transformation is the people or talent within the organization.

Ford also learned a powerful lesson: digital transformation does not work in silos; it needs to be ingrained into a company's DNA to ultimately succeed. Since then, Ford has embraced digital transformation and evolved into a technology-forward, data-driven organization.

Ford's partnership with Google is clearly a step in the right direction by "doing the right things". In early 2021, Ford announced a strategic partnership with Google to help the car-maker modernize its IT systems and use data more effectively to drive revenue, enhance customer experience, and boost innovation.

Ford is equipping its vehicles with built-in Google apps, including the latter's map and voice technologies, as well as utilizing Google artificial intelligence technology to improve the efficiency of vehicle development, supply chain, and manufacturing operations.

The Ford story is one of triumph from "doing the right things", but how do CEOs approach this when pursuing a data-driven strategy for their organizations? How do they make their organization a success story? In reality, many CEOs do not know how and where to begin.

Pacha Krishnan, a Senior Partner at CADS, has some answers: *"A data-driven organization uses digital products and services to collect data about their customers. They analyze this da ta to understand customer intentions, preferences, and needs, and they use these insights to provide products or services that are more effective."*

Although the benefits of data-driven transformation are clear, many CEOs still struggle with executing a data-driven strategy for their organization. The following are some of the issues they face, says Krishnan.

Pacha Krishnan
Chief Commercial Officer

> **A lack of buy-in—the perception is that data-driven means automation and does not help with top line growth.**

> **Persistent silo thinking.** 🧠

> **Lack of data integrity.**

> **Having the right skills.** ✍️

> **The inability to identify the right technologies.**

These leaders experience many pain points that prevent them from proper planning and execution. At CADS, we have discovered some common strategic and operational pain points that hinder C-suites.

Strategic Pain Points.

The first pain point organizations have is getting management onboard with the data-driven strategy. There is difficulty aligning the top team and getting the buy-in from management on the organization's digital and data vision and ambition. In this situation, there is no clarity of direction from the top and management usually sets the wrong culture.

63%

In fact, 63% of executives CADS surveyed believe their digital transformation efforts have stalled because of difficulties in "changing company culture to be data driven."

Secondly, management has difficulty in prioritizing strategic investments that will provide the best yields. This leads to missed opportunities and quick wins, wasted investments, and organizations falling behind the competition.

59%

"59% of surveyed companies are worriedthat the laggard pace of theirdigital transformation effortsis causing them to lose groundcompetitively."

Operational Pain Points

From an operational point of view, many organizations find it challenging to provide targeted and personalized learning interventions for all employees, thus are unable to scale. The result is less than optimal learning experiences for employees, decreased employee engagement, and redundant and mismatched learning programs.

84%

"It is hardly surprising then that 84% of executives believe that their organizations lack the relevant skills and capabilities."

Another operational pain point is that many leaders experience difficulty in relating learning spend to individual and business performance. Hence, they are unable to truly justify learning ROIs, grappling with wasted resources and the inability to clearly measure success.

75%

"In fact, 75% of executives CADS surveyed were dissatisfied with their organization's learning and development function due to the unclear performance outcomes from training programs."

Krishnan recommends that CEOs ask themselves the following questions in the pursuit of "doing the right things" to address the above pain points:

> **What are your organization's top three digital and data priorities?**

> **What does your new talent architecture and strategy look like?**

> **What percentage of your workforce is data literate?**

> **Are you able to redeploy and mobilize your talents today to new roles based on their skills?**

Note that talent factors make up three of the four questions above, which drives home the point that talent is an essential component of data-driven transformation. In the following sections, we explore the role talent plays in the successful execution of a data-driven strategy.

Why Talent Determines Successful Data-Driven Transformations

ROSLINDA ABU BAKAR-KELLSEY
Compus Director of (CADS)

The pursuit of data-driven transformation for any organization needs a top-down approach, right from the CEO to the frontline or customer-facing employee. As Roslinda Abu Bakar, head of People and Culture at CADS, points out, "People look up to their leader, if the leader does not adopt data-driven language or digital, the rest will just follow suit.

"But once that happens, the entire organization is enabled and speaks the data or digital lingo, leaders allow their people to function autonomously. Allowing this means harnessing and establishing this intuitive nature of applying capabilities. Once you disrupt the traditional mindset, you anchor that through a corporate culture."

Not pursuing this strategy could lead organizational leaders unwittingly into a "trap" of sorts, she says: *"In an organization where the talents are not equipped, with at least minimum skills to evaluate what [technology] they need or don't need, they will fall into this trap. Leaders will invest in something that is totally not needed at that point in time, then that investment will just be a white elephant."*

What is worse, the organization staff may not know how to maintain the system, and this would in turn create vendor dependency. "They would forever rely on that vendor to maintain it for them rather than having an organization of talents who are able to actually do it themselves. Every employee in an organization needs to be a data professional," **Abu Bakar adds.**

CADS' CEO Axryd concurs. "Data literacy is for everybody and it is not for a faction of people. It is like Microsoft Word or Excel in the '90s. Back then, if you wanted to apply for a job and you didn't have the skills in Microsoft Word or Excel, it was very difficult for you to be employed."

Axryd adds that while data literacy is not as simple as Word or Excel, it is critical down the road. "It is a must-have skill for everyone: for one who is in school, university, and the workforce. It doesn't matter if your educational background is in finance, social, legal, or something else. The digitization process has to happen even before the pandemic, and the core skills to adapt in this digitized world lies within a person's data literacy ability."

Research has shown that data-leading organizations know the value of talent. **A study completed by IDC** in collaboration with Tableau, of 1,100 respondents from large enterprises in the global audience, showed that data-leading organizations benefit from a focus on talent and data-driven culture.

Below is a summary of IDC's findings:

In terms of skills/competencies,

data-leading organizations have employees who know how to best use data.

People in data-leading organizations are:

(a) three times better than peers in data-aware organizations at finding and connecting with data and **(b)** 54% better at data analysis and 50% better at accurately and critically interpreting analysis than workers in data-aware organizations.

Accountability:

data-leading organizations trust workers with data, making them feel more accountable.
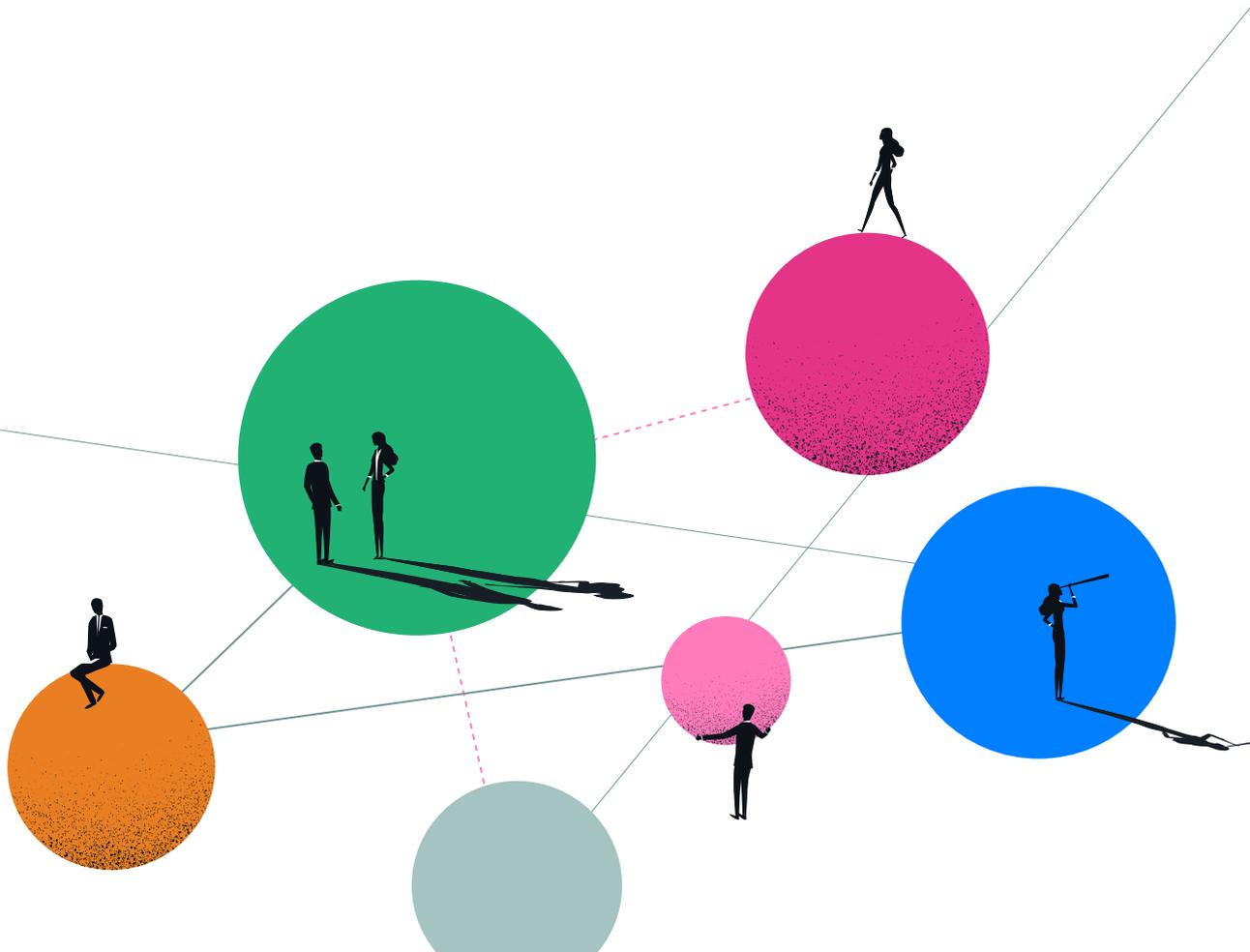
Access:

The data-leading also do better at providing employees safe access to job-related data.

Identity:

Being data-driven is a core part of employees' work identity in organizations with a great data culture.

Organizations

Organizations with a strong intrinsic data culture have senior executives that actively use data and analytics.

Data-Driven Organization™ Solution

Now that we know how crucial talent is to data-driven transformations, how do CEOs help their workforce and overall organization get there? At CADS, our proprietary Data-Driven Organization™ (DDO) model helps organizations transform six key areas:

Strategy, Analytics, Data, Technology, Organization and Talent.

The model assesses and provides insights on where organizations stand with respect to each of the above areas. To dive deeper into these areas, organization leaders need to ask the following questions:

	Strategy	How would becoming a DDO help us and how do we get there?
	Analytics	How capable is our analytics practice?
	Data	How does our data support achieve our strategic objectives?
	Technology	Do we have an integrated, scalable technology platform in place?
	Organization	Do our culture and processes effectively support and control the delivery of insights?
	Talent	Do our people have the right skills and take the right actions?

With this model, CADS successfully assisted a major financial institution implement a cultural change throughout its organization in the pursuit of a data-driven strategy.

How a Financial Institution Changed Its Culture to a Data-Driven One

The Problem

A major ASEAN financial institution faced multiple challenges: expanding its client base, increasing client service expectations, and managing risk. The Chief Risk Officer (CRO) understood that they needed a well-designed data transformation strategy that delivered value. Furthermore, their only data scientist was hindered by an aging legacy system that was an analytics bottleneck to their rich reserve of data, thus slowing down reports for decision-making.

The Solution

CADS offered the CRO a solution: start with assessing the maturity of the financial institution at the data-driven organization level. Using the DDO Model, the pain points we focused on were strategy, culture, and talent.

The first thing we did in terms of strategy was to identify the constraints and challenges of the business, resulting in a brainstorming session. The solutions to the challenges were articulated and then more roadmaps created for the departments involved, enabling the organization to further learn and work towards solving strategic issues. These roadmaps included details such as timelines and costs, to help employees understand what needed to be done and how much it would cost.

The next step was transforming the organizational culture. We identified the key change drivers for the organization to elicit the right insights and strategy. We imparted that creating meaningful stories for the business can lead to transformational data-driven change. The organization should also share their strategy among their leaders on how to address the identified use cases and optimize generated information.

Thirdly, we urged the organization to focus on the talent needed to ensure a successful transformation journey. We advised their senior management to communicate to their line managers the organizational change that the whole team would experience, as well as to identify the candidates best suited for current and future tasks. The organization also assessed their employees' skill sets and highlight their current skills and knowledge.

The Outcome

These strategic initiatives eased the employees' learning process and gave them a multitude of flexible and customized learning and development programs. This helped increase the capability and agility of the workforce, significantly enhanced productivity, and accelerated impact delivery.

Employees were taught in the financial institution's operations in different countries and the group's different businesses. They also attended weekly coaching sessions on data analytics. Meanwhile, top management picked new skills such as coding and algorithms programming, and more importantly, understood how these skills can be developed in-house.

The result? A significant increase in confidence and improved mindsets among employees to drive digital projects, leading in millions of cost savings.

To ensure most employees were equipped for the institution's digital transformation, specific curricula anchored on the strategic pillars essential for their digital bank aspirations were designed.

Consequently, those employees who were equipped with fundamental data literacy skills and line managers became ready to facilitate the transformation. Those employees thrived in the learning paths developed specifically for them to ensure success in their current or future roles.

Key Takeaways

It is crucial that organizations transform the mindsets and the attitudes of employees by prioritizing culture development and focusing on people barriers that prevent growth. A transparent and creative work environment will empower employees, resulting in a productive and motivated talent pool.
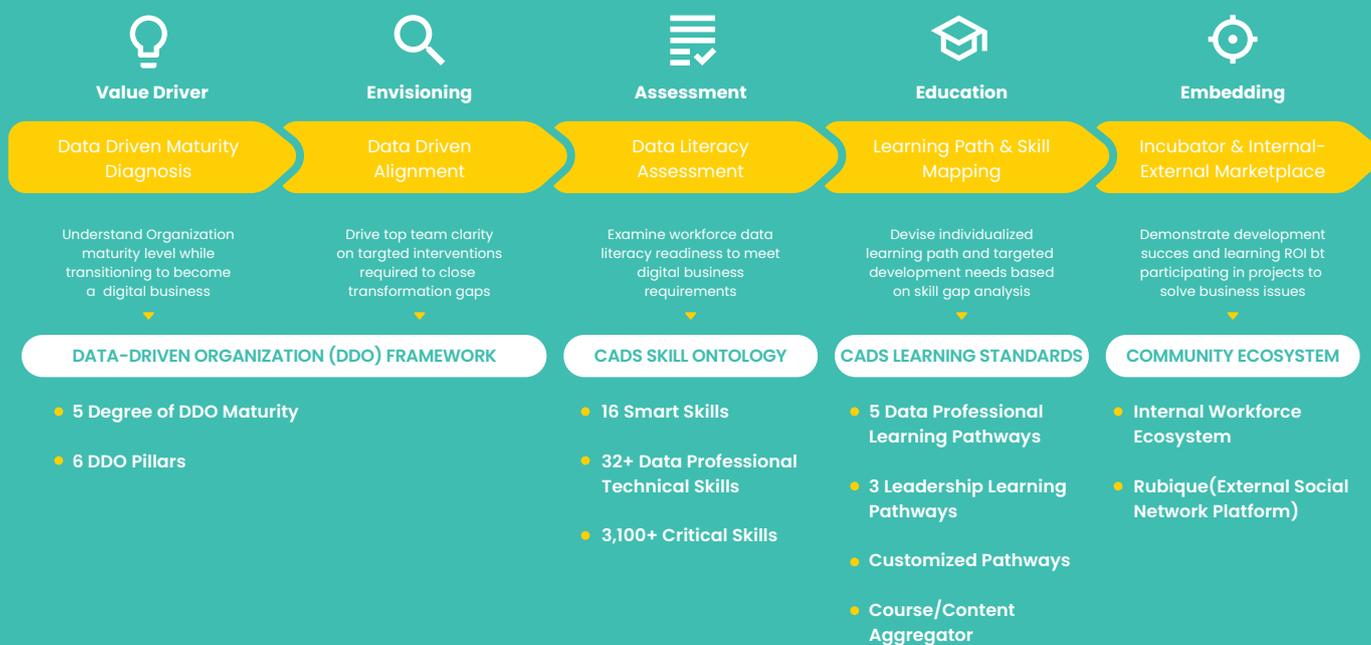
Acceltic™ for AI Talent Intelligence

acceltic
Powered by **CADS**

To enable CEOs to get the best out of their talent pool, CADS presents Acceltic™, our AI-driven platform that enables organizations and business leaders to maximize business potential.

Acceltic™ helps align expectations, discovers the gaps within organizations, provides visibility where to invest in the workforce, and enables employees at every level to use the right data at the right time to foster conclusive decision-making.

Underpinning our Acceltic™ platform is our own data-driven transformation journey, anchored by CADS' proprietary solutioning framework and capabilities at each phase:

Value Driver	Envisioning	Assessment	Education	Embedding
Data Driven Maturity Diagnosis	Data Driven Alignment	Data Literacy Assessment	Learning Path & Skill Mapping	Incubator & Internal-External Marketplace
Understand Organization maturity level while transitioning to become a digital business	Drive top team clarity on targeted interventions required to close transformation gaps	Examine workforce data literacy readiness to meet digital business requirements	Devise individualized learning path and targeted development needs based on skill gap analysis	Demonstrate development succes and learning ROI bt participating in projects to solve business issues

DATA-DRIVEN ORGANIZATION (DDO) FRAMEWORK

- 5 Degree of DDO Maturity
- 6 DDO Pillars

CADS SKILL ONTOLOGY

- 16 Smart Skills
- 32+ Data Professional Technical Skills
- 3,100+ Critical Skills

CADS LEARNING STANDARDS

- 5 Data Professional Learning Pathways
- 3 Leadership Learning Pathways
- Customized Pathways
- Course/Content Aggregator

COMMUNITY ECOSYSTEM

- Internal Workforce Ecosystem
- Rubique(External Social Network Platform)

CADS SOLUTIONING FRAMEWORK & CAPABILITIES

Using Acceltic™, leaders can assign specific assessments to individuals while monitoring their progress, making the profiling and skill verification process targeted, seamless, and convenient. Based on the skill level of these individuals and other key factors, personalized learning pathways will then be automatically generated and assigned.

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The following case studies illustrate how Acceltic™ helped two very different organizations achieve their business goals by transforming their existing talent base with the right training and cultural change:

Higher Employee Engagement Turned an Oil and Gas Major's CoE into a Global Hub.

The Problem

A prominent oil and gas corporation was hindered by its legacy systems and a workforce that was resistant to change. The General Manager of Business wanted to overcome this inertia and turn their operational center into a data-driven organization by empowering their people to employ data when making business decisions and solving business problems.

Modifying business operations while the business is up and running is complex and challenging. Staying relevant, adopting new technology and hiring, retraining, and retaining a workforce capable of dealing with the latest tech developments, were identified as high priorities.

There was a real risk of relocating business operations elsewhere, where it would be cheaper and easier to get the necessary talent. Suddenly, the Center of Excellence (CoE) for analytics became crucial to the business.

The organization realized that to be fully digitally mature, they needed to embed certain organizational cultures that consistently appear in digitally maturing companies across different industries.

The main characteristics of digital cultures are an expanded appetite for risk, rapid experimentation, a heavy investment in talent, and a recruitment and development of leadership. Building organizational culture is the key to a successful digital transformation; it is important that the top management leads this initiative.
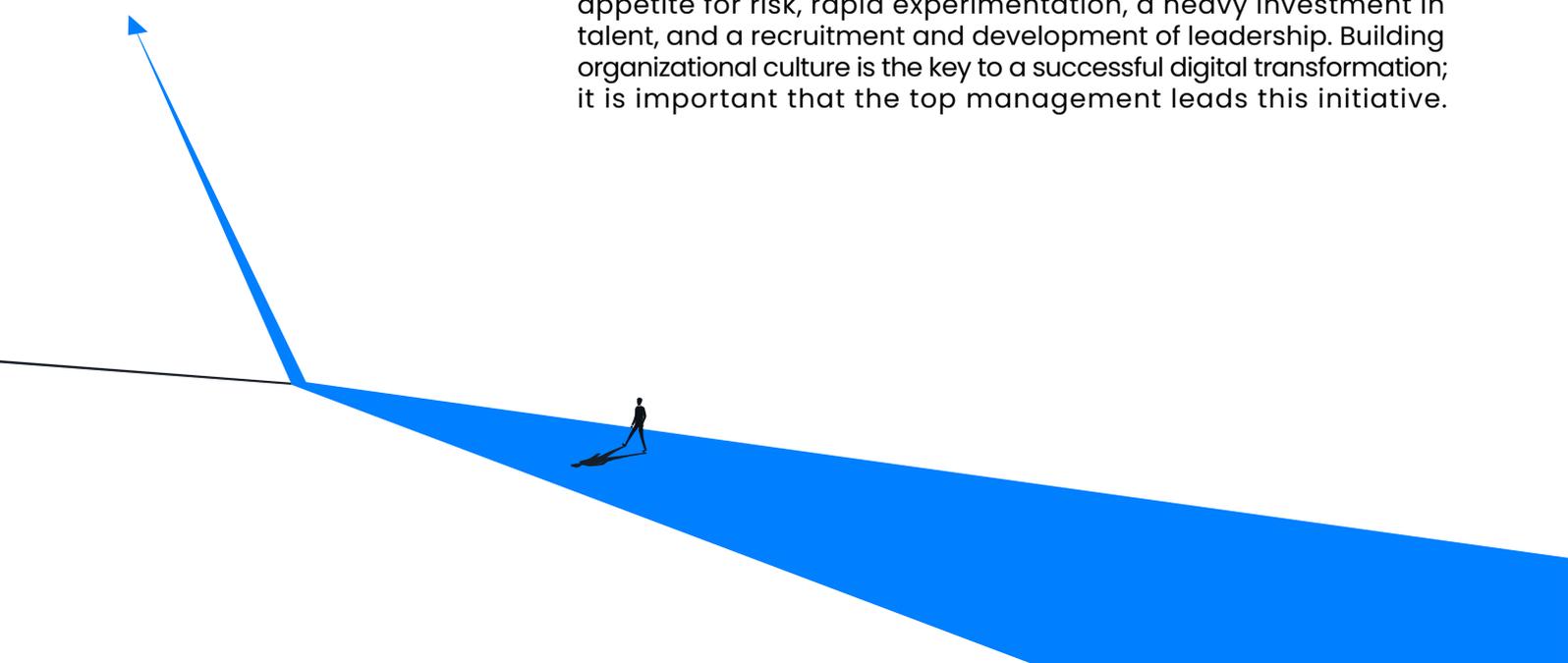
Higher Employee
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The Solution

Spearheaded by the General Manager of Business Operations, the organization began to formulate a two-year plan on upskilling everyone within the organization, from the bottom line up to the C-level.

After several discussions, the organization designed a top-down and bottom-up approach which involved hard skills training, smart skills training, and employee engagement. This was feasible as the fabric of the company's culture already involved a strong sense of care for their employees' learning development, respect for work-life balance, as well as integrity and safety.

The best employee training programs combine engaging business elements with specialized training modules; CADS introduced several upskilling programs for all levels of the organization according to each of their unique needs.

The C-Suite leaders were motivated to become change agents in realizing the full potential of embracing data during the impending digital transformation and engaged in the DDO program and workshop that focused on building models, abilities, and, most crucially, a culture that acts on data as well as tackling the opportunities and challenges associated with becoming data-driven.

Following the workshop, an application program was initiated to equip the middle to bottom levels in the organization with Big Data skills that enhanced their capabilities and long-term employability. Through these strategic digital initiatives rolled out by the General Manager of Business Operations, the organization's leadership was confident they could become a Data-Driven Organization™ and a Center of Excellence by 2020.

The Outcome

40%

"To date, more than 40% of the organization's employees have undergone upskilling programs. An innovation hub was also established to promote innovative ideas to address customer needs."

81% **91%**

"The drive to promote enrollment in training programs led to securing the global analytics team in making their Center of Excellence the international hub **[for what?].** *They also increased their employee engagement index to their highest ever, at 81% with a 91% response rate."*

We found that when employees were hooked on learning data storytelling, it eventually opened the door to gaining knowledge on data visualization. Through these skills, employees were able to present their findings in more captivating ways using charts and graphs.

After going through the DDO workshop and enlightened on the importance of data, 12 senior leaders in the C-Suite each identified one priority business case that could be accessed and addressed by analytics. In the following sessions, they deep dived into these identified issues and turned them into use cases. 200 line-leaders along with data scientists and data analysts, were recognized by Acceltic™ to start building these use cases.

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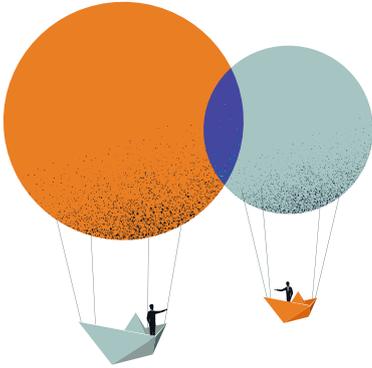
A vital ingredient to the success of these initiatives was that the General Manager of Business Operations made professional development an inherent policy across the organization. By emphasizing the importance of strengthening capabilities, he made it a point to recognize professional certification achieved by employees on their learning journey. Employees committed to these programs were financially reimbursed by the organization and would not need to take annual leave to attend classes.

Key Takeaways

In summary, long-term investment in the workforce makes for a happier and healthier workplace culture with improved job relevance and talent retention. Upskilling empowers the employees to deliver more value to their ever-growing organization.

Case Study 3:

How Talent and Data Intervention Saved Costs for a Large Legacy Organization

The Problem

A state-owned water utility organization –1,300-strong workforce managing over 80 projects on various state-wide locations– needed to optimize its operations. Having a large workforce or remote locations should not be a challenge to drive its efficiency.

The organization faced the following challenges:

- Difficulty in getting real-time input from various project sites affected leadership reports to multiple stakeholders.

- The traditional data process required 1–2 weeks to process data and reports manually from project sites, with no real-time input, and there was a risk of having incorrect data and inaccurate projections for the final report to the management.

- Unavailability of real-time data for quick decision-making resulted in low predictability, inefficient maintenance, and mitigation intervention.

Updating the reporting playbook would require a data-driven transformation initiative to take place over 80 active projects running in various decentralized and remote locations, involving thousands of employees.

Client concern: if the lower-level non-executives adapt to the transformation, would the upskilling effort transform the way of working

Intended Outcomes

These were the intended outcomes the organization wanted to achieve:

Create an online real-time reporting dashboard to improve reporting capability with real-time data.

Upgrade employee reporting procedures and capability to process and analyze project data and produce better data storytelling and presentation to management.

Improve data governance with the know-how to apply analytics methods, manage the data lifecycle, and enforce a data-driven project management methodology.

The Solution

CADS helped the organization embark on a DDO journey to drive enterprise-wide clarity and alignment to identify critical pain points that needed to be prioritized and addressed.

CADS embedded data-driven culture within the organization and introduced continuous data literacy upskilling programs to close the skill gap within the workforce. 330 employees were upskilled to be data professionals, which improved the data lifecycle management and governance.

The organization implemented 10 project management dashboards and 10 incubator dashboards analyzing strategic issues with real-time reporting capabilities from various remote locations.

The Outcome

The dashboards assisted the client in real-time reporting to budget stakeholders, safety and health planning, human resource planning, and asset management. These dashboards displayed insights from analyzing related data on strategic issues and contributed to operational efficiency. Human capital value increased by moving people from task-driven to tactic-driven roles.

The implementation also increased work productivity by reducing 30% of the working time to complete the reports. In addition, the trained workforce was now able to dissect critical real-time data for presentation, resulting in efficiency in presenting real-time reporting to the stakeholders.
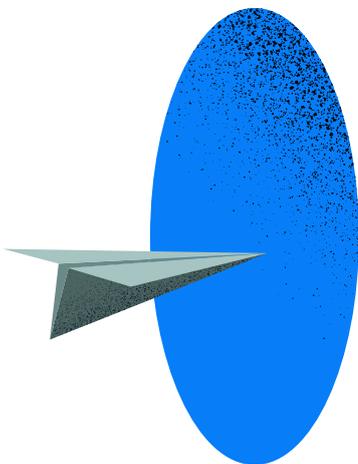
Key Takeaways

The deployment of Acceltic™ dashboards and upskilling programs, in combination with CADS' DDO model, not only helped this organization's workforce become more data literate but also translated to improved operational efficiency overall for the organization.

Do right by your talent and things will fall into place

In the examples above, organizations experienced employee inertia, legacy systems, and workforces that lacked data skills. However, with the right interventions and programs, these organizations achieved real productivity gains and time savings through implementation of systematic DDO programs and the Acceltic™ platform for talent management and development.

As previously highlighted, C-suites may not need to understand the technical details surrounding "the how"; however, they need to understand "the what" of the resulting business value to their organization, as highlighted by **The Harvard Business Review.**

"CEOs must embrace the new approaches and understand what they must do to exploit the value. Always remember though, to communicate the business benefit to the customer, and to employees, in clear terms and simple language that can be well understood and easily explainable," the article authors further recommend.

"Truly innovative companies proceed one step at a time, demonstrating measurable outcomes each step along the way. Becoming and staying data-driven is a process and continuing journey, seldom a destination. Implement cost-management processes to ensure that investments tie to measurable business outcomes. Demonstrating a consistent return on investment that is tied to carefully managed costs will establish business credibility and build organizational support and commitment. Organizations must provide maximum latitude and safety for experimentation without fear of failure. Innovative organizations are characterized by test-and-learn-cultures, which encourage growth and learning through trial and error. Engage test and learn processes to fail fast and learn faster," the HBR article emphasizes.
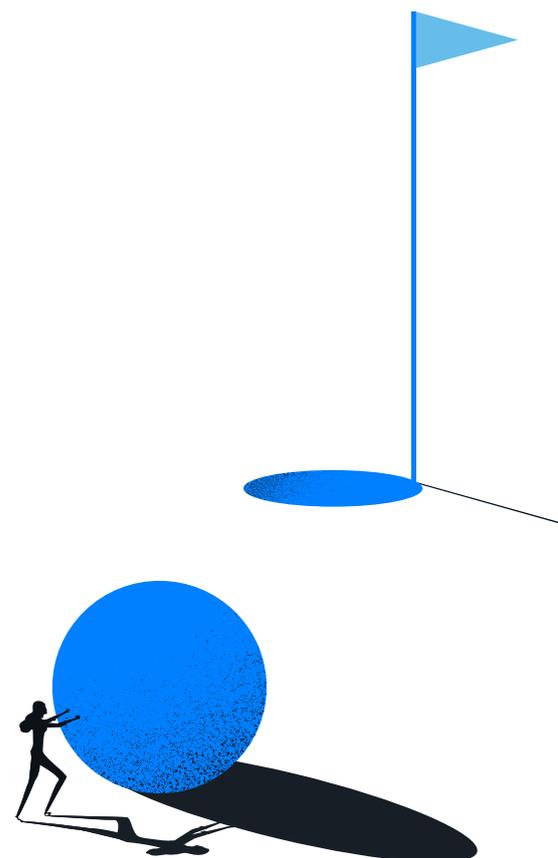
Numbers do not lie, the saying goes. The IDC-Tableau study mentioned earlier in this paper found that DDOs enjoyed improved business metrics across multiple categories compared to their pre-data-driven days.

41% **Financial Metrics:** *41% more data-leading organizations reduced capex than the data-aware.*

45% **Employee metrics:** *45% greater improvement in retention seen by the data-leading than the data-aware.*

37% **Customer metrics:** *37% rise in new customer acquisitions seen by the data-leading compared with the data-aware.*

41% **Offering metrics:** *41% greater improvement in product time to market by the data-leading compared to the data-aware.*

Investing the time, effort, and resources to groom existing talent (or hire new ones) is the secret to successful execution of a DDO strategy. Moreover, a well-executed strategy will turn an organization from having a passing familiarity with data into a data leading organization that enjoys tangible business outcomes as a result.

About Data-Driven Organization™ Model.

When embarking on digital transformation, many business leaders lack clarity and knowledge on where they currently are in their data -driven journey and how they can turn their organization into a highly mature, data-driven one.

At CADS, our Data-Driven Organization™ model empowers business leaders with the insights and clarity on the alignment gaps within their workforce, and identifies the interventions needed to bridge gaps within six dimensions:

Strategy, Analytics, Data, Technology, Organization, and Talents.

Contact CADS today and schedule a demo call to find out where your organization stands and how you can get it to where you want it to be.

Acceltic™ is an AI-driven platform that helps business leaders accelerate the digital transformation of their organizations, while minimizing investment risks. With Acceltic™, leaders align expectations, fill in talent gaps, and enable their workforce to utilize data for optimal decision making.
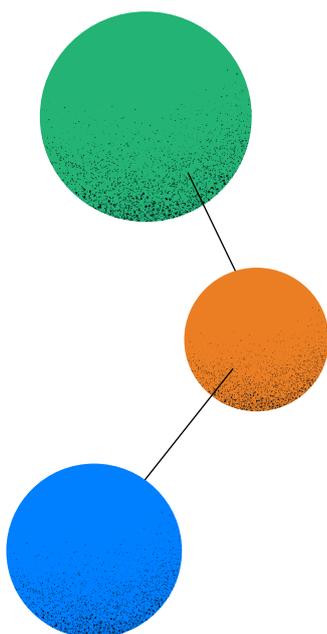
Awareness

Understanding of current maturity level, target maturity state and areas of strengths and gaps.

Action

Recommendation of priority improvement areas and key actions to achieve higher maturity levels.

Alignment

Identification of alignment gaps between the top team and recommended resolution.

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About Acceltic™

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Book a demo call today to learn how Acceltic™ can accelerate your organization's digital transformation efforts and growth.

About CADS

The Center of Applied Data Science (CADS) delivers Enterprise SaaS solutions to empower companies to become DDOs by upskilling their workforce. CADS was the first in ASEAN to deliver Harvard Business School's Executive Program – Competing in Business Analytics and Big Data–, as well as the first to collaborate with Data Incubator New York, to deliver Data Science Enablement in Malaysia.

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