



encased IT



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At-a-Glance

WG Advisory's encasedIT platform for SFIA is a high-performance enterprise portal that simplifies the implementation of an IT skills framework program, allowing organizations to implement and align IT skills requirements within a single pane of glass. encasedIT stands alone as the only cloud-based platform that delivers insight into the current IT infrastructure and the skills required to support it. Auto-generated scorecards allow organizations to launch effective IT skills assessment programs in a fraction of the time it would take using traditional "manual" methods.

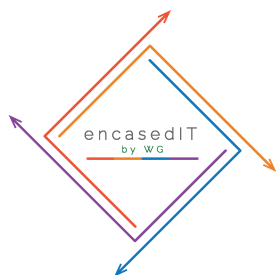
ADVANTAGES:

- SFIA defines a comprehensive set of 102 IT skills, ranging from IT Security to Service Desk Support, at up to 7 levels
- SFIA skills are generic and can be customized and combined to define roles and levels appropriate to an organization
- Mitigate the risk of missing or outdated IT skills required to support the business
- Leverage third-party expertise to assist in the end-to-end analysis of your IT skill requirements
- Intuitive dashboards provide high-level scorecards and detailed reporting for all levels of management

"The integration of the IT skills assessment program has allowed our customers to continue the expansion of encasedIT for critical IT maturity capabilities - all within a single dashboard. WG Advisory continues to lead the way with a unique, modern approach to IT management!"

Owen Dukes
Partner, Dukes Group (UK)

Digital Transformation : The Need for SFIA



How Does Digital Transformation Influence an Organization's Ability to Manage and Develop IT Skills?

Digital transformation is helping to shape organizations and job roles to meet new challenges and opportunities. As digital technology continues to improve and drive the economics of business, it also requires new and existing professional skills to be deployed in new ways.

The rules of "business" also continue to change and evolve with the imperative for digital transformation - in which every industry has a unique opportunity. It is therefore key that digital leaders learn to adapt and apply these rules to stay competitive and foster growth. The need for digital skill is and an overarching strategy such as SFIA is paramount.

SFIA is a skills framework developed to enable evolutionary change by avoiding pre-define job roles or specific ideas around organizational structures. SFIA doesn't prescribe whether recommended skills are delivered internally, externally (e.g. cloud) or in collaborative partnerships (e .g. hybrid cloud).

SFIA continues to evolve to address real-world needs as a discipline driven by professionals confronting new challenges and technologies each day.

Organizations must embrace continuous improvement – with technology at the core– or watch from the sidelines while their vertical is disrupted by others adept at digital transformation.

Why use SFIA instead of creating a standalone digital transformation skills framework?

- The industry as a whole; employers, educational institutions, professionals, professional bodies, service providers and their clients benefit from recognizing a common language for skills and being part of a bigger picture.
- The needs of digital transformation introduce new context for skills; by using SFIA we can acknowledge the differences between disciplines and contexts for skill while building on the common areas
- SFIA enables greater transparency in employment and across the skills supply chain.
- To expose ways to close skill gaps (for industries, employers and individuals) by recognizing the value of the existing skills of seasoned professionals as well as new entrants and mid-career.
- To ensure individuals' skills are not discarded / discounted because they happen to have the wrong name.
- Differentiating between skills, knowledge, tools, techniques.
- Facilitating career paths into digital roles.
- Enabling non-technical roles involved in talent management to understand the potential for reusable skills and capabilities.



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What is SFIA?

SFIA is a practical resource for people who manage or work in information systems-related roles of any type. It provides a common reference model in a two-dimensional framework consisting of skills on one axis and seven levels of responsibility on the other. It describes professional skills at various levels of competence. It also describes generic levels of responsibility, in terms of Autonomy, Influence, Complexity and Business Skills.

A Common Language for Skills in the Digital World

SFIA gives individuals and organizations a common language to define skills, abilities and expertise in a consistent way. Clear language, avoiding technical jargon and acronyms, makes SFIA accessible to all, including Human Resources and Learning and Development professionals. It can solve some of the common translation issues that hamper communication and effective partnerships within organizations and mixed teams.

"Why should you use it?"

It's a simple way to measure your team against a recognized framework and put together a progress plan for achieving required competencies. It will help you to standardize job roles, build career paths and to let your employees understand their development plan.

How can we help identify your organization's skills gaps?

Our proven methodology examines the skills requirements of your organization, builds a skills inventory for individuals and teams, and identifies gaps in what the organization has and what it needs. This allows you to build development plans for your employees, and focus on developing the skills that are missing, yet are critical to the success of your organization. It also helps identify roles that are required that do not currently exist in the organization and helps you to hire into these roles by identifying the required skills.

The skills in SFIA are grouped into six categories with 125 total skills defined within sub-categories:

- Strategy and Architecture
- Change and Transformation
- Development and Implementation
- Delivery and Operation
- Skills and Quality
- Relationships and Engagement

Team Role	Digital Experience Manager
Director / Manager	Reports to CIO
Legend	
NOTE: "X" = skill not required	
Exceeds Expectations	
Meets Expectations	
Improvement Required	
Significant Improvement Required	
Skill Missing	
Corporate Skill Gap	

SFIA PROFESSIONAL SKILLS & SKILL LEVELS REQUIRED							
Business Modelling (BSMO)	Requirements Definition and Management (REQM)	User Experience Analysis (UNAN)	Business Analysis (BUAN)	User Experience valuation (USEV)	User Experience Design (HCEV)	Methods and Tools (METL)	Skill Fit % (total skills/avg skill level)
5	5	5	5	4	4	4	75%

SFIA skills can be tailored to enable Digital Transformation requirements:

1. Digital Strategy, Vision & Investment
2. Digital Leadership, Culture & Skills
3. Digital Innovation, Governance & Change Management
4. Digital Technology Enablers, Architecture, Business Models & Digital Services

The encasedIT dashboard embraces an at-your-fingertips approach, designed to provide a three-click maximum in accessing all portal information - including other modules.



Find out more.

Learn more about how encasedIT can help your organization build an IT strategic roadmap by downloading our white paper, "A Holistic View of IT Strategic Planning"
email: encasedIT@wgadvisory.ca