

	Gold	Silver	Bronze	Merit
<b>Vision and Strategy</b>	<ul style="list-style-type: none"> <li>* Adoption of Workforce Enablement Plan for the organization, which involves both Digital and Human capabilities.</li> <li>* Strategy to combine the various digital/IT functions in the enterprise into an enabling digital resources function</li> </ul>	<ul style="list-style-type: none"> <li>No enterprise-wide adoption of Workforce Enablement Plan.</li> <li>No enterprise wide adoption of digital/IT functions for enabling digital resources function</li> </ul>	<ul style="list-style-type: none"> <li>Availability of Workforce Enablement Plan for the organization.</li> <li>Availability of digital/IT functions for enabling digital resources function</li> </ul>	<ul style="list-style-type: none"> <li>Siloed Workforce Enablement Plan.</li> <li>Siloed digital/IT functions for enabling digital resources function</li> </ul>
<b>Workforce Enablement</b>	<ul style="list-style-type: none"> <li>Enterprise wide deployment of digital workforce.</li> <li>Enterprise wide adoption of agile culture in operation.</li> <li>Agility to adopt emerging technologies.</li> </ul>	<ul style="list-style-type: none"> <li>No enterprise wide Workforce with competent digital skills and capabilities.</li> <li>Adoption of agile culture in operation.</li> <li>Capacity to adopt emerging technologies.</li> </ul>	<ul style="list-style-type: none"> <li>Availability of Workforce with competent digital skills and capabilities.</li> <li>No agile culture in operation.</li> </ul>	<ul style="list-style-type: none"> <li>Siloed Workforce with competent digital skills and capabilities.</li> </ul>
<b>Cognitive process automation</b>	<ul style="list-style-type: none"> <li>Evidence of Enterprise wide adoption of algorithmic automation.</li> <li>Process agility to sustain internal and external environmental change</li> </ul>	<ul style="list-style-type: none"> <li>Specific processes and sub-process are linked to mainstream business operation.</li> <li>Adoption of automation across all core business functions in the organization</li> </ul>	<ul style="list-style-type: none"> <li>Part of a process or a sub-process which is linked to mainstream business operation, not limited to individual task automation.</li> <li>Adoption of automation across 3 or more functions in the organization.</li> </ul>	<ul style="list-style-type: none"> <li>Automation should cover part of a process or a sub-process which is linked to mainstream business operation, not limited to individual task automation</li> </ul>
<b>Digital Workforce</b>	<ul style="list-style-type: none"> <li>Enterprise wide strategy to address people re-skilling for the digital era.</li> <li>Evidence of enterprise wide Task Automation skill sets necessary to win in the digitally transformed state.</li> <li>Human workforce become redundant due to automation initiatives</li> </ul>	<ul style="list-style-type: none"> <li>No enterprise wide strategy to address people re-skilling.</li> <li>Your workforce is digitally savvy.</li> <li>Task automation become digital resources function to introduce more flexible and scalable technology platforms</li> </ul>	<ul style="list-style-type: none"> <li>Has the digital resources function made plans to introduce more flexible and scalable technology platforms?</li> </ul>	<ul style="list-style-type: none"> <li>Achieve minimum of 50% efficiency improvements as a result of Task Automation and considerable amount of error reduction or elimination.</li> </ul>