



第二十三届中国学习与 发展年会

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INNOVATION

企业数字化转型赋能

吴琳 / 施耐德电气学习解决方案总监

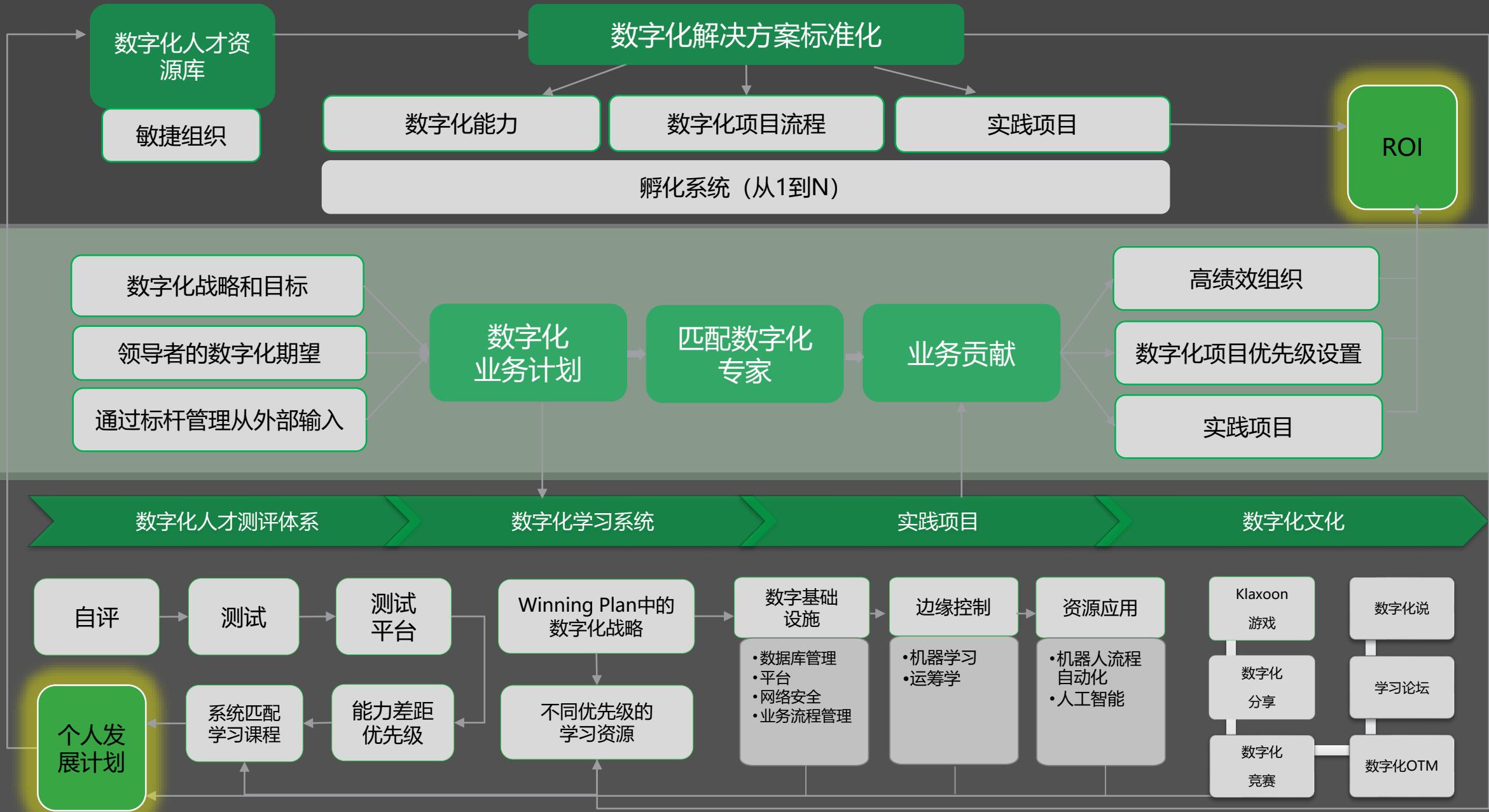
2020.12

数字化转型发展动图

项目孵化

业务联动

数字化能力



数字化人才发展金字塔

Business Growth

Identify the Digital talents across GSC that can be leveraged immediately for our transformation and performance
(Levels 4/5)

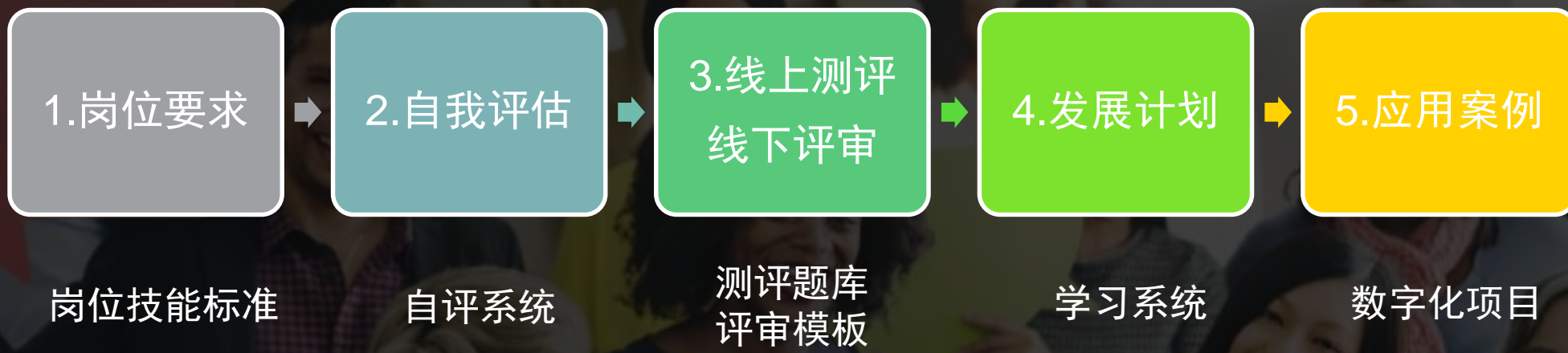
Identify and develop the digital ready employees that can become expert to prepare the future
(Level 3)

Develop the digital culture across GSC aligning individual digital skills versus the currents and future jobs expectations (All)

Competency level

- Level 5 : Expert
- Level 4 : Advanced
- Level 3 : Competent
- Level 2: Basic
- Level 1: Novice

数字化发展流程



关键数字化技能模块

- Measurement technology 测量技术
- IIoT 工业化物联网
- Cloud technology 云技术
- Digital twin 数字化仿真
- Block chain 区块链
- RPA chatbots 机器人流程自动化
- Edge Computing and analytics 边缘计算分析
- Machine Learning 机器学习
- Immersive experience (AR,VR) 沉浸式体验
- Main Data Management 主数据管理
- Communication Technology 通讯技术
- 5G Network

数字化模块技能标准

举例: 机器人流程自动化 Robotic Process Automation

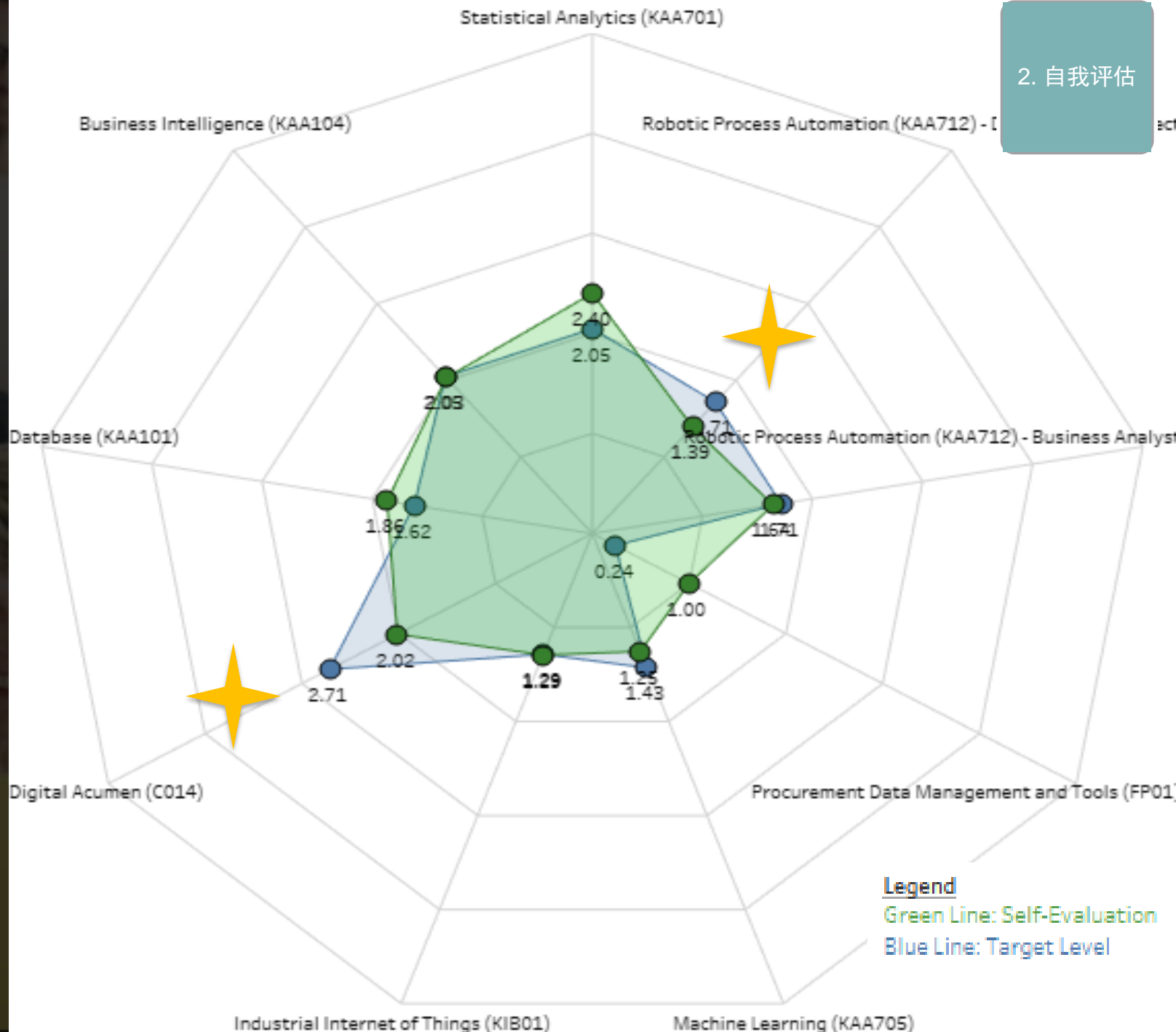
Level	Competencies
Level 1 - Novice	<ul style="list-style-type: none">• Understand the basic concepts of Robotic Process Automation.• Complete MLL : Robotic Process Automation Awareness.
Level 2 – Basic	<ul style="list-style-type: none">• Be able understand the benefits of the RPA, and value of RPA Implementation to the business.• Be able to Recognize the scenarios where RPA can automate.• Be able to sort out business processes and translate them into RPA specification.• Be able to complete solution design document for basic automation (easy solution.) Be able to use automation hubs.• Have clear understanding of End to End RPA Project Flow.• Complete MLL : Introduction to the UiPath Enterprise Platform
Level 3 – Competent	<ul style="list-style-type: none">• Be able to put in place sample of POC.• Be able to lead user acceptance test and support the deployment of robots.• Be able to design auto workflow by rational activities.• Complete Uipath RPA Business Analyst Foundation Module.
Level 4 – Advanced	<ul style="list-style-type: none">• Experience in implementing RPA in SAP, LDS and other business systems.• Experience in implementing RPA different system platforms, such as windows, Linux and Citrix.• Complete Uipath RPA Implementation Manager Foundation.• More than 6 months experience in managing RPA Projects.• Acting as RPA Champion for the local entity, and is leading at least 1 local project.
Level 5 - Expert	<ul style="list-style-type: none">• Flexible implementation of fully automated RPA based on business scenario without human intervention.• Identify updates to external extensions and adjust existing code in a timely manner.• Successful application of Uipath best practices and automation principles in practical projects.• More than 1 year experience in managing RPA Projects.• Acting as RPA SME for the region/global and is leading at least 1 regional/global project, or 3 local projects.• Officially Certified as Uipath RPA Associate (UiRPA).

数字化技能自评结果

重点培养的数字化模块：

- 数字化敏锐度
- 机器人流程自动化

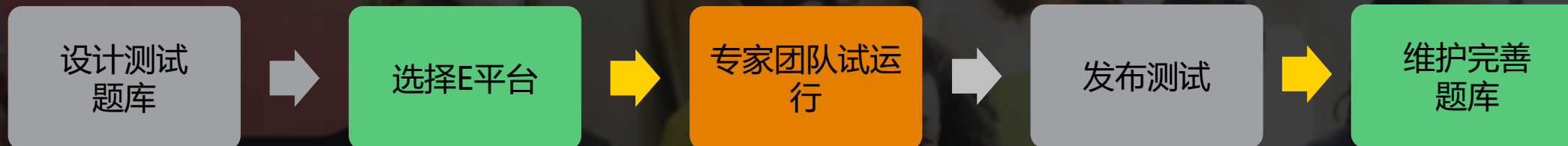
2. 自我评估



测评题库

Objective: To foster digital experts with precisely providing tailored learning path and projects according to quiz result objectively

3.线上测评
线下评审



技能水平等级

L5	• Use Case Application with interview
L4	• Use Case Application with interview
L3	• Quiz Test in MLL and Certification
L2	• Quiz Test in MLL
L1	• Quiz Test in MLL

Digital Experts
Follow global digital Edison rules

Digital Talents
Define competency level based on quiz result

证书: RPA level 3



数字化
模块

业务
分类

项目评审：Name of Project

3.线上测评
线下评审

Robotic Process
Automation

Process
Automation

Machine
Learning

Capacity
Increase

Statistical
Analytics

Energy
Efficiency

Database

Spares
Optimization

Business
Intelligence

Layout
Improvement

Industrial
Internet of
Things

Scrap
Reduction

Digital
Acumen

Risk
Control

Procurement
Data
Management &
Tools

Customer
Satisfaction

SC
Orchestration

Please choose
your Digital
Domain and
Business Category

Transport
Optimization

QVE

Others

Pre-requisition: Pass digital quiz level 1-3 with certification in MLL.

I. Pain Point / Analysis

II. Digital Solution

III. Benefit / Business Impact

VI. Application / Incubation

V. Next Steps

Panel Interviewers:

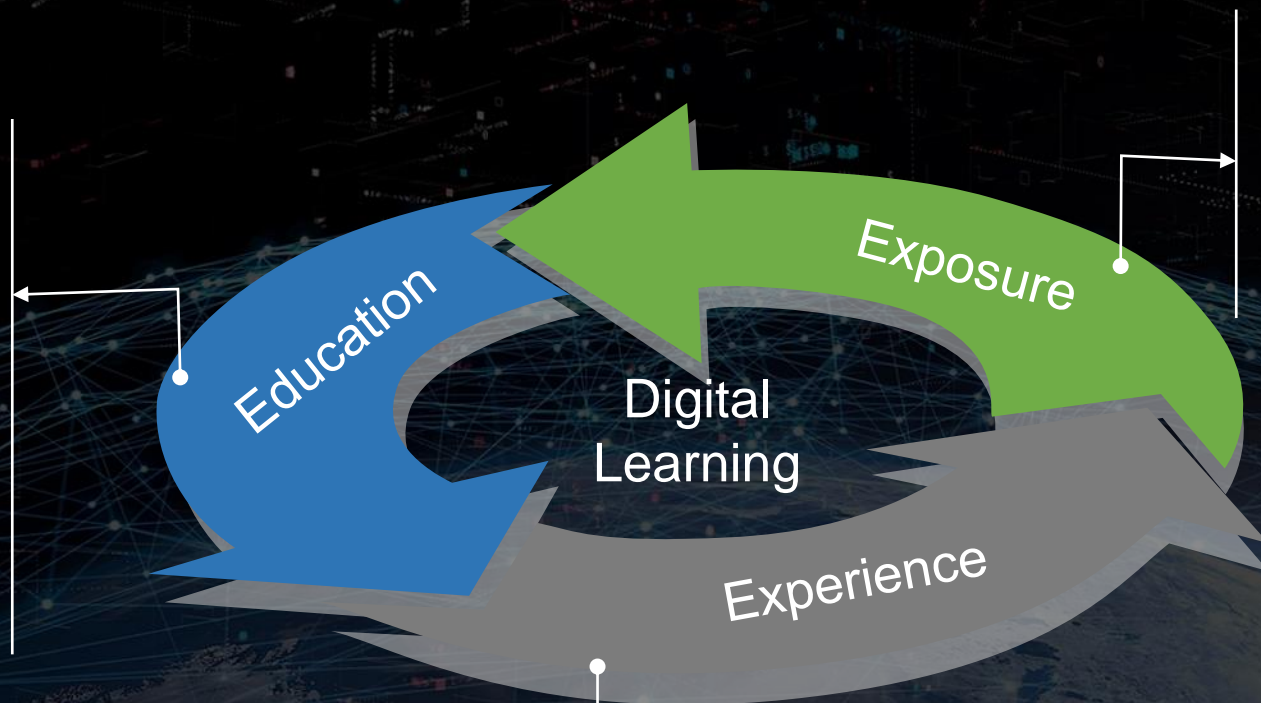
数字化学习路径

主要学习方法:

- 数字化线上课程
- 研讨会
- Klaxoon闯关游戏

主题包括:

- 运筹学
- 机器人流程自动化
- 机器学习
- 商业智能



经验分享:

- 线上分享
- 数字化竞赛
- 数字化分类分析

应用数字化知识到日程工作中:

- 数字“话”：全球数字化战略解读，全球采购数字化战略介绍，全球数字化人才培养
- 数字化案例标准化视频：PRISM工具，机器学习基础介绍，机器学习工厂案例.....

数字化学习周/月，数字化论坛

应用案例分享

20+ sessions with 4000+ participants in total, average NPS is 4.8

