

# The Future of Work Isn't a Destination, It's Continuous Evolution

NTT DATA People and Organization Consulting Practice

## Benefits:

Organizational consulting that puts people first:

- **Understand:** Build a holistic view of organization-specific opportunities and gaps using innovative data-driven techniques.
- **Integrate:** Increase adoption and achieve alignment by integrating the human side of organizational change with the newest technologies.
- **Evolve:** Improve processes, business results, productivity and efficiency with strategic OCM, training and self-service support solutions.
- **Transform:** Achieve a continuous-improvement mindset and improve alignment with customized talent, culture, leadership and organizational design strategies.

Workplace experience, employee engagement and talent are top of mind for today's leaders. NTT DATA's recent Innovation Index study surveyed business and IT executives from across 16 industries. <sup>1</sup>It revealed that nearly half of the respondents believe employee satisfaction depends on open communication, flexible work options and updated technologies.

In fact, 41% rate communication as the most important factor for employee engagement and satisfaction, with organizational purpose (38%) ranking second.

The study also identified a small group of leaders (9%) who have been hyper-focused on transformational levers, including initiatives to build the workforce of the future. Among this group, organizations are more likely to have seen profit gains of more than 25% over the last three years and less likely to have experienced profit declines.

As a trusted global innovator, NTT DATA has deep roots in technology and more than 5,000 global clients. Our People and Organization Consulting Practice can help your organization and your people thrive through continuous transformation and next-generation human-centric technology. Our offerings include organizational change management (OCM), organizational transformation, human resources (HR) consulting and skills building. We combine these solutions to deliver workforce innovation to meet the evolving needs of your organization, customers and employees.

## People and Organization Consulting Practice

We'll help your organization prioritize continuous workforce innovation and evolution to achieve meaningful, impactful change not only today but for years to come. The core components of people strategy — OCM, organizational transformation, HR and skills building — combine to deliver a more intuitive, innovative and future-ready workforce.

### Organizational change management

Empower your workforce to respond to planned or unplanned change with confidence and trust:

- Customized OCM for business and systems changes, digital workplace services, configured platforms, cloud transformations, agile delivery and more
- Strategies to drive adoption across your entire organization

### Organizational transformation

Transform how you organize teams to better collaborate, adapt and learn in an unpredictable, constantly changing workforce:

- Culture transformation
- Organizational assessments
- Target operating model blueprint
- Organizational design
- Organizational planning and implementation

### HR consulting

Reimagine the HR function to drive a future-ready, hybrid and sustainable workforce:

- HR strategy and compass accelerator
- Digital HR consulting

### Skills building

Create a culture and experiences that promote continuous learning for ongoing excellence:

- TalentBASE Skill-Building Platform
- Customized learning curricula and content development
- Learning strategy, tools and content assessments
- Training program management

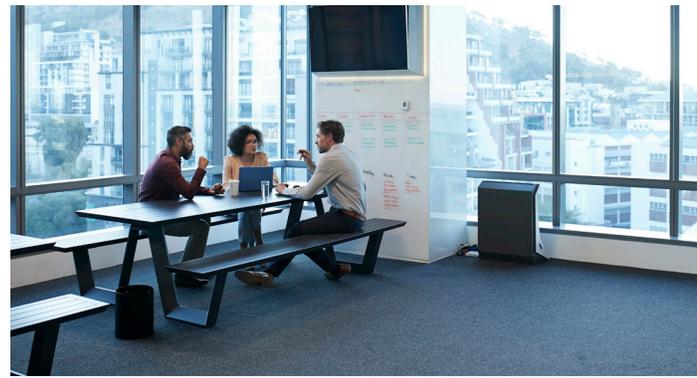
### The future of work is continuous evolution.

### Let's progress and innovate together.

Source:

<sup>1</sup> NTT DATA. "NTT DATA Innovation Index: Shifting From Disruption to Growth."

March 2023. <https://us.nttdata.com/en/insights/innovation-index>



## NTT DATA TALENTBASE

TalentBASE is a personalized learning environment where individuals can access, consume and interact with modern, up-to-date content, all in one frictionless and integrated digital experience:

- Evolve your employees' skills to help them advance their careers — and help your business keep pace with innovation
- Personalize courses and content for flexible learning paths and curriculums to meet the skillsets your organization needs for tomorrow's workforce
- Engage your teams through gamification to make learning fun and nurture a culture of continuous learning

With our global reach and long history of innovation, we're able to curate an ecosystem of the best academic and learning partners. Our consulting background means we know the value of developing a relationships to help us configure TalentBASE to best meet your workforce's unique upskilling and reskilling needs.

Visit [nttdataservices.com](https://nttdataservices.com) to learn more.

NTT DATA Services is a recognized leader in IT and business services headquartered in Texas. A global division of NTT DATA — a part of NTT Group — we use consulting and deep industry expertise to help clients accelerate and sustain value throughout their digital journeys.

**NTT DATA**  
Trusted Global Innovator