



Universidad del Desarrollo
Universidad de Excelencia

SEMINARIOS MINERÍA 4.0

HOJA DE RUTA DE LA DIGITALIZACIÓN

Sesión 2 – Transformación y cambio organizacional

29 de marzo 2022

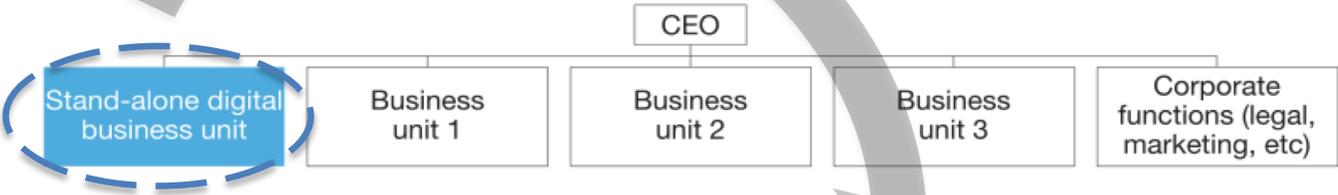
Profesor: Daniel Fernández



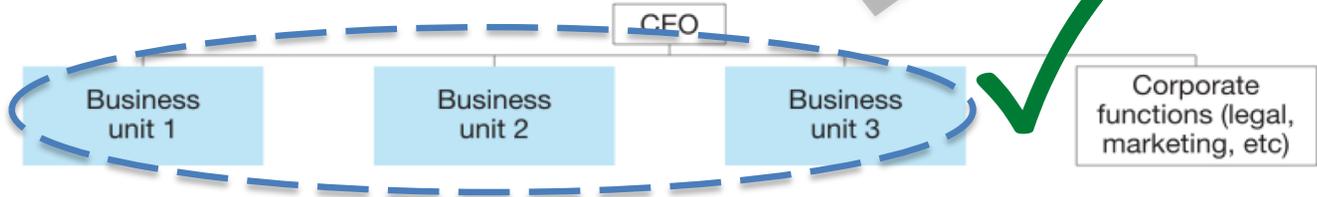
Digital teams may be in stand-alone units or incorporated into existing business units.

■ Pure digital focus ■ Integrated digital¹ and traditional capabilities □ Traditional capabilities

Stand-alone unit



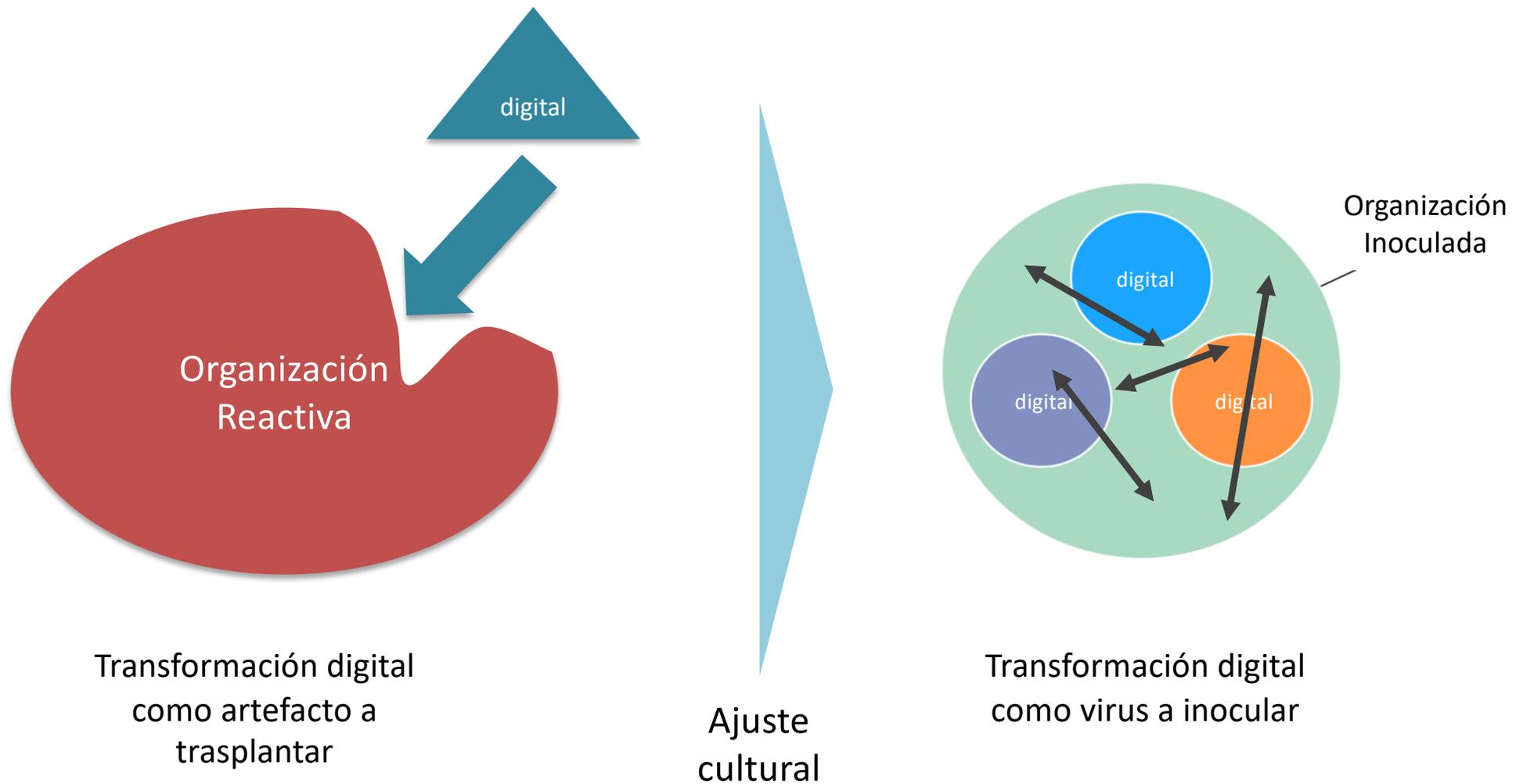
Digital services within existing business units



¹Digital capabilities include customer analytics, operations analytics, and maintenance of technology infrastructure.

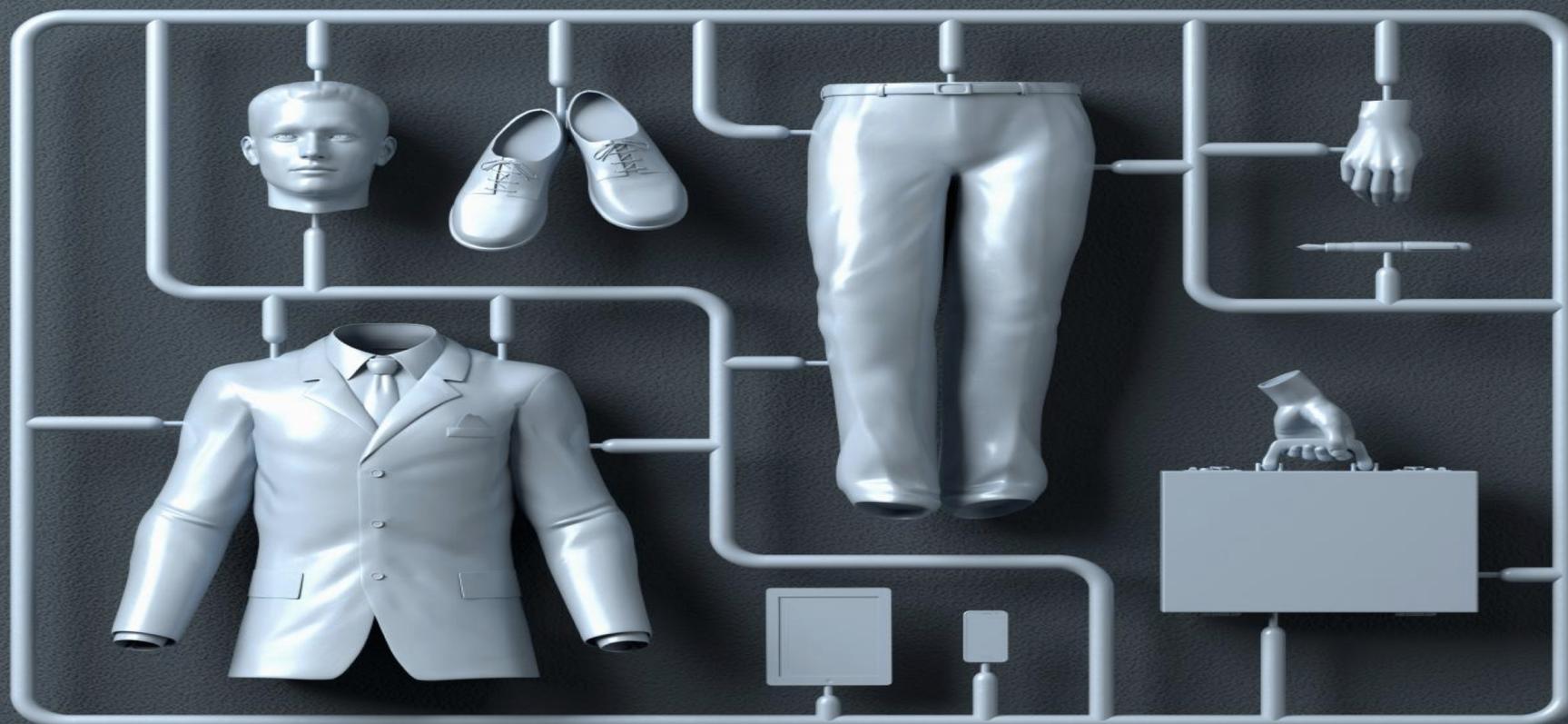
McKinsey&Company

Inoculación de la Transformación Digital



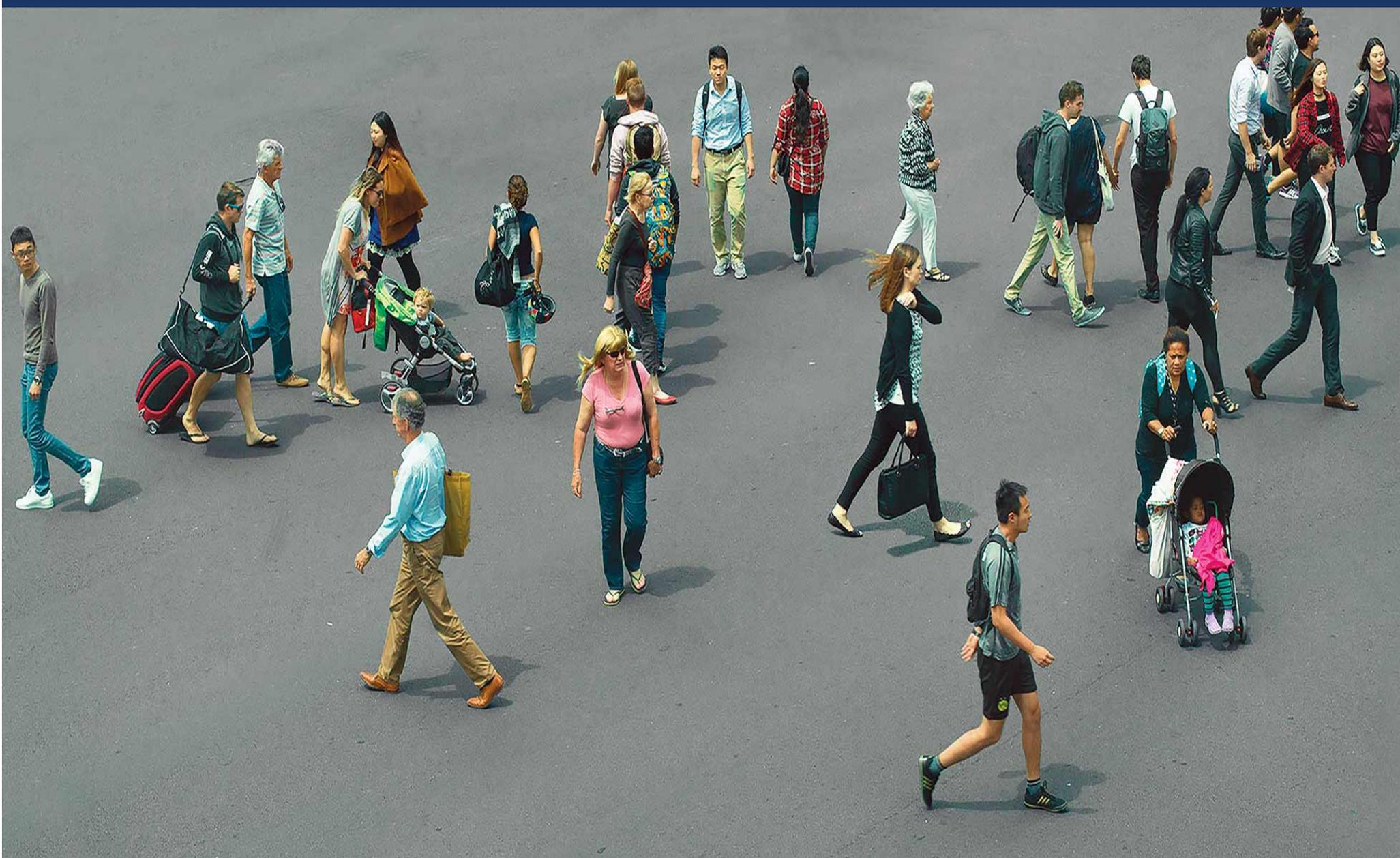


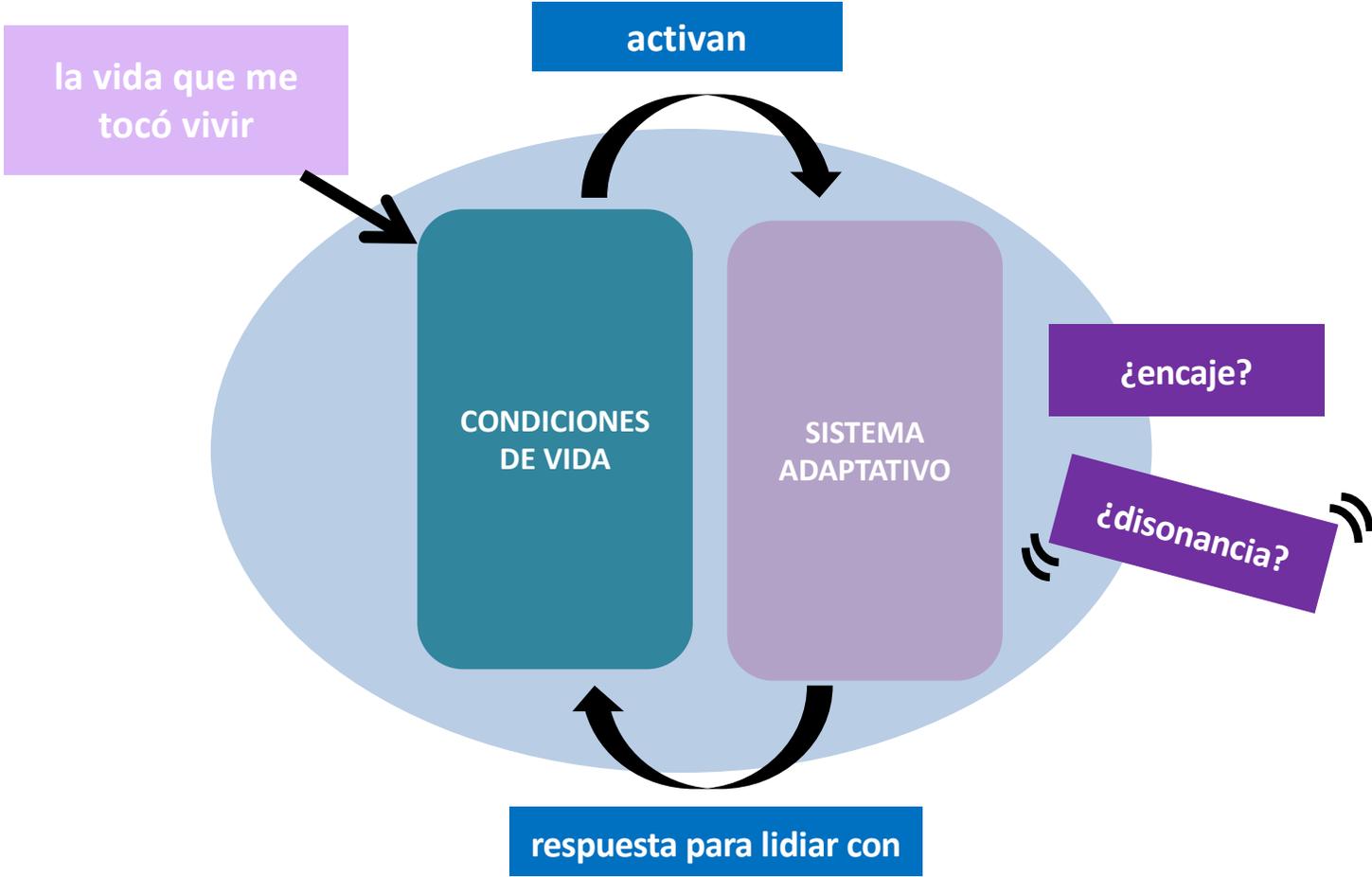
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Poder



Logro



Integral



Orden

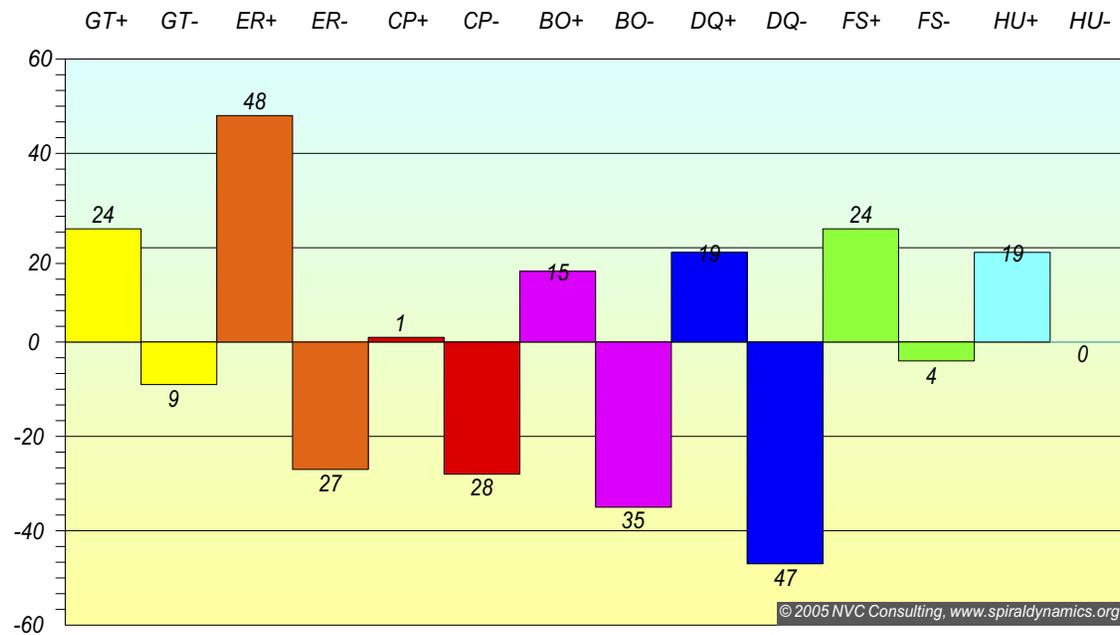


Vínculo

Memescan ©

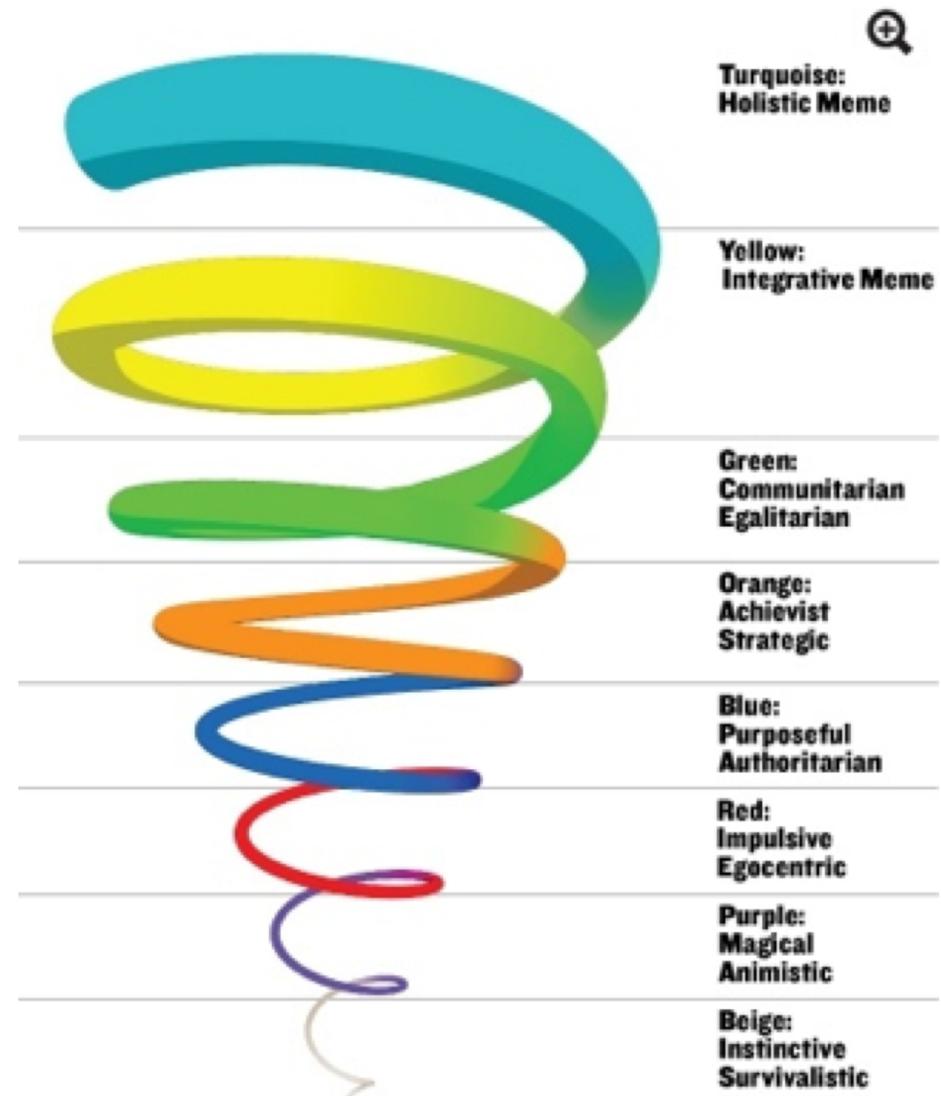
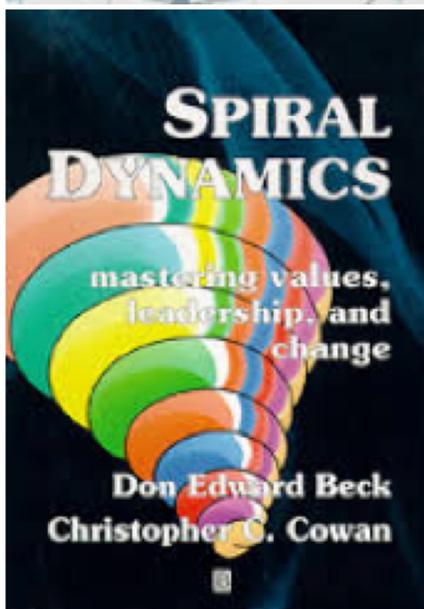
Spiral Dynamics® Sistema de paradigmas

Participante: NN



Personal y Confidencial
www.spiraldynamics.org

NVC Consulting
PO Box 40110
Santa Barbara, CA 93140



Capacidad adaptativa de la organización

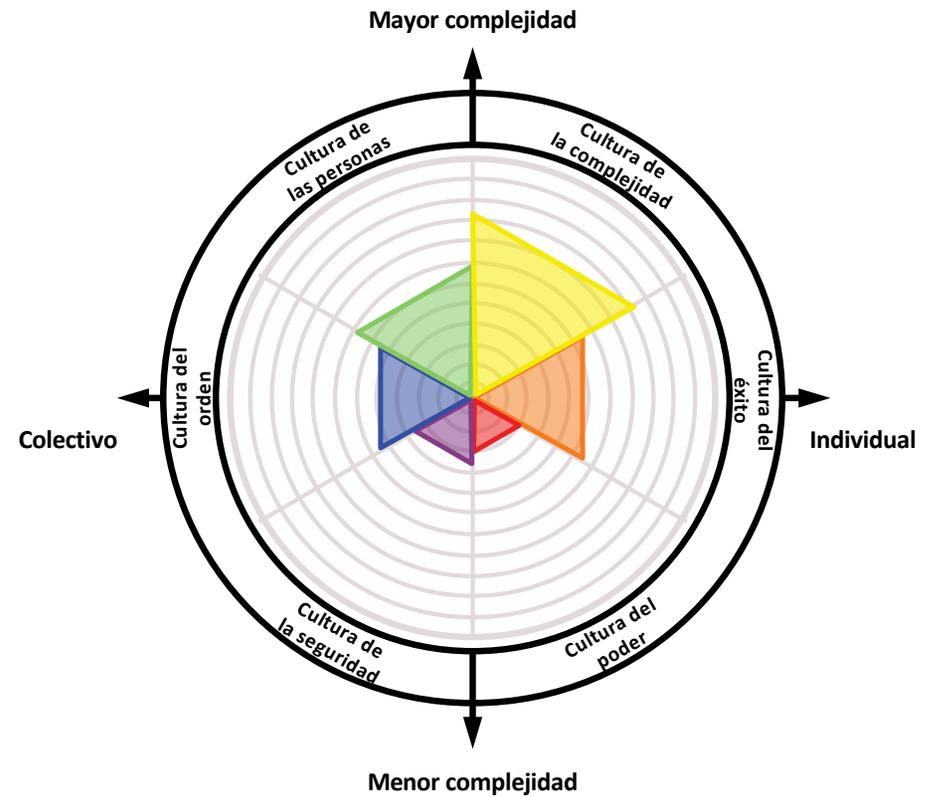
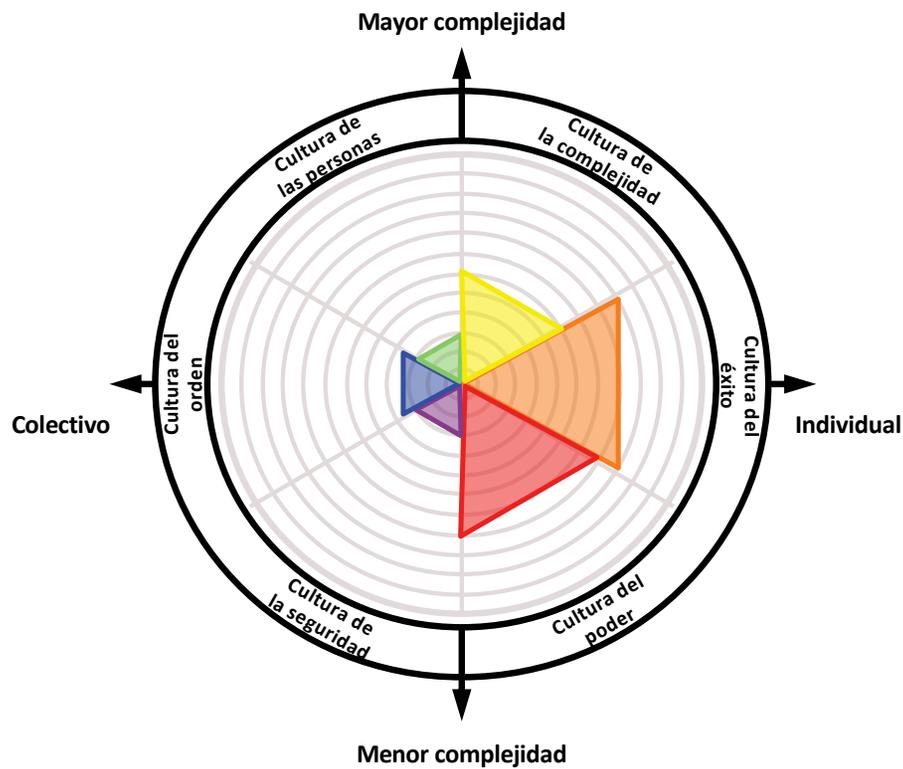


EXHIBIT 2 | Six Forces Will Reshape the Demand for Talent



Sources: Oxford; IBM; Broadband Choices; Cisco; Nielsen; BCG analysis.



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Muchas gracias



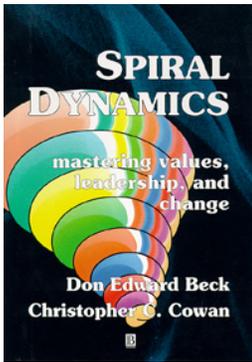


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Backup

(eventual para espacio de comentarios)





BECK & COWAN

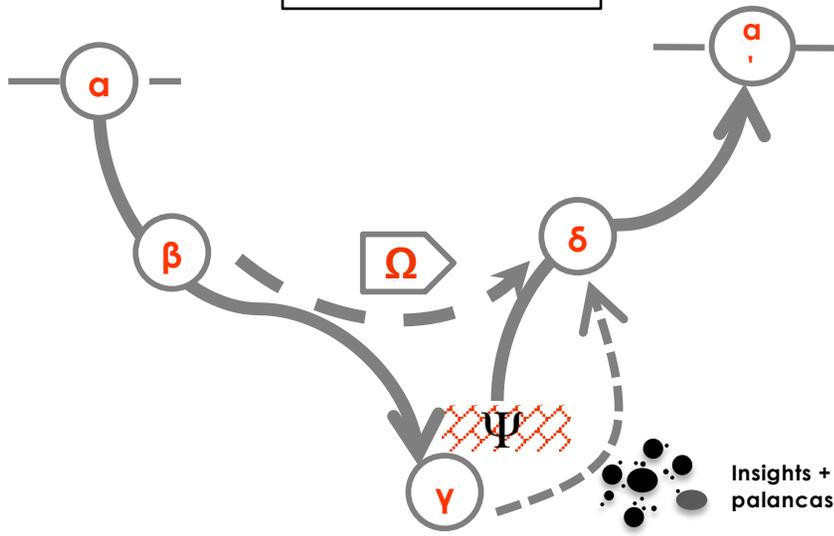


FERNÁNDEZ & REYES

Modelo de ciclo de cambio Spiral Dynamics

(Beck & Cowan, 1996, ajustado por Fernández & Reyes, 2014)

Armonías: α , α'
 Estados de cambio:
 β disarmonía
 γ trampa
 δ surgimiento
 Barrera Ψ
 Desvío Ω





DISRUPCIONES



Tecnologías
habilitadoras

apalancan/
monetizan

Modelos de
negocios



crean/
adoptan

sirven/
viabilizan



Humanos
Evolución
adaptativa,
creatividad,
modelos mentales,
cultura



DISRUPCIONES
PALANCAS / DRIVERS

