

About this Guide

This guide provides an overview of the business transformation process and how it impacts skills. It links to a playbook that contains a 5-step approach for skills transformation. You are encourage to explore the playbook if you are:

- **Embarking on company-wide transformation**
- **Making small incremental transformations**
- **Seeking to start a transformation**

SKILLS**future** SG

For more useful resources and toolkits such as the Skills Framework templates, SkillsFuture Grants Programme, Scheme Navigator and more, scan the QR code to access the Enterprise Portal for Jobs & Skills.



HOW TO USE THIS GUIDE

01

Assess where you are on the transformation roadmap

02

Learn from SME success stories

03

Scan QR code to access SME Skills Transformation Playbook

SME SKILLS TRANSFORMATION

Every Business Transformation is Powered by a Skills Transformation

SKILLS**future** SG



Every Business Transformation is powered by a Skills Transformation

REFLECT

1

How would your business environment change in the next 3 years?

REVIEW

2

Is your business still creating value for customers and how are your competitors doing so?



RETHINK

Is and will your product be relevant for the market?

Product



3a

3b

REASSESS

How do your customers value your product relative to the price?

Price



4a

4b

RE-ENGAGE

How are you increasing market share through distribution and marketing channels?

Promotion



5a

5b

SKILLED WORKFORCE

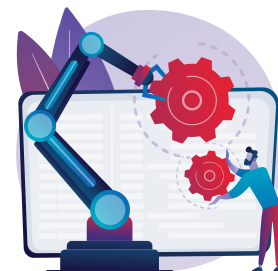


Scan QR to access the SME Skills Transformation Playbook

REFORM

Is it time to automate your operations?

Process



RECONSOLIDATE

Do you need to change your sourcing and supply chain strategy?

Supply Chain



REBUILD

Is your financial strategy robust for the change?

Finance



RECONSTRUCT Build, Buy, Borrow, Bot

How are you creating people asset to win in the new normal?

People

SOREAL PROP

Singapore-based leading proptech SME, democratising the use of data and improving access to digital innovation in the Real Estate sector



The Real Estate sector faced a change in property viewing practices due to COVID-19 and rising customer expectations towards data transparency



SoReal Prop capitalised on the market demand for big data to enhance its existing product lines and strengthen its breadth of data and analysis tools



SoReal Prop explored schemes like the SGUnited Traineeship, Mid-Career Pathways, and Productivity Solutions Grant to support product enhancement and business expansion

MAHA CHEMICALS

Maha Chemicals is a Singapore based SME with a Speciality in Chemicals Marketing and Distribution Industry



Maha Chemicals faced significant disruption. They were unable to meet clients face-to-face, faced shipping restrictions and capacity restrictions in the workplace



Maha Chemicals capitalised by investing in an eCommerce platform to overcome physical limitations and invested in its data analytics team to improve efficiency



Maha Chemicals incorporated the Skills Framework to structure eLearning content to upskill employees and created a HR dashboard to digitalise HR processes enabling employees to stay connected