

P9 - SkillsXInnovation: The Evolution of Skill in the Era of the Digital Transformation

2. DIGITAL TRANSFORMATION of ORGANIZATIONS and INDUSTRIES

Filippo Chiarello¹ (filippo.chiarello@unipi.it)

Mabel Sanchez Barrioluengo² (msbarrioluengo@manchester.ac.uk), Silvia Massini²
(silvia.massini@manchester.ac.uk)

¹ DESTEC, University of Pisa, Pisa, Italy

² Alliance Manchester Business School, University of Manchester, Manchester, England

Track summary: This special track addresses the pivotal role of skills in the age of digital transformation. The call for contributions comes from a growing skills mismatch already identified and discussed in the previous decades, accentuated by the rise in the adoption of Generative AI and other digital technologies, e.g. Big Data, Cloud Computing, Additive Manufacturing or IoT. The focus of this session is to discuss the opportunities and challenges firms have to recruit employees and equip them with the right skills to leverage the benefits of using these technologies .

The track acknowledges the rich body of research on skills and innovation but recognizes a gap in the current literature's ability to capture the intricacies of skills management amid the digital transition. It calls for papers that delve into the evolution of skills in this transformative era.

Submissions can discuss topics such as the interaction between innovation and skills, probing the reshaping of essential skills, the disruption caused by digital technologies, the impact of skills shortages on innovation process, and the competencies crucial for future innovation landscapes. The track seeks insights into how digital skillsets influence firms' dynamic capabilities and their management at individual and ecosystem levels.

Welcoming multidisciplinary perspectives, the track emphasizes the need for contributions that merge academic rigor with practical applicability, helping stakeholders strike a balance between technology investments and the evolution of skills essential for harnessing digital potentials. Papers employing diverse research methodologies are encouraged, underscoring the track's commitment to comprehensive insights into this critical facet of transformation.