

DTdT25: Future Skills - Kompetenzen der Zukunft



Schader Stiftung



IHK

Darmstadt
Rhein Main Neckar

& **sparkm** 
wenn der Funke überspringt

25.03.2025

www.sparkm.de

A close-up photograph of a bouquet of several pink roses. The roses are in various stages of bloom, with some showing more tightly packed petals and others more open. The background is a solid, vibrant green. The lighting is bright, highlighting the texture of the petals.

**NICHTS
IST
STETIGER
ALS
DER
WANDEL**

AGENDA

- 1. Begriffsklärung: Skill, Fähigkeit, Kompetenz**
- 2. Was kommt auf uns zu?**
- 3. Welche Skills benötigen wir?**
- 4. Was bleibt?**
- 5. Was ist zu tun?**

1. Begriffsklärung

Skill >
Fertigkeiten, die
erforderlich sind,
um eine Aufgabe
standardisiert
auszuführen

Fähigkeit >
Mix aus Skills und
optionale
Möglichkeiten

Kompetenz >
die Verbindung von
Skill und Fähigkeit
in der Bewältigung
von Handlungs-
anforderungen



2. Was kommt auf uns zu?

ALLIANZ RISK BAROMETER 2025 | ALLIANZ COMMERCIAL



Cyber incidents

(e.g., cyber crime, IT network and service disruptions, malware / ransomware, data breaches, fines, and penalties)



Business interruption

(incl. supply chain disruption)



Natural catastrophes

(e.g., storm, flood, earthquake, wildfire, extreme weather events)



Changes in legislation and regulation

(e.g., new directives, protectionism, environmental, social, and governance, and sustainability requirements)



Climate change

(e.g., physical, operational and financial risks as a result of global warming)



Fire, explosion



Macroeconomic developments

(e.g., inflation, deflation, monetary policies, austerity programs)



Market developments¹

(e.g., intensified competition / new entrants, M&A, market stagnation, market fluctuation)



Political risks and violence

(e.g., political instability, war, terrorism, coup d'état, civil unrest, strikes, riots, looting)



New technologies

(e.g., risk impact of artificial intelligence, connected / autonomous machines)

The most important global business risks for 2025

ALLIANZ RISK BAROMETER 2025 | ALLIANZ COMMERCIAL

2. Was kommt auf uns zu?

Top 10 risks in Germany

Source: Allianz Commercial. Figures represent how often a risk was selected as a percentage of all responses for that country.
Respondents: 451. Figures don't add up to 100% as up to three risks could be selected

Rank		Percent	2024 rank	Trend
1	Cyber incidents (e.g., cyber crime, IT network and service disruptions, malware / ransomware, data breaches, fines, and penalties)	47%	1 (44%)	→
2	Business interruption (incl. supply chain disruption)	40%	2 (37%)	→
3	Natural catastrophes (e.g., storm, flood, earthquake, wildfire, extreme weather events) ¹	29%	5 (20%)	↑
4	Changes in legislation and regulation (e.g., new directives, protectionism, environmental, social, and governance, and sustainability requirements)	29%	3 (23%)	↓
5	Fire, explosion	18%	8 (16%)	↑
6	Political risks and violence (e.g., political instability, war, terrorism, coup d'état, civil unrest, strikes, riots, looting) ²	17%	8 (16%)	↑
7	Climate change (e.g., physical, operational, financial and reputational risks as a result of global warming)	17%	6 (19%)	↓
8	Shortage of skilled workforce	15%	4 (20%)	↓
9	Market developments (e.g., intensified competition / new entrants, M&A, market stagnation, market fluctuation)	13%	NEW	↑
10	Critical infrastructure blackouts (e.g., power disruption) or failures (e.g., aging dams, bridges, rail tracks)	12%	NEW	↑

¹ Natural catastrophes ranks higher than changes in legislation and regulation based on the actual number of responses.

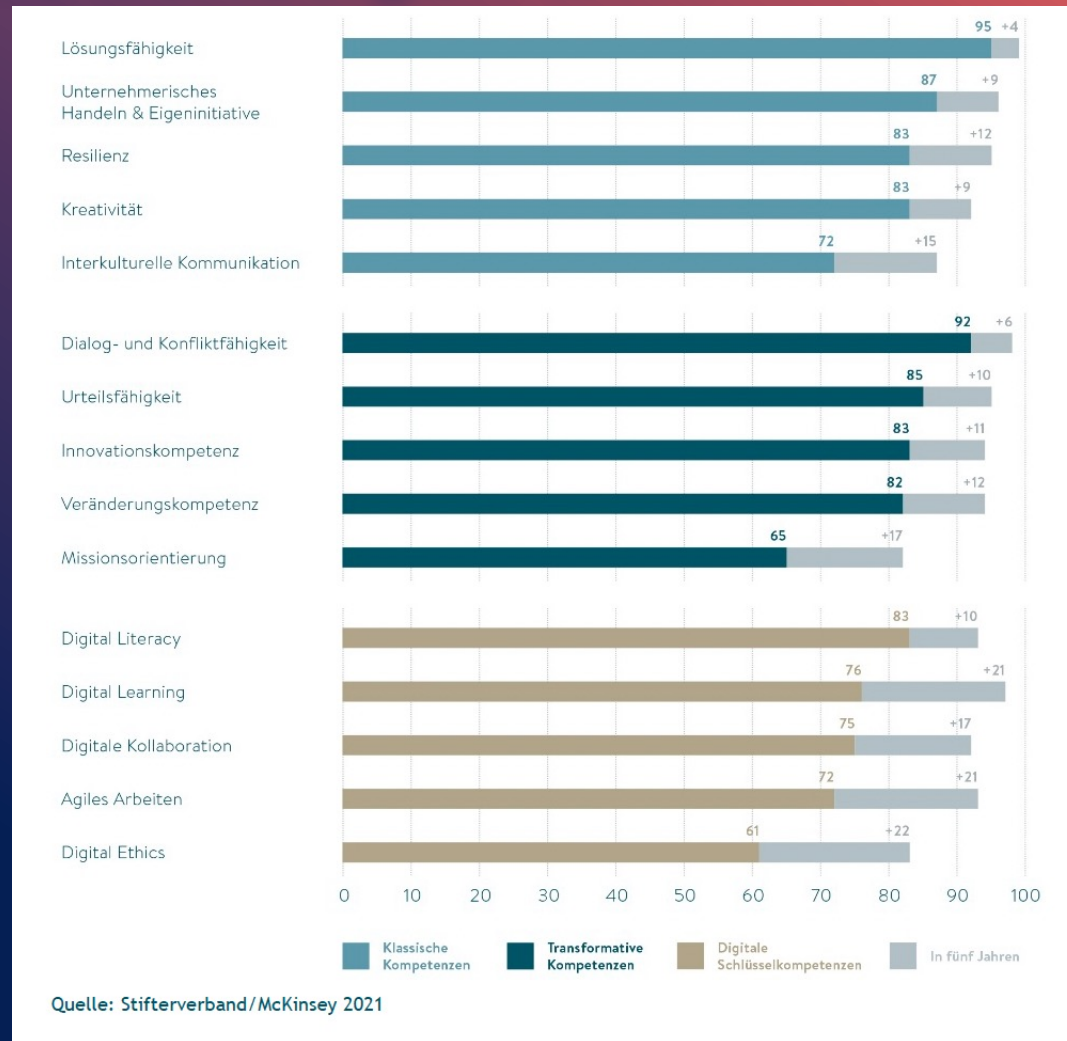
² Political risks and violence ranks higher than climate change based on the actual number of responses.

3. Welche Skills benötigen wir?

Klassische
Kompetenzen

Transformative
Kompetenzen

Digitale Schlüssel-
kompetenzen



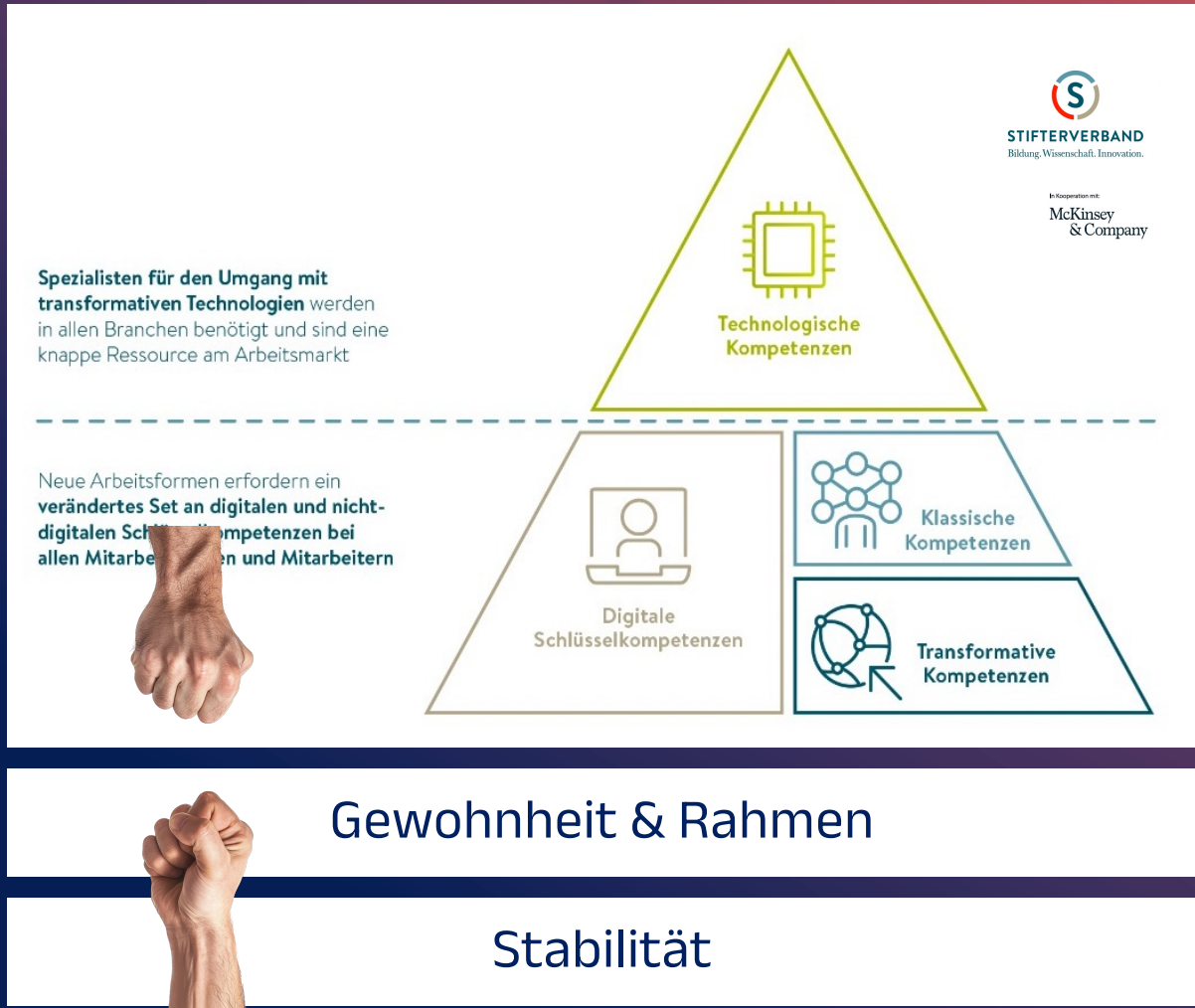
3. Welche Skills benötigen wir?

Spezialisten für den Umgang mit transformativen Technologien werden in allen Branchen benötigt und sind eine knappe Ressource am Arbeitsmarkt

Neue Arbeitsformen erfordern ein **verändertes Set an digitalen und nicht-digitalen Schlüsselkompetenzen** bei allen Mitarbeiterinnen und Mitarbeitern



3. Welche Skills benötigen wir?



4. Was bleibt?

Skill ⊕ Fähigkeit ⊕ Kompetenz

Motivation > Gesamtheit aller Beweggründe, die zur Handlungsbereitschaft führen



4. Was bleibt?

Wir brauchen
weiterhin die...



4. Was bleibt?

Dann
gibt es

...



5. Was ist zu tun?

1. Identifikation der benötigten Kompetenzen

➤ Internes Management und externe Unterstützung



2. Analyse der vorhandenen Skills

➤ Skill Management Tool nutzen



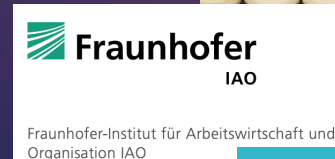
3. Entwicklung Kompetenz- und Qualifikations-Maßnahmen

➤ Starke Ausbildung > "Upskilling"



4. Partner- und Kooperationsmanagement

➤ Geteilte Chance = doppelte Chance



**PAST
FUTURE
SKILL**

**1N73LL1G3NC3
15 7H3
4B1L17Y
70 4D4P7 70
CH4NG3
- 573PH3N H4WK1NG**

A photograph of several purple crocus flowers emerging from a thick layer of white snow. The flowers are in various stages of bloom, with some showing yellow stamens. The background is a soft-focus snowfield.

**MONTAG
MORGEN
MOTIVATION**

Diskussion



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QUELLEN NACH WEIS

- https://www.schader-stiftung.de/fileadmin/user_upload/Programm_Future_Skills.pdf (20.03.2025)
- <https://commercial.allianz.com/content/dam/onemarketing/commercial/commercial/reports/Allianz-Risk-Barometer-2025.pdf> (12.03.2025)
- <https://www.mercer.com/de-de/insights/people-strategy/future-of-work/global-talent-trends/> (12.03.2025)
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- Adobe Stock Database_sparkm