

# Culture and Capabilities

KPMG in Malaysia



Culture and capabilities are fundamental in transforming employment journey through shaping a positive employee experience (EX).

**62%** of line leaders said that **high employee trust** contributed significantly to the success of transformations.

(Source: KPMG Transforming the enterprise of the future 2024)

**71%** of senior leaders say that the **alignment of people and capabilities** are crucial in achieving successful transformations.

(Source: KPMG The New Transformation Agenda 2023)

High-performing organizational cultures and capabilities that prioritize employee experience (EX) lead to increased morale, trust, dedication, productivity, efficiency, longer tenure, and enhanced overall well-being.

## KPMG's Culture & Capabilities Framework

The customizable Culture & Capabilities framework evaluates both culture and capabilities which encompasses change management and talent management.

It aims to provide a clear understanding of aligning talent strategies with cultural transformation, through managing change effectively, and building a resilient, future-ready workforce.





Employee Morale



Commitment



Productivity



Efficiency



Tenure



Overall Well Being

## How KPMG can help?

Industry Challenge	Client's Challenges	Action Plan
<b>Workforce Diversity, Equity &amp; Inclusion</b>	How can we help our people to adapt and embrace a DE&I culture?	<ul style="list-style-type: none"> <li>Implement a comprehensive DE&amp;I strategy.</li> <li>Conduct DE&amp;I trainings and workshops.</li> <li>Establish mentorship program for inclusivity support.</li> </ul>
<b>Flexible Culture &amp; Employee Well-Being</b>	How do I foster a flexible culture that prioritizes mental health and support well-being?	<ul style="list-style-type: none"> <li>Conduct mental health focused engagement surveys.</li> <li>Implement holistic employee wellness program.</li> <li>Reinforce supportive and flexible work arrangements.</li> </ul>
<b>Workforce Capabilities</b>	How can we bridge the skill gap to meet the business objectives?	<ul style="list-style-type: none"> <li>Establish clear alignment on business objectives and required skills.</li> <li>Conduct skills assessment to identify gaps.</li> <li>Reinforce continuous learning through mentorship.</li> </ul>



Provide cyber security awareness training.



Reinforce importance of cyber-conscious behavior and practice.



Identify the right competencies to equip people.

### Digitalization (AI & New System)

How can we foster a cyber-conscious culture and empower people for digital transformation?

## Connect with us

[Inquire](#) with P&C for further insights!



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