of CSPs think lack of employee skills as a barrier to transformation.

Retaining skilled employees will be a challenge.

Source: TM Forum 2017
Possible strategies to accelerate the innovation and transformation

1. **Set** clear, aligned vision and goals
2. **Change** the organizational cultural
3. **Drive** the transformation top-to-bottom
4. **Understand** the RoI behaviors of SDN related investments
5. Identify and **bridge** the skills gap