

Digital KPIs: A Guide to Developing and Measuring Your Digital Progress

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Initiatives: [Executive Leadership: Executive Transitions and 1 more](#)

Executive leaders new to their role should use this research to develop metrics and key performance indicators that lay out their digital business journey and enable them to achieve expected business outcomes.

Overview

Key Findings

- Digital business key performance indicators assess the degree of progress in becoming a digital business and act as leading indicators of changes in business performance.
- One set of KPIs assesses the progress in digitalizing the current business model. These measure digitalization goals in existing areas such as sales, marketing, operations, supply chain, product/services and customer service.
- A second set of KPIs assesses the progress and opportunity of net new revenue sources created by pursuing new digital business models. These reflect growth, revenue, market share and margin metrics that are clearly differentiated from nondigital sources.

Recommendations

Executive leaders transitioning into a new role should:

- Set metrics and goals that lay out the digital business journey and sharpen expected business outcomes by starting early during the visioning phase for digitalization efforts — don't wait until the project definition phase.
- Work with cross-functional peers to quantify the extent to which their areas would benefit from digitalization by working with operations and business unit leaders to define how much of their operations should be digitalized and what benefits to expect.
- Use digital business metrics to better inform business decision making by developing metrics that inform them on the digital journey and influence decisions such as budget allocations, business process improvements and necessary culture changes.

Analysis

This research has been adapted from “*Digital Business KPIs: Defining and Measuring Success*,” which explains CIOs the key performance indicators (KPIs) they must adopt to measure success of their digital business initiatives.

The purpose of creating a digital business is to create new business value. For decades, measures of business value have been the traditional accounting measures such as net profit, earnings per share and return on invested capital. These accounting measures are, in turn, supported by a number of enterprise KPIs that are leading indicators of business performance such as production quotas, inventory turns, quality and customer satisfaction.

As organizations transition into digital business, it is important to measure the progress during the journey and the business value it creates. Some of this will be in the form of “transitional” KPIs and some will become permanent new measures of business performance as transformation is achieved and digital business becomes the standard operating procedure. For example, an enterprise that builds a digital ecosystem may permanently add ecosystem metrics to its ongoing business performance KPIs.

Figure 1 illustrates the context for digital business KPIs.

Figure 1. Digital Business KPIs Are Transitional but Some Will Eventually Become Enterprise KPIs

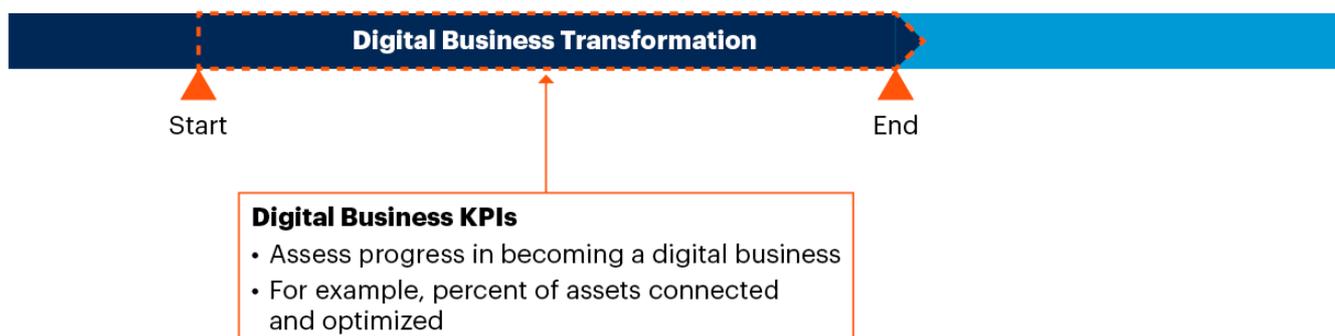
Digital Business KPIs Are Transitional but Some Will Eventually Become Enterprise KPIs

Enterprise KPIs

- Assess overall enterprise performance
- For example, financial, operational, customer, market KPIs

Enterprise KPIs V.2

- Expert enterprise KPIs to evolve because of digital business



Source: Gartner

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Two Kinds of Digital Business KPIs

When executive leaders new to the role ask what their organizations will look like after they go through a digital transformation, they can expect two types of responses. Some will describe how their current business model will become more digitalized but essentially remain the same, while others will describe how they will pursue new digital business models to add to their existing

portfolio. A digital business transformation can pursue both of these ends. That is why this research presents two complementary KPI frameworks that answer questions executive leaders will have about the digital business transformation:

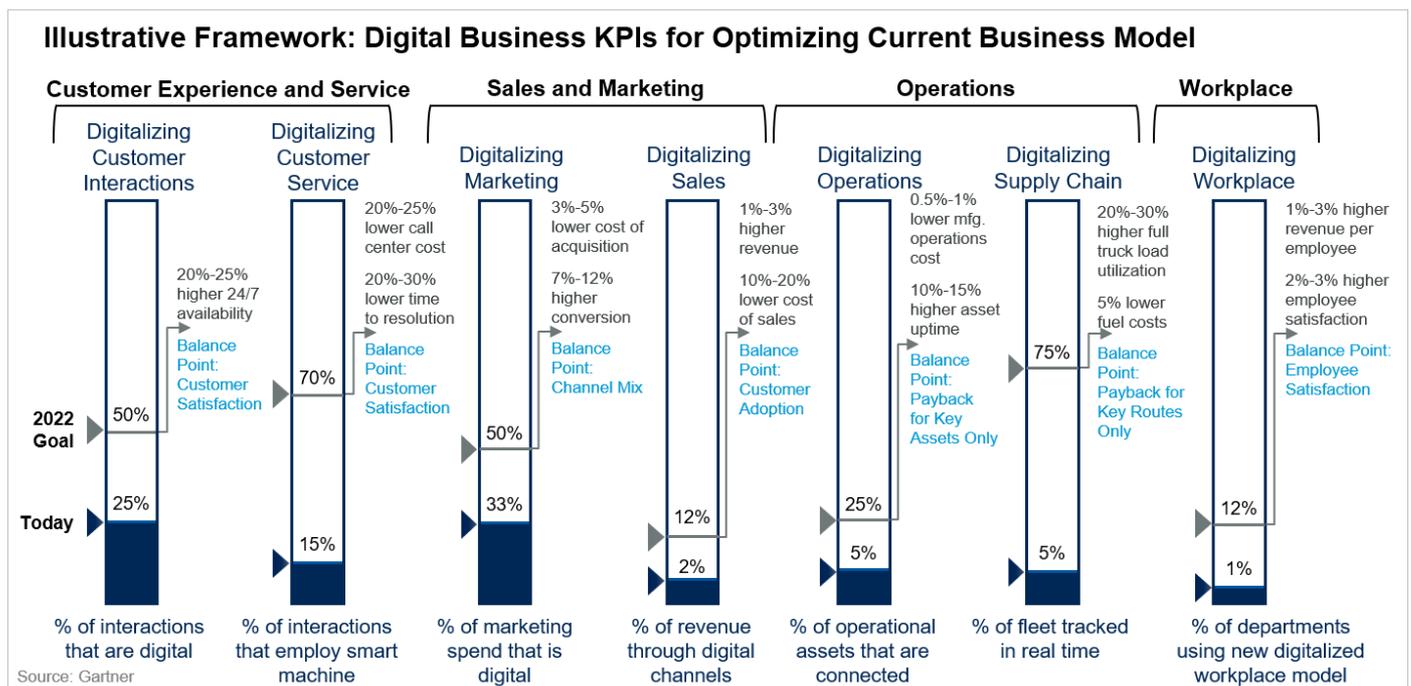
- Digital business KPIs that describe optimization of current business model:
 - How digitalized is our enterprise today?
 - What benefits can be expected from digitalizing our current business?
- Digital business KPIs that measure net new business value from digital sources:
 - What new digital revenue sources and business models can we pursue?
 - How are we progressing compared to the market and future demand?

Executive leaders new to the role are successful in driving a digital business through a combination of these frameworks. Each framework requires a unique set of KPIs (presented later in Figure 3).

1. Digital Business KPIs That Describe Optimization of Current Business Model

The first set of KPIs is used to describe the progress in digitalizing an enterprise’s current business model (see Figure 2). These KPIs must be handpicked to sufficiently communicate and track the progress in reaching digitalization goals.

Figure 2. Illustrative Framework: Digital Business KPIs for Optimizing Current Business Model



Assess what makes a good set of digital business KPIs by referring to Figure 2 and noting the following principles:

- 1. The KPIs collectively answer the question, “How digital are we?”** The KPIs in Figure 2 were deliberately chosen to describe the degree of digitalization that the enterprise is expected to go through to become a digital business. For example, one KPI (titled Digitalizing Sales) measures the percentage of revenue sold through digital channels such as the web and mobile apps. These KPIs can be adapted for each industry. As illustrated in Figure 2, the KPIs are measuring revenue, spend (for example, the percentage of marketing spend that is digital) and operational areas (such as the percentage of a truck fleet that is tracked by the real-time Internet of Things [IoT]).
- 2. The KPIs collectively answer the question, “What business and financial benefits can we expect when we successfully attain our digitalization goals?”** Figure 2 contains arrows pointing to business benefits to the right of each bar. What is being communicated graphically is: “By reaching our 2022 goal of digitalizing ABC, we will benefit from an x increase in these business and financial metrics.” Describing how digital an enterprise has become (see Item No. 1 above) is not enough. An enterprise will digitalize to gain benefits, and these must be communicated on the KPI chart. For example, many enterprises pursuing the industrial internet initiatives do so to achieve an overall cost and margin improvement typically ranging from 50 to 200 basis points, or a governmental department may digitalize its physical service centers to reduce wait times and lower staffing costs. Enterprises must have a clear reason to invest in digitalization.
- 3. A “balance point” describes the reasons why an enterprise shouldn’t overdigitalize.** Becoming a digital business does not mean that every aspect of the business model needs to become fully digital. There is an optimum level. As a matter of fact, digitalizing too much or forcing too many customer interactions via digital channels can create negative impacts. For example, expecting all sales to go through a digital sales channel will upset some customers and provide very little chance for high-touch engagement. As such, an enterprise should determine the “balance point” at which the amount of digitalization is ideal for customers and employees. Each KPI should have a balance point that counters the risks that come with going 100% digital. Notice that each balance point identifies an area of the business that is at risk (for example, customer satisfaction) or a metric that explains the logic for not digitalizing everything (such as the ROI/payback for making assets part of an industrial internet initiative will not be feasible for all assets – maybe only the major assets will benefit from digitalization). Over time, the balance point will change. Match your digitalization goals to customer adoption, employee acceptance and the individual business cases for benefit.
- 4. The set of KPIs describes all parts of the enterprise.** A digital business will digitalize many parts of the enterprise. As such, the KPIs need to describe progress and goals in each area. Figure 2 is a generic illustration of what could be assessed. However, executive leaders should choose a set that reflects the organization’s goals. For example, a retail bank looking to increase business with the unbanked customer segment may track market share gained by the sale of

new digitally enabled small loans (for example, through digital payday-style loans). A healthcare delivery organization may track successful patient outcomes. An upstream oil company may track the percentage of exploration projects that use a new big-data-powered analytics platform.

5. **Executive leaders will need only “key” performance indicators.** Although an enterprise will measure all kinds of detailed performance indicators, only a handful of them can be “key” indicators. This task is arguably the hardest to accomplish. For example, manufacturing operations can be digitalized in many ways. Production assets can be connected, data can be analyzed, yield can be optimized, consumables can be reduced, uptime can be maximized, work-in-progress (WIP) inventory can be minimized, and so forth. However, only one metric should be chosen as the “key” indicator. In Figure 2, the percentage of operational assets that are connected was chosen. This key metric serves as a proxy in describing the overall level of digitalization in operations. An enterprise could have chosen the number of production lines connected, or even the amount of data being analyzed from factory operations. However, for the purposes of this report, the percentage of assets connected was found to be the most appropriate in describing the degree of digitalization of operations.
6. **Digital business KPIs do not replace project-level metrics for digital business initiatives and projects.** Enterprises will develop their digital business strategies and come up with a defined set of initiatives and investments they will pursue. Project management methodology contains guidance on the specific project metrics used to describe the progress of each of these initiatives. For example, typical project metrics include ROI. The digital business KPIs presented in Figure 2 are not designed to replace these project-level metrics. Project-level metrics are still important, but there must be a set of KPIs that describes important big-picture digital business concepts such as, “Our enterprise has the least amount of sales going through digital channels, making us uncompetitive and our customer acquisitions costly.” A healthcare delivery enterprise may state that “we will maintain our competitiveness by shifting over 25% of our visits to telemedicine-enabled home visits and out-of-hospital points of care such as our kiosks at pharmacies.” The KPIs are designed to provide an executive-level perspective of an enterprise’s journey in becoming a digital business. Project-level metrics are not designed to achieve this.

The remaining guidelines apply to any KPI program, but are worth restating for digital business KPIs:

7. **Visually indicate the current digitalization status and set a target for each KPI.** In Figure 2, the grey triangle to the left of each KPI sets a clear measurable goal for 2022. The dark blue triangle to the left of each KPI indicates the current level/status of each KPI. The bars visually describe where an enterprise is and how far it has to go. A visual sense of progress is easily conveyed.
8. **Make the set of KPIs fit on one page or a chart.** As with any good KPI program or dashboard, a glance at a single page or screen should be able to convey progress and goals with confidence.
9. **KPIs should influence business decision making.** As the journey progresses, course corrections will be inevitable and the KPIs should inform those corrections. For example, as a business

approaches 50% of customer calls through an automated “smart” system, customer Net Promoter Score may materially fall, indicating a need to invest more in the system, re-evaluate the balance point or change technologies. Good KPIs will inform the need to change before experiencing material loss.

2. Digital Business KPIs That Measure Transformative Growth

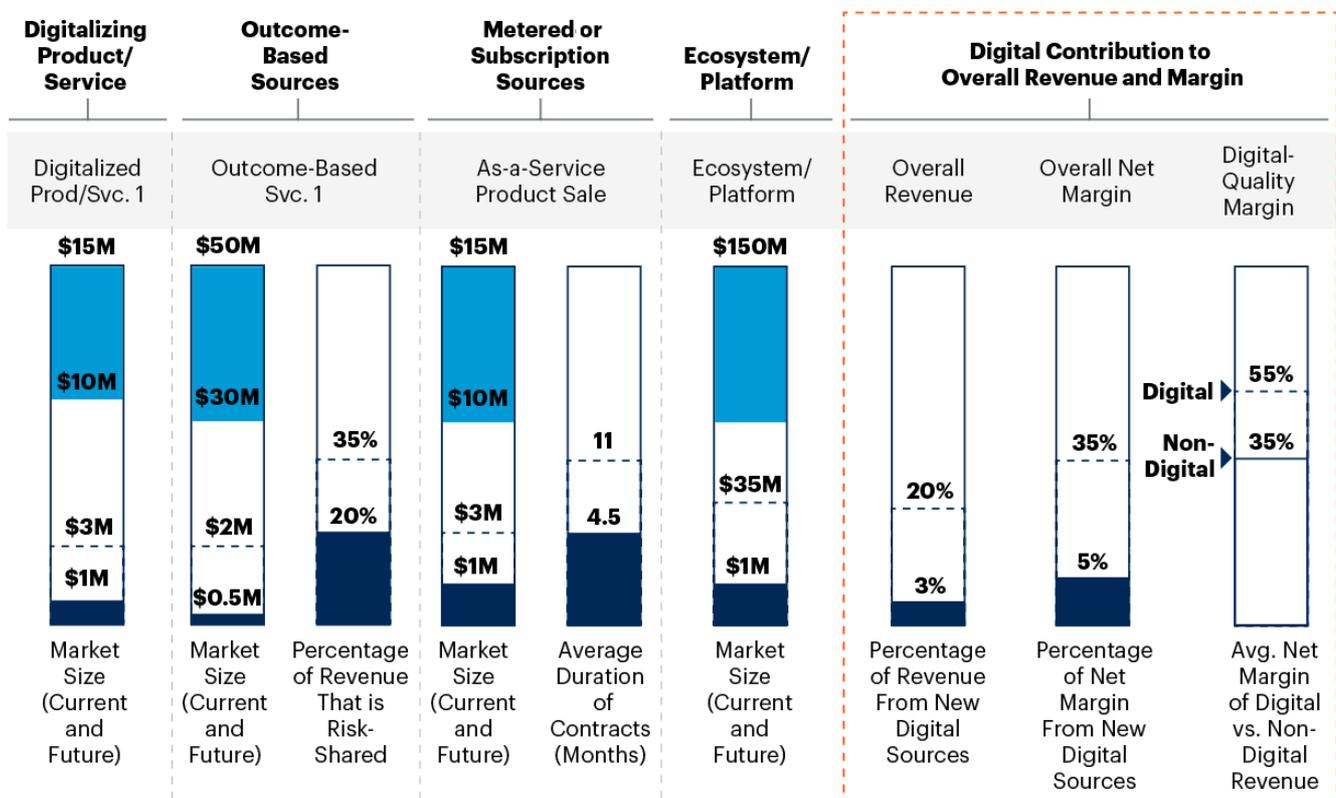
The KPIs presented in Figure 2 are good at tracking incremental progress and benefits. However, digital business is also about disruptive trends, business models, and technologies that create brand new opportunities. In these situations, the KPIs in Figure 2 that assess incremental improvement are insufficient.

To evaluate progress in pursuing these transformative opportunities, another set of KPIs has to be employed. Figure 3 provides an illustrative framework for KPIs designed to assess an enterprise’s progress in pursuing new transformational growth opportunities.

Figure 3. Illustrative Framework: Digital Business KPIs for New Revenue Sources and Business Models

Digital Business KPIs for New Revenue Sources and Business Models Illustrative Framework

-- Goal ■ Today ■ 2020 Market Size Range



Source: Gartner

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Assess what makes a good set of digital business KPIs by referring to Figure 3 and noting these principles:

- 1. There are several types of new digitalized revenue sources.** The graphics shown on the left of Figure 3 are KPIs that describe many styles of new digitalized models: as-a-service style of digitalization, an ecosystem style of business models, outcome-based revenue deals and digital services. There are more revenue sources, but the idea is to represent each one. An enterprise will likely only have one or two new revenue sources that are not shown in Figure 3.
- 2. The KPIs emphasize financial and market share metrics, not operational metrics.** They help executive leaders understand how much revenue is currently being made as well as the current market share. More importantly, the KPIs should also indicate what the future market share will be so that the magnitude of the opportunity can be properly quantified. Notice the difference between these KPIs and the ones in Figure 2 that assessed the digitalization of the current business model. The Figure 2 KPIs are more operational and interaction-focused in nature.
- 3. KPIs that quantify the “quality” of revenue can complement the revenue/market-size KPI of each new revenue source.** For example, if a new revenue source is based on recurring revenue (such as as-a-service models), the average duration of each contract helps describe the quality of this revenue. Another example might be the total size of transactions in an ecosystem. Gross merchandise value is a metric used by companies like Amazon and eBay to assess the total value of merchandise that is transacted in their marketplaces. Since both Amazon and eBay make some of their revenue as a variable proportion of the gross merchandise value, this KPI is very important in assessing each company’s current and future success.
- 4. A market size range forecast is presented.** The market potential of a new digital revenue source is more important than an enterprise’s current market share in these early days of new digital business models. Figure 3 presents the forecast market size as a range. Executive leaders should use a forecast range (as opposed to a single forecast number), as it gives them a more realistic sense that forecasts are estimates that can change.
- 5. There is an overall assessment of the impact of digital business on revenue and margin.** In many ways, the whole point of becoming a digital business is to shift revenue to new digital sources. Why? Because the digital revenue sources represent the growing parts of the market and can often be higher in margin. Shifting revenue from “legacy” sources to digital sources sets up an enterprise for growth while simultaneously improving its financials. This shifting of revenue should be tracked. The highlighted area on the right side of Figure 3 shows examples of KPIs that assess this shift in revenue mix. Notice also that average net margin is measured for digital versus nondigital sources. This KPI clearly details the margin contribution difference between legacy and digital revenue sources.

Steps for New Executive Leaders

For KPIs that assess the incremental improvement of digitalizing the current business model:

- **Choose a major area of business being digitalized** (for example, patient visit, aircraft maintenance service or manufacturing operations).
- **Identify a single metric that will capture the benefits of digitalization.** Ideally, choose the core process or a department's key metric (such as cost, revenue or spend).
- **Identify a single metric for degree of digitalization.** Think "penetration rate," such as percentage of assets/transactions/interactions and so on that could be digitalized.
- **Identify a metric that sets the balance point for digitalizing.** Digitalize too much and negative consequences will occur (such as too much self-serve); digitalize too little and not all benefits will be realized.

For KPIs that assess the progress and future opportunity of new digital revenue sources:

- **Choose the benefits that capture the key reasons to shift revenue to this new digital revenue source** (such as higher margin or market share in a growing area).
- **Choose a single complementary metric that describes the quality of the new revenue source** (for example, duration of contracts or percent take rate).
- **Calculate market share, as it is a key metric in new ventures.** Determine your current market share and forecast future market size.

Recommended by the Authors

[The Gartner Digital Business Value Model: A Framework for Measuring Business Performance](#)

[Leading Indicators Are a Critical Tool for Digital Business](#)

[Digital Business Success Will Be Driven by Economic Architecture](#)

[Toolkit: Examples of Digital Business Optimization](#)

Recommended For You

[Define KPIs That Measure Digital Business Cost and Performance](#)

[Initiate Your Digital Journey With a Digital Ambition Workshop](#)

[Tool: What the Board Needs to Know About Digital Calibration in Digital Business](#)

[Adopt an Iterative Approach to Define Strategy at the Speed of Digital Business](#)

[5 Success Habits of the Digital Dragons and Giants](#)

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