



RESILIENCE BY DESIGN

# TRANSPORT & LOGISTICS

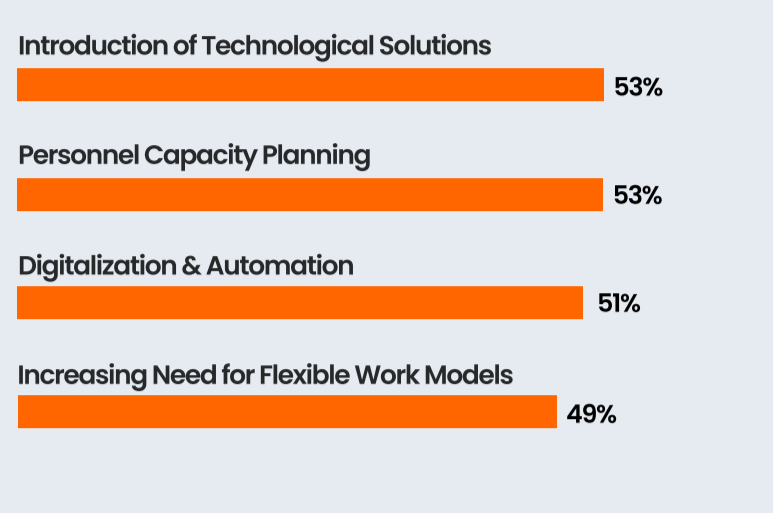
## Preparedness Gap

Adapt or Fall Behind

European organizations are navigating an unprecedented era of simultaneous disruption – from digital transformation and demographic shifts to geopolitical instability and economic volatility. In this environment, resilience is no longer a nice-to-have; it is the decisive factor between thriving and becoming obsolete.

The ATOSS FutureWorks study examines the interplay of challenges, preparedness, and strategic measures in an age of multi-transformation, with a closer look at the Transport & Logistics industry. For this purpose, more than 59 decision-makers from the industry were surveyed.

### 6 major challenges



THE RESILIENCE DRIVERS

## Preparedness Gap

Transport & Logistics organizations are aware, but readiness lags

Transport & Logistics organizations face 6 major challenges simultaneously – all perceived as major or severe:

# 20%

on average feel completely prepared across these major challenges.

### Technology

Drives business transformation and enhances organizational capabilities through automation, digital innovation, and AI. Technology serves as the enabler of efficiency, competitive advantage, and future-ready business models.

### Workforce

Focuses on people as the core driver of resilience through strategic talent development, flexible engagement models, and inclusive structures. This dimension strengthens organizations by enhancing employee retention, well-being, and their capacity to navigate change.

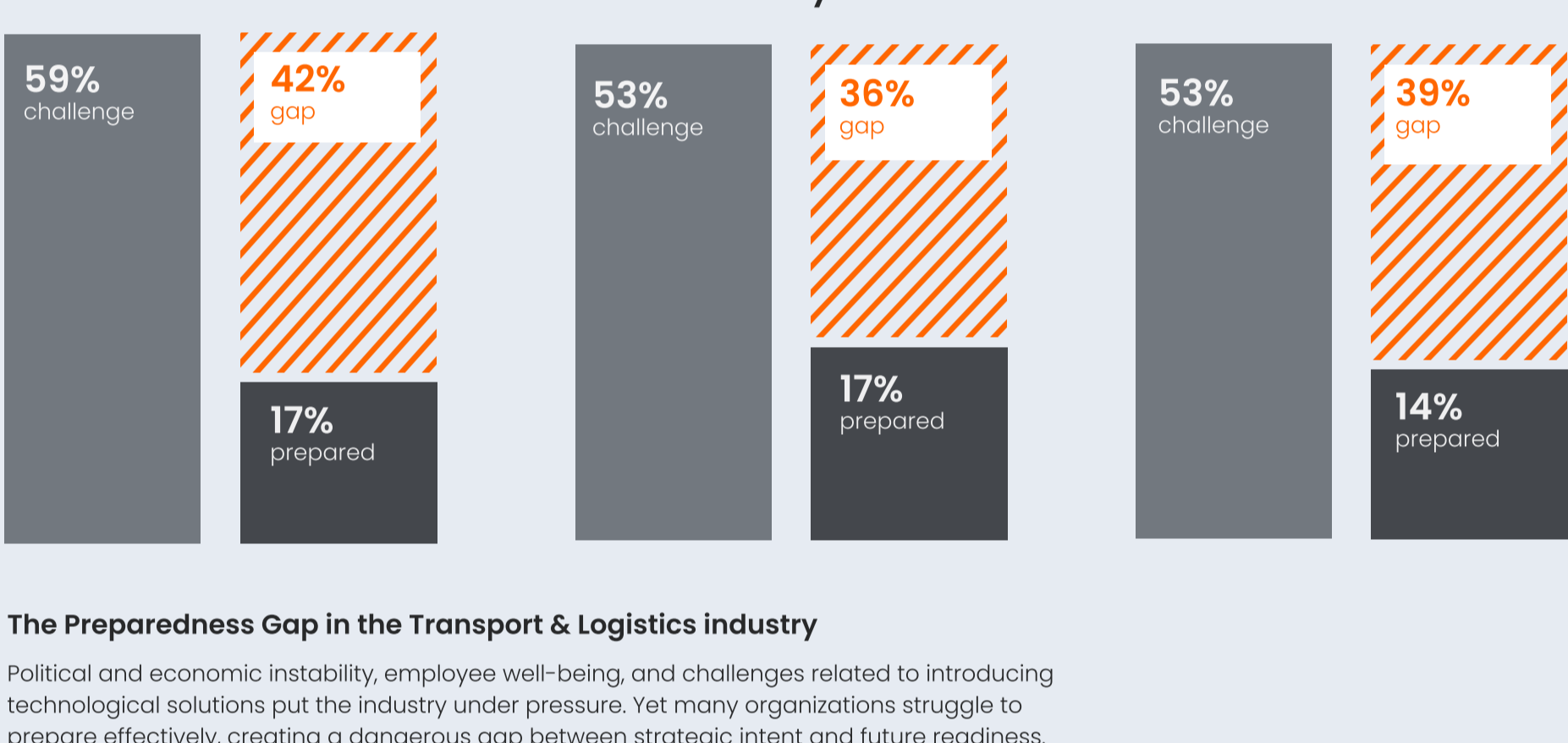
### Organization

Establishes the strategic framework for agility through proactive planning, performance measurement systems, and leadership development. Organizational capabilities determine an enterprise's ability to anticipate, respond to, and grow from disruption.



### Employee Well-being is the Largest Challenge with the Least Preparedness

Top 3 challenges vs. feeling completely prepared:



The Preparedness Gap in the Transport & Logistics industry

Political and economic instability, employee well-being, and challenges related to introducing technological solutions put the industry under pressure. Yet many organizations struggle to prepare effectively, creating a dangerous gap between strategic intent and future readiness.

PROVEN LEVERS THAT MULTIPLY ORGANIZATIONAL PREPAREDNESS

# Closing the Gap

### The Most Effective Measures for the Transport & Logistics Sector

Organizations that invest in the right workforce management measures can significantly improve preparedness. Different measures, applied individually or in combination, lead to above-average preparedness gains, and some can be implemented immediately.

### Employee Well-being

- Reverse mentoring
- Technology policy and regulation courses
- Sharing hybrid best work practices
- Mental health and well-being training
- Remote working policies

### Political and Economic Instability

- AI-powered forecasting tools
- Training on performance measurement analytics and prediction tools
- Diversity, Equity and Inclusion (DEI) awareness and leadership trainings
- Decentralized business model

### Introduction of Technological Solutions

- Upskilling programs for emerging roles
- AI-powered forecasting tools
- Technology policy and regulation courses
- Training on performance measurement analytics and prediction tools
- Institutionalized proactive mindset
- Decentralized business model



WHAT DO HIGH-PERFORMING ORGANIZATIONS DO DIFFERENTLY?

## Resilience-Preparedness-Index

Only 7% of organizations in the European Transport & Logistics sector are top performers

Across industries, top performers are more likely to use data-based and AI-powered forecasting, have a strategic focus on training, and view change as an opportunity rather than an obstacle.

What does this look like in Transport & Logistics?



### These Measures Clearly Set Top Performers Apart

- Advanced digital tool training programs
- Cross-functional teams
- Leadership development and future-readiness programs
- Plan to increase training efforts over the next 5 years
- Processes to retain institutional knowledge from employees nearing retirement

### The Future Doesn't Wait

Preparedness starts with a question: Are you ready? Preparedness isn't a reaction. It's a design choice. The time to act is now. And everything you need is already within reach. Take the first step: [futureworks@atoss.com](mailto:futureworks@atoss.com)

Download the full FutureWorks study [here](#) for free

ATOSS **Resilience by Design**

Closing the Preparedness Gap  
How Workforce Management  
Can Turn Awareness into Action

**FUTURE WORKS**