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## NEW SKILL

### WHAT IT MEANS FOR TALENT & ORGANISATION

Acquiring Skills in newer areas creates significant leverage for your value in the organization, opening new opportunities within your organization as newer jobs are in demand and talent scarcity is a real challenge for Organizations.

Significant opportunities exist in the following areas

- Sustainability, Climate Risk, Green, ESG
- AI and Machine Learning
- Data visualization, Big Data, Business Intelligence
- Industry 4.0 jobs like Robotics, Automation, Extended Reality, UX

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## UP SKILL

### WHAT IT MEANS FOR TALENT & ORGANISATION

Standout by validating your credentials of higher capabilities to explore career growth opportunities in the existing domain. The learners can leverage the following for this

Significant opportunities exist in the following areas

- International Professional Certifications are a great way to benchmark the skills of the workforce in specialist domains
- Micro Skill based Credentials
- Aligning Learning journeys to Career pathways
- Aligning Personal self-driven learning initiatives to Competency framework of your organization for opportunities in higher roles
- Seeking support of Mentors, Coaches internal and external

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## RE SKILL

### WHAT IT MEANS FOR TALENT & ORGANISATION

44% of the core skills will change in next five years according to WEF. Employees should explore opportunities to move to roles that fully or partially match your current functional or behavioral competencies. The following are key to a successful outcome

Significant opportunities exist in the following areas

- Develop mindset to 'Unlearn' and 'Re-learn'
- Employees in jobs at risk of automation must prioritize Reskilling
- Undertake Assessments to understand potential areas of interest matching your aptitudes
- Explore opportunities in areas which are 'Stable jobs'
- Identify an independent Mentor, understand other domains
- Actively explore Reskilling initiatives and Internal Mobility options available in your organization like Internal Talent Marketplace
- Explore Professional Certifications in the new areas as a way of benchmarking and credentialing your capability

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## CROSS SKILL

### WHAT IT MEANS FOR TALENT & ORGANISATION

Today most jobs need cross functional expertise. Organizations are looking for employees with multiple domain expertise. For instance, skills of ESG can boost the career opportunities of an Audit professional, Data Analysis can help a Credit Professional.

Significant opportunities exist in the following areas

- Cross skilled employees help organizations to optimize costs as in many cases they may can give an enriched job to an existing employee than hiring an additional person
- Many Jobs are becoming enriched and multi-dimensional, thus employees may need knowledge of other domains
- Acquire new Skills in areas with Potential synergies with your current domain
- Cross skilling can help employees to get newer or enriched responsibilities
- Sustainability & ESG, Data, AI, Cybersecurity, UX can be in demand areas

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## FUTURE SKILL

### WHAT IT MEANS FOR TALENT & ORGANISATION

Employee productivity is the concern of business leaders. A recent global CEO survey states CEOs claim 40% of employee time is spend on routine tasks which are inefficient. The following strategies can help the talent and the organization

Significant opportunities exist in the following areas

- Priortize future behavioral skills , analytical thinking, empathy, customer centricity , self leadership, creative thinking, problem solving, intrapreneurship
- Learn prioritizing of tasks, managing multiple tasks, timelines and deadlines
- Acquire Skills in Project management tools, as it helps to make work efficient
- Acquire data literacy and data visualization skills and learn to use such tools
- Use AI tools available in your organization to supplement your productivity

“It is high time for business leaders to rethink their Talent Strategy with key focus on , **Reskilling**, **Cross Skilling** and **Future proofing** to ensure that the business thrives through the unprecedented disruption.

Bet on the **power of talent** to avoid your version of a Kodak moment “

**Dr Allen Baby**  
CEO - Talent Fourth Gen Group ( TFG)

Talent Strategy Thought Leader  
Former Chief Learning Officer -EIF  
UAE Govt committee member  
Board Member & Advisor

