



VALUE TALK

A MONTHLY NEWSLETTER BY ADD VALUE CONSULTANTS

Add Value Consultants is a leading Management Consulting Firm serving Indian Industries. This Newsletter is an endeavor to provide updates, understanding and sharing of global practices to the Business Owners, Mangers, Academicians and Executives.

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SUHAYL ABIDI

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Editorial Note

Dear Readers,

In the time of uncertainty, we should prepare our organizations and workforce for the skills need in the VUCA world. The things worked well earlier may not work the same way in future. Getting your workforce ready with the future ready skill set is one of the greatest challenge for L&D departments of the companies.

Managers are struggling to get the skilled people who can handle the adverse situations. AQ- Adversity Quotient has become an essential part of hiring process for the managers. In the current issues, we have our expert Industry veteran Mr. Suhayl Abidi, shared his insight on skill requirement in this disruptive time.

I am sure this will greatly help our readers.

We also welcome articles from Experts, Entrepreneurs and Management professionals who can dive deep into Industry scenarios...

Have a Great Time....!!!

Regards,
Chetan Bhojani

CAREER SKILLS IN THE DISRUPTIVE AGE

DON'T WAIT FOR THE STORM TO PASS

LEARN TO DANCE IN THE RAIN

We are navigating an era defined by constant change and disruption. This can either be viewed as an obstacle or as a boundless opportunity to ignite, challenge, and expand our creativity. In an increasingly interconnected world, access to information is becoming more straightforward than ever. However, the real challenge lies not in obtaining this knowledge but in how we apply it to drive meaningful outcomes.

In the past, leadership involved a top-down approach where leaders thought, and others executed. Today, that formula is a surefire path to failure. Innovation and fresh ideas don't adhere to rank or hierarchy. Organizations thrive when every individual—whether a CEO or a new trainee—is engaged in continuous learning. Success now depends on a company's ability to harness the creativity and innovation

flowing from every corner of the organization.

Traditional training models are falling behind the fast-evolving demands of today's workplaces. Skill sets are becoming obsolete more quickly, while new roles and careers are emerging that weren't even imaginable a few years ago.

So, how do leaders, professionals, and employees stay relevant amid such rapid change, while also preparing for the future?

As complexity and uncertainty intensify, so too do the opportunities for those equipped with critical thinking, innovation, and creativity. An organization is only as dynamic as its people. To thrive in today's unforgiving business climate, it is essential to cultivate a mindset of continuous learning. This involves letting go of outdated methods and becoming more agile,

adaptable, and resilient.

Tony Wagner, in *The Global Achievement Gap*, identifies seven critical survival skills that every professional must master in the VUCA (Volatile, Uncertain, Complex, Ambiguous) world. These skills aren't part of traditional education but can be developed through experience and learning:

- **Critical thinking and problem-solving:** Professionals must challenge untested assumptions, consider multiple viewpoints, recognize cause-and-effect relationships, and speculate on possible outcomes.
- **Curiosity and imagination:** These traits fuel innovation and are central to effective problem-solving. Wagner reminds us that we are born curious and imaginative. Yet, over time, this curiosity

often fades. It's crucial to foster a culture where asking questions and seeking innovative answers is encouraged.

- **Initiative and entrepreneurship:** Fear of failure holds many back. In today's world, it's better to attempt ten things and succeed at eight than to avoid risk altogether. Taking initiative drives both personal and organizational growth.
- **Collaboration across networks and leadership by influence:** Whether through physical or virtual networks, effective leaders engage in dialogue rather than just discussion. Leadership today is earned through knowledge, not merely through rank or title.
- **Effective communication:** Mastery of both oral and written communication, including proficiency in English and foreign languages, is critical.

Precision and clarity in writing are equally important.

- **Agility and adaptability:** The workplace is in a constant state of flux. Companies merge, evolve, and sometimes disappear. Professionals need to rapidly acquire new skills and adapt to changing roles, careers, and disciplines.
- **Accessing and analyzing information:** In a world saturated with data, the ability to sift through excessive information, discern what is relevant, and extract actionable insights is invaluable.

A survey by the Financial Times highlights the top skills employers seek in MBA graduates today: effective communication (both written and verbal), problem-solving, teamwork, strategic thinking, big data analysis, and initiative.

To thrive in the face of rapid change, professionals must prioritize continuous

learning, foster creativity, and be willing to adapt. The future belongs to those who can, not only keep up but stay ahead, actively driving innovation and value within their organizations.

About the Author



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VALUE FACTS :

- **Hybrid Workforce Management:** Analytics help leaders optimize hybrid work models, tracking productivity, collaboration patterns, and employee satisfaction for tailored approaches.
- **Upskilling and Reskilling:** Workforce analytics identify skill gaps and guide personalized learning initiatives, addressing 44% of skills that will change by 2028.
- **Data-Driven DEI Strategies:** Combining management strategies with HR analytics to measure diversity, equity, and inclusion, enhancing team dynamics and reducing bias.
- **Predictive Workforce Planning:** Predictive analytics forecast talent needs and workforce trends, aiding in succession planning and reducing turnover risks.
- **Employee Well-Being Initiatives:** Wearables and data tools measure stress, health metrics, and engagement, allowing managers and HR to improve workplace wellness programs.
- **Real-Time Feedback Systems:** Voice-of-employee tools collect and analyze feedback, helping managers address team challenges proactively.
- **Sustainable Leadership Development:** Analytics evaluate leadership effectiveness and potential, guiding HR in creating human-centric and future-ready leaders.
- **Pay and Reward Transparency:** Data-backed compensation strategies ensure fairness, improving trust and alignment with organizational goals.
- **Integrated Talent Analytics:** Centralized platforms align HR and management metrics, offering insights into performance, development needs, and organizational impact.
- **Employee Experience Personalization:** Data analytics enable tailored experiences across the employee lifecycle, from onboarding to career growth, aligning with individual needs and company goals.
- **Ethical AI in People Management:** Organizations are developing frameworks for the ethical use of AI, focusing on transparency, bias mitigation, and compliance with global privacy standards like GDPR.