

Core skills for the 21st Century Career

The nature of the employment deal in organisations has changed considerably over the last two decades. The 'job for life' in return for 'loyalty' has gone. In its place there is **EMPLOYABILITY**.

It is a challenging situation for everyone involved.

Employees expect organisations to help them acquire a range of skills and attributes that make them more attractive in the marketplace. They expect to learn from managers, not just take instruction.

Understandably employers are nervous about investing in the employability of their people, only to see them leave and demonstrate the value of that investment elsewhere.

For the individual there is a different dilemma: which skills and traits will maximise their employability? Much depends on individual circumstances, and there are many aspects of employability. But there are some **CORE SKILLS** that form the basis of today's management toolkit, which we at **AS TRAINING** see through the lens of:

1. **KNOWING**
2. **DOING, and**
3. **BEING**

KNOWING

Within the 'knowing' element critical thinking is essential. Good managers go beyond classical problem resolution. They analyse and recognise the issues in play, understand the dynamics of a situation and are, therefore more effective at finding a solution.

Organisations cannot just be an extension of the past. They want their people to help them do things different. The ability to synthesise and innovate – to take disparate and often unconnected ideas and information both internally and externally, and create something NEW, is highly prized

DOING

Under the heading of 'doing' 'teamleading' skills are essential. Organisations value people who can build **HIGH-PERFORMANCE TEAMS**, liberate other people's talents and lead teams in ways that enable people to find solutions and make valuable contributions. Project delivery is another area to focus on. Tight, disciplined project and programme management: the ability to pick up a project, shape it, determine clear outcomes and accountabilities, and have the discipline to deliver on it quickly and on time.

BEING

For the 'being' aspect, there is self-awareness. Having a good understanding of your own **STRENGTHS and WEAKNESSES** means your own development will be much more productive – and your leadership and management more effective. Linked to this is the notion of personal resilience. Great leaders have the capacity to stick with it through adversity. The more aware you are of what causes you **STRESS**, what drains your **ENERGY**, the easier it is to structure your life and work in away that maximises your energy and builds your resilience.

These are the elements of a broad based, portable portfolio of characteristics and skills necessary to survive and thrive in the 21st century world of work. Focus on them and you will be more **PRODUCTIVE** at work, more **VALUABLE** as an employee, and most likely **HAPPIER** and more **ENGAGED** in what you do.