



# *Career 4.0 & Future of Work*



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# Riddles for the Quick Thinkers

*I am always in front of you but you can not see me. Who am I ?*



# Riddle for the Quick Thinkers

*You buy me to eat but never  
Eat me.*



# Riddle for the Quick Thinkers

*You see me once in June, Twice in  
November and not at all in May-Identify  
me*



# Riddle for the Quick Thinkers

I am a bird, I am a fruit and I am a person. Who am I?



# Riddle for the Geniuses

- All five sisters are busy. Rita is reading, Sandra is cooking, Ruth is playing chess, Helen is cleaning the room. What is the 5<sup>th</sup> Sister doing ?



# Career: As we Understand



- Career is also frequently understood to relate to the working aspects of an individual's life
- an occupation or a profession that usually involves special training or formal education, and is considered to be a person's lifework.<sup>[</sup>

# Job Vs Career

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- Jobs give you paychecks, whereas careers give you experience.
- Jobs answer your needs for the here and now. Careers set you on a path for the future
- When you're working at a job you don't care much about you might be more inclined to do the minimum When you have a career that you love, you're willing to go above and beyond your normal duty

## FACTORS AFFECTING CAREER CHOICE

- **Interests**
- **Skills**
- **Aptitudes**
- **People skills**
- **Experience**
- **Family traditions**
- **Personality**
- **Life goals and work values**





# IKIGAI: A Reason for Being





# Career As Geologist



- *Geologist*” is a specialized type of Scientist who understands the history of the earth that includes solid and liquid matter that constitutes the Earth.
- Plan geology projects and field sampling events.
- Survey sites and create logs (e.g. borehole) and maps using GIS.
- Gather and analyze geological data.
- Coordinate research programs.
- Examine the composition of samples and specimens.

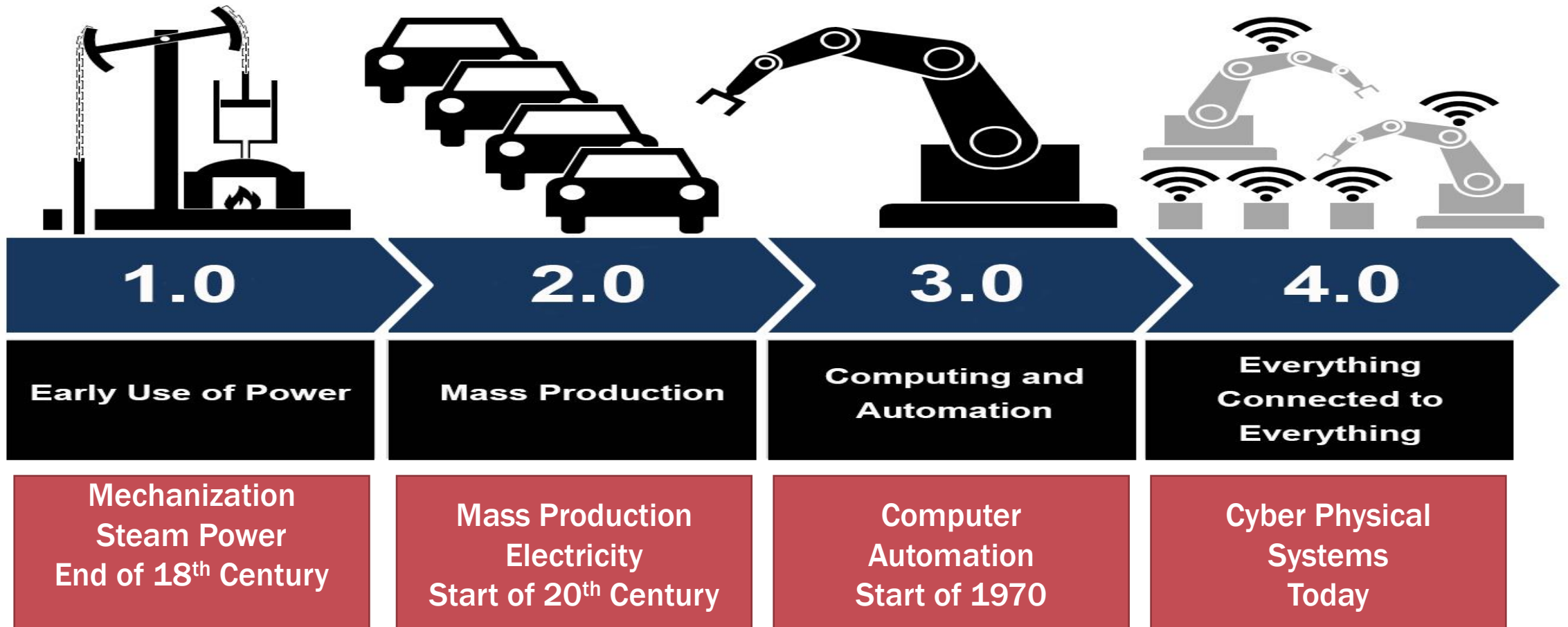
**Observation:** While collecting data and mapping areas, it is necessary to be well-focused on your work. Your sense of observation should be effective.

**Analysis:** You have to be good analyzer. The data collected by you and analysis made by you should be correct and accurate.

**Team Work:** You have to be skilled in communication with other people so, that at the time of team work you can put your thought in front. You should have ability to work in team.

**Instruments:** In study of geology subjects the gathered data will take lots of time to study them to the depth. So, the proper and accurate use of instruments should be essential. You should have the knowledge of instruments used in geology study.

# INDUSTRY 1.0 TO 4.0

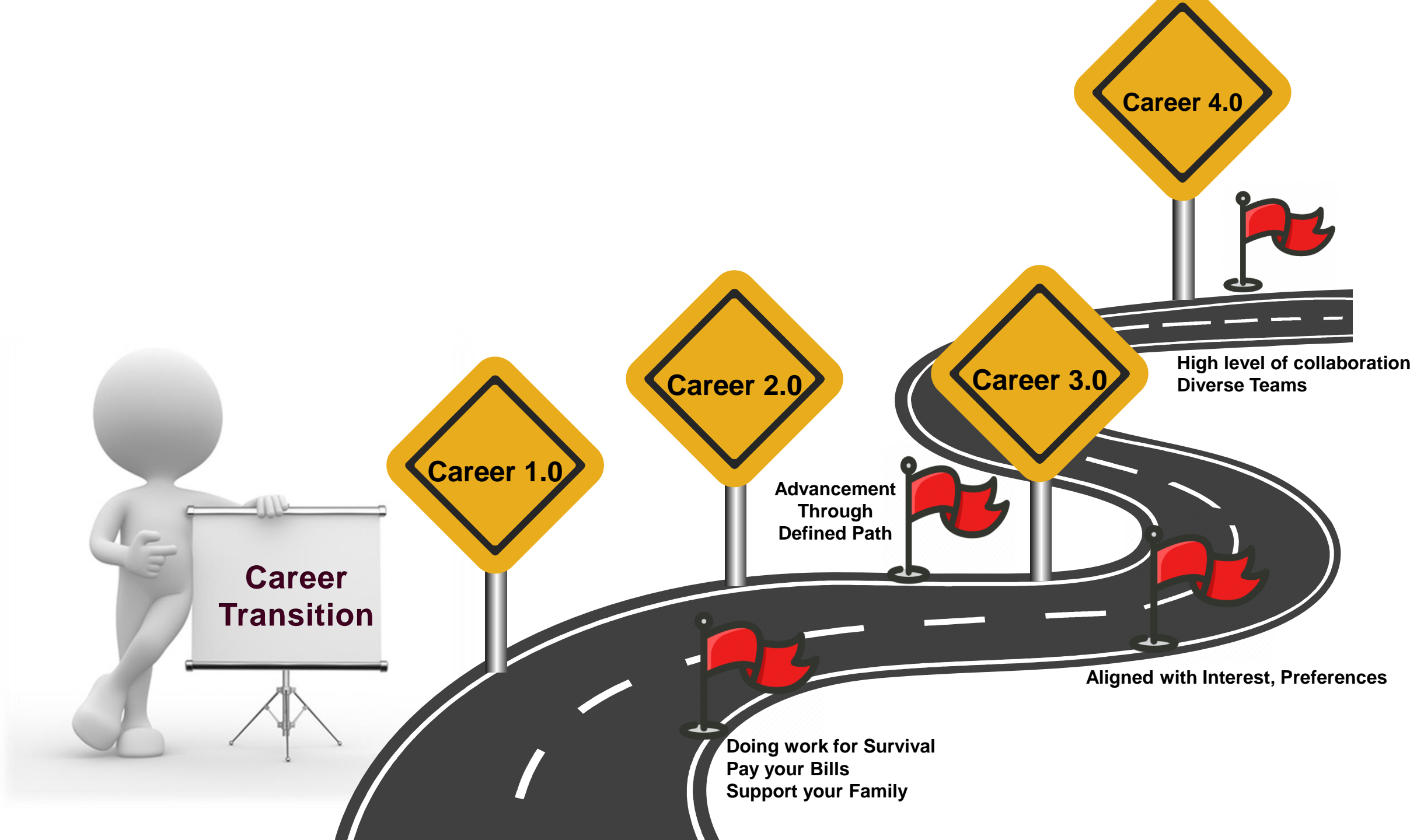


# KEY SUCCESS FACTORS INDUSTRY 4.0

- **Instrumentation**:-Ability to sense,measure and monitor the condition of almost everything
- **Integration**:-Equipment and systems interconnected to collaborate with each other in entirely new ways
- **Information**:Leveraging big and small data to draw real time visibility to drive growth
- **Intelligence**:Advanced Analytics and data driven diagnostics to optimize processes



	<b>Career 1.0</b>	<b>Career 2.0</b>	<b>Career 3.0</b>	<b>Career 4.0</b>
<b>Aspiration</b>	<b>Job Security</b>	<b>Work Life Balance</b>	<b>Personal meaning</b>	<b>Freedom &amp; Flexibility Sense of Purpose</b>
<b>Attitude towards Technology</b>	<b>Largely Disengaged</b>	<b>Early Adopters</b>	<b>Digital Natives</b>	<b>Technoholics Highly dependent on IT</b>
<b>Career Philosophy</b>	<b>Living to Survive</b>	<b>Careers are defined by Employers</b>	<b>Loyal to Profession But not necessarily to Employers</b>	<b>Multitaskers Augmentation of Skills</b>
<b>Communication Preference &amp; Media</b>	<b>Face to Face Letter</b>	<b>Mail Telephone</b>	<b>Online Mobile Text Messaging SMS</b>	<b>Man Machine Collaboration</b>



**Are You  
Ready to  
Upgrade Your  
Career to  
Version 4.0?**



future of work : how work, workers and the workplace will evolve in the years ahead.



Social Networks



Volume



Convergence

**Implications for information:  
Anytime, Anywhere, Anyhow  
uses technology as a competitive advantage in  
its internal and external operations.**



Speed



Technology/IOT/Robot



# Workplace

## Organizational Design

- Boundaryless
- Teams
- Empowerment

## Organizational Culture

- Strong Mutual Relationships
- Sense of Community
- Caring
- Trust

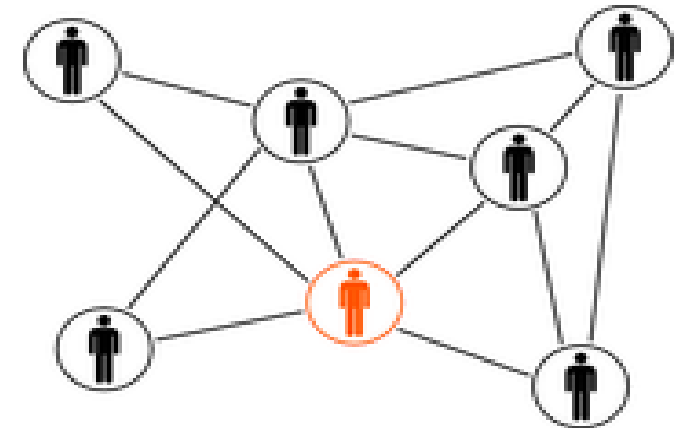
## THE LEARNING ORGANIZATION

## Information Sharing

- Open
- Timely
- Accurate

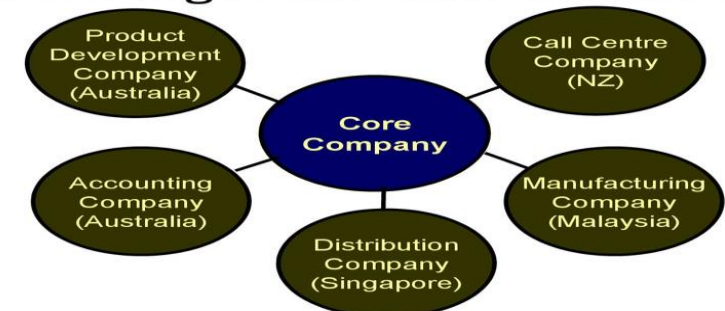
## Leadership

- Shared Vision
- Collaboration



Virtual Teams

## Network organisational structure



# Emerging Talent Ecosystem





### Current Workforce

Permanent Workers

Stationary and stability

Motivated by Pay & Benefits

Attract, Engage & Retain

Uniform Employee Value Proposition

Labor Intensive, Skills developed on the Job

High Pay & Benefits



### Future (Digital )Workforce

More Temporary, majority will be contingent overtime

Transient/Nomadic and Flexibility

Motivated by Personal Employee Value Proposition

Connect, Engage & Deliver

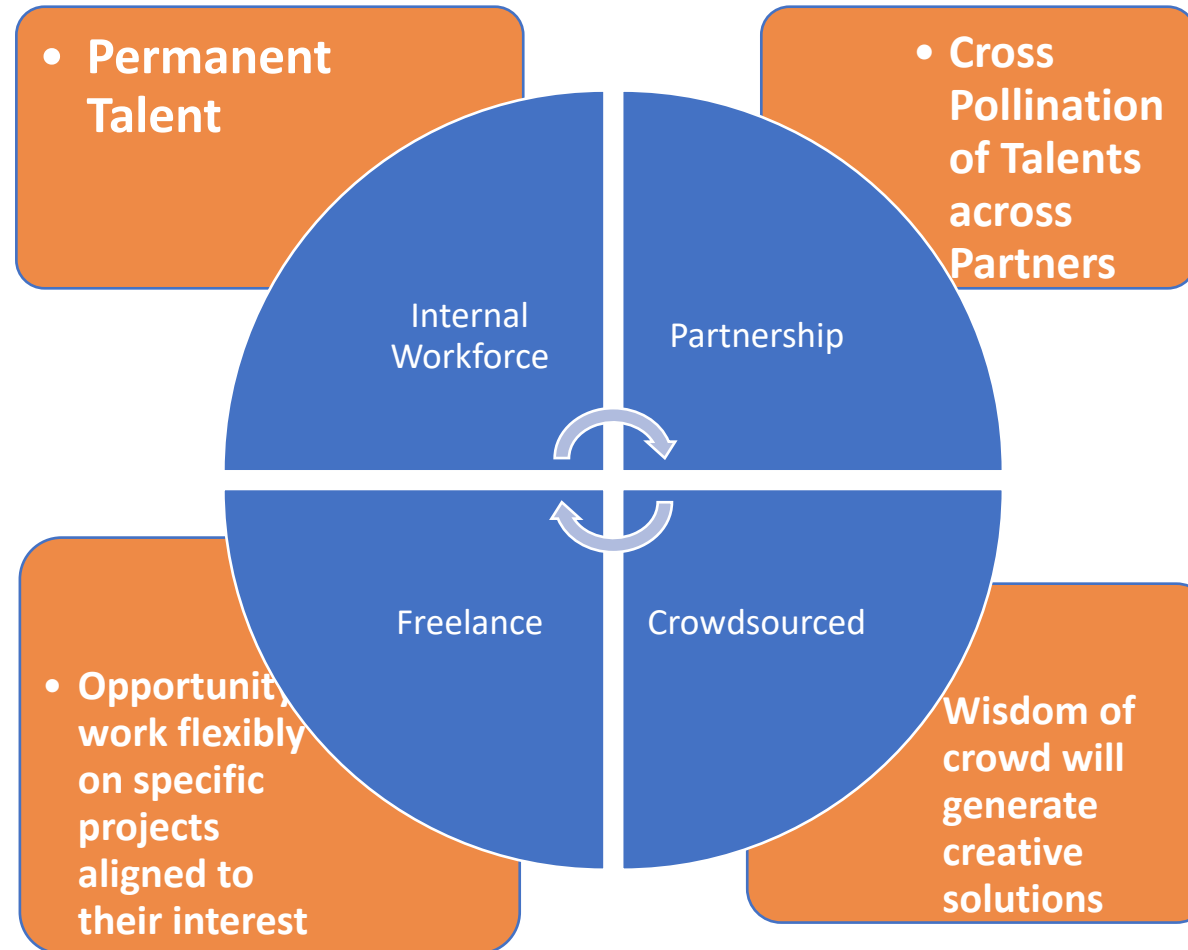
Segmented EVP, Unique to Each Person

Automation

Solid Pay, Few or No Benefits

# Changing Workforce Shape

(From Internal Workforce to Extended Talent Ecosystem)



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## SHIFT IN LEARNERS

Traditional Learner	Agile Learner
IQ/Intelligence Grade Point/ Percentage Functional Skills Data Crunching Problem Solving	Quick Thinkers Experience and Competency Ask Why and How Broad Thinkers Takes Initiative

# Self Development 50/20/20/10 Model

## ❖ **Experience based(50% of your activities):**

- ❖ New or expanded duties;volunteer work in the community, presenting to senior leadership; participating on a project team, special committee or taskforce;special duty assignments

## ❖ **Learning with others(20% of your activities):**

- ❖ Coaching,mentoring,job shadowing, guidance from higher ups,peer to peer learning,communities of practice,networking,professional associations, informational discussions

## ❖ **Education and training(20%ofyour activities):**

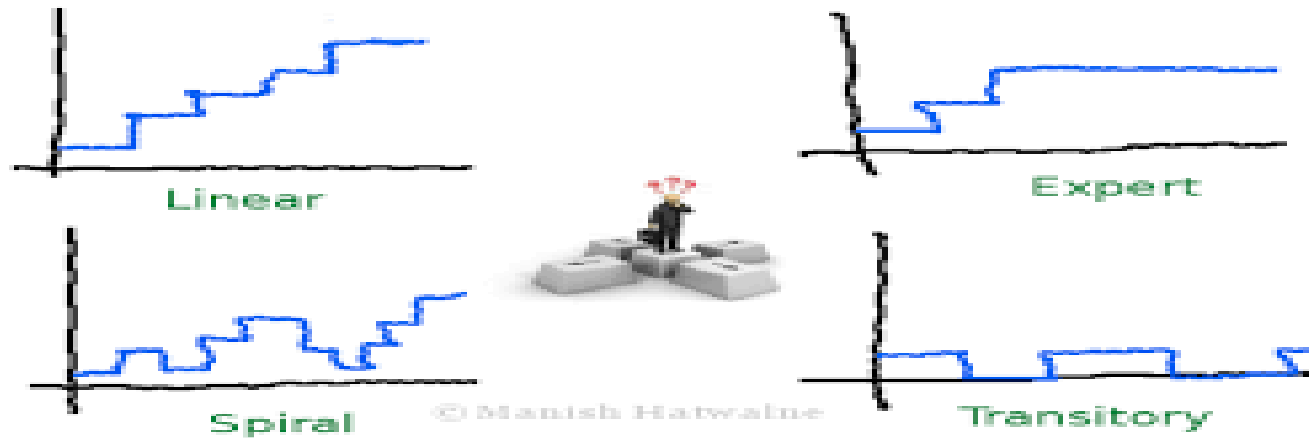
- ❖ E-learning, video or computer-based training, courses/seminars, formal education, reading materials, conferences

## ❖ **Self Reflections(10% of you activities):**

- ❖ Blogs,Authoring,Articles,Being Member of Professional Forums,Networking,Channels,Reverse Mentoring

# Different Career Path

- Linear( Motivated by Power & Status )
- Expert ( Not motivated by Promotion beyond a point)
- Spiral ( Motivated by Learning)
- Transitory ( Breaks in between Career)



# Traditional Career : Career 4.0

Dimension	Traditional Career	Career 4.0
Goal	Promotion, Compensation Hike	Psychological Success
Psychological Contract	Security for Commitment	Employability for Flexibility
Mobility	Vertical	Lateral
Expertise	Know How	Learn How
Pattern	Linear & Expert	Spiral & Transitory
Responsibility	Company	Employee
Development	Heavy Reliance on Formal Training	Greater Reliance on Relationship & Job Experience



# Future of Work Reports-McKinsey Global Institute

- **Focus for learning more social and emotional skills, as well as technological skills**
- **Demand for technological and social and emotional skills will grow across all countries while demand for basic cognitive skills will decline**
- **Transitions from low- to high-wage occupations have historically been rare—but could offer better career paths and upward mobility.**
- **Roles will be created around Skills**
- **Employees will require significant re-skilling and up-skilling**

# Differentiating Skills

Social Intelligence

Adaptive Thinking

Computational Thinking

Design Mindset

Virtual Collaboration

# Social Intelligence

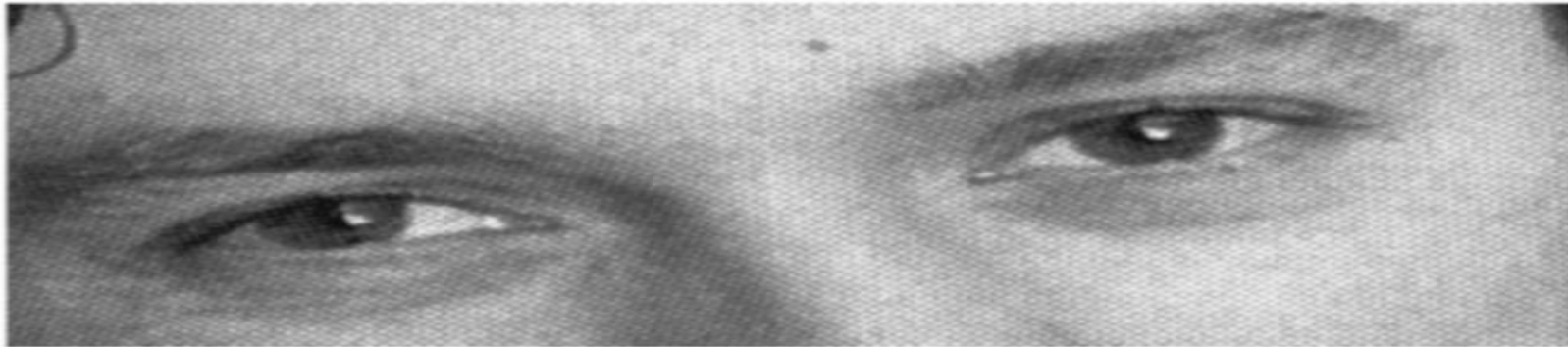
Socially intelligent employees are able to quickly assess the emotions of those around them and adapt their words, tone and gestures accordingly.

- Self-regulation. ...
- Self-awareness. ...
- Relationship skills. ...
- Social awareness.

# What Emotions Eyes are Showing ?

dominant

friendly



guilty

horrified

# Adaptive Thinking

**Adaptive thinking -  
*proficiency at thinking and coming up with solutions and responses beyond that which is rule-based at different situations***

- Taking effective Decisions in continuously changing Environment
- It is not thinking in a mechanical way
- It is all about operating in a flexible mindset
- **Adaptive Thinking Skills:**
- [Detailed Planning](#)
- [What Can Go Wrong](#)
- [Staying Calm Under Pressure](#)
- Understand the complexity of the problem you are dealing with.
- Be vigilant so you can recognize immediately a change in the environment.
- Implement a new strategy, different from the initially planned scenario, based on the new changes with calmness.

# Differentiating Skills

**Computational thinking - *ability to translate vast amounts of data into concepts and to understand data-based reasoning***

As the amount of data that increases exponentially, many more roles will require computational thinking skills in order to make sense of this information.

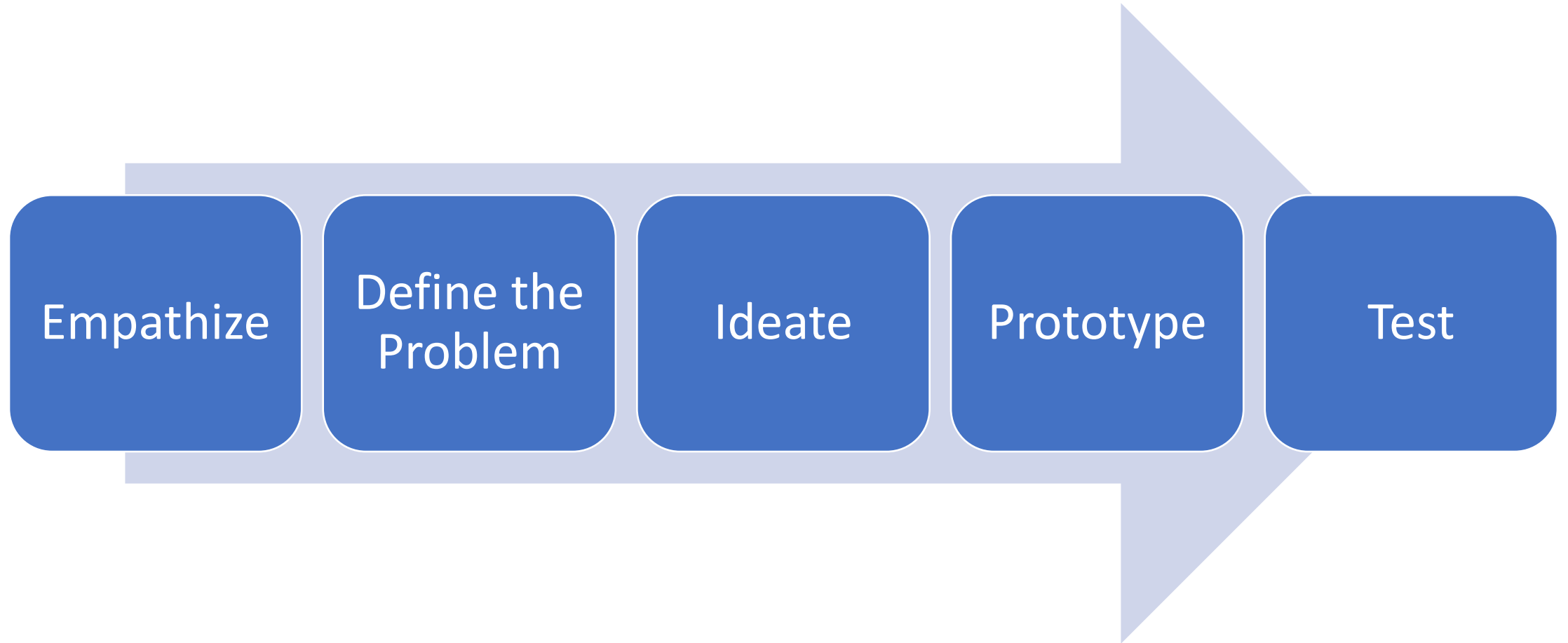
**Design mindset - *ability to represent and develop tasks and work processes for desired outcomes***

Workers of the future will need to become adept at recognizing the kind of thinking that different tasks require, and making adjustments to their work environments that enhance their ability to accomplish these tasks.

**Virtual collaboration – *ability to share ideas and be productive despite physical separation***

Members of virtual teams also need to become adept at finding environments that promote productivity and wellbeing. A community that offers “ambient sociability” can help overcome isolation that comes from lack of access to a central, social workplace. This could be a physical coworking space, but it could also be virtual.

# Design Thinking



# Aarambh Help Desk: A Classic Example of Design Thinking

- **OVERVIEW**: Schools in rural India could be as worse as we can't even expect, very basic amenities like a writing-table, a chair to sit even a school bag are rarely viewed.who get nothing better than a bad posture, poor eyesight,bad handwriting and the quality of education.
- **CHALLENGE**: Build a product which is economically viable & easily to produce in large scale.
- **REALIZATION**: they need to provide each and every student in the each school (approximately 15k schools)with very less cost.
- **SOLUTION**: portable Study table cum School Bag and that too in a most economical and efficient manner. They collected discarded carton from retailers, corporate houses and retail outlets. Making use of a stencil design, the cartons were then folded to form a portable writing desk, which also doubles up as a school bag.
- **OUTCOME**: Drastically decrease the school drop out rate in rural India.Student in this school study comfortably & cheerfully were able to achieve their 'most economical' target







# HR : Bridge between Talent & Technology

## What can a robot do better than your manager?

Provide unbiased information	36%
Maintain work schedules	34%
Problem solve	29%
Manage a budget	26%
Answer confidential questions without causing fear of scrutiny	21%
Evaluate team performance	20%

## What can your manager do better than a robot?

Understanding my feelings	45%
Coach me	33%
Create (or promote) a work culture	29%
Evaluate team performance	26%
Problem solve	25%
Provide oversight/direction	24%

# Talent + Technology=Tomorrow

- **Digitization of the Enterprise is unlikely to deliver the Competitive advantage unless it is accompanied by corresponding humanization**
- **In future ,Work will be less about using technology and more about interacting with technology.**
- **Human brain has 100 billion neurons and 100 trillion synapses that create wiring in the brain.** Today computers have maybe 1 billion synapses; not very close to human brain capacity.
- **Human skills will be used where they are most relevant.** Artificial Intelligence (AI) is an assistant (enabler, supporter, helper, partner, supplement, off-loader etc.) not a replacement for people. Technology (AI based) offloads routine, standard, repetitive work where people do not often find meaning and add little unique value. ( AI can help filter from 10 to 3 candidates because of job requirement and skill match. Then the personal interviews of the final 3 candidates are done by people.)
- **AI is removing many of the administrative tasks typically handled by managers, their roles are evolving to focus more on soft over hard skills.**



# RISING 4.0 CAREERIST ORIENTATION

- Ability to contributing something positive whether through the product or service, regardless of your status within the company.
- Intellectual Curiosity
- Opportunities for new learning, continued growth and expanding your skills and competencies.
- A positive, fun work environment that makes you look forward to going to work..
- Open communication and feedback, up and down.
- A team-oriented, innovative and challenging work culture.
- Positive, supportive leadership and management practices,

“The future depends on what we do in the present.”

— Mahatma Gandhi

