

CRITICAL SKILLS OF MANAGERS FOR THE FUTURE

Businesses are developing methods to maximize the use of social media to compete, engage with customers and collect data. It is a similar case with the businesses, government organizations and educators, that will all need innovative people who are savvy with the processes, but also creative enough to take full advantage of the potential the technology offers.

The key to any career of tomorrow will be to keep looking over the horizon for the changes that are coming. No matter what the area of study or work, new jobs and new opportunities will always be there in anything that will help save time, do things faster, reduce cost, improve safety and reliability, make things easier to use or make things more sustainable and environmentally friendly.

The Future Work Skills 2020 report from the Institute for the Future for the University of Phoenix Research Institute has identified 10 critical skills people will need to be competitive in the workforce.

1. Sense making. A smart machine will be able to do the grunt work, but it won't be able to think and make an accurate decision – that is where humans come in.

2. Social intelligence. Robots and computers aren't exactly emotional types, so people will still rely on the unique human ability to connect with others in a deep and direct way, and to sense and stimulate reactions in order to build trusting relationships.

3. Novel and adaptive thinking. A proficiency at thinking and coming up with creative solutions and responses beyond the usual. High-skill jobs tend not to be autonomous and they frequently require flexibility and on-the-feet thinking.

4. Cross –cultural competency. The ability to operate in different cultural settings. As companies go global, work teams will involve people from many different backgrounds.

5. Computational thinking. As we rely more on data to help us make decisions, computational thinking skills will be necessary to use this information effectively. Employers will be looking for people who have statistical analysis and quantitative reasoning skills.

6. New media literacy. Employers will look for people with sophisticated skills to assist them to present their own work through new media and make it more visually appealing.

7. Working across disciplines. Being skilled in one field of expertise will still be appreciated, but you will also need to work with people in other disciplines while being willing to diversify your own skill set.

8. Design mindset. An ability to develop tasks and work processes for a range of different goals, recognizing which tasks require particular approaches, will be desirable.

9. Cognitive load management. An ability to filter through the clutter to locate and prioritize the important information one needed.

10. Virtual collaboration. One can work productively and make others feel engaged as part of a team, even if they are not physically sitting next to one another.

References:

1. Romero F. What's hot tomorrow / Fergi Romero // COSMOS: the University of Melbourne, 2014. – 65 p.