A Leap into the Future

How to build a Meaningful Career

17 August 2016
• The Megatrends
• Reality Checks / Resetting your Intuition
• Action Commitments
What got you here....... won’t get you there!!!
Watch the next step .......... It could be a real big one!

Adopted from Harvard Business School ...Post financial crisis
Avoid Knowledge Decay

Think Again!
The Individual: Avoid Knowledge Decay
The Career GPS!
<table>
<thead>
<tr>
<th>By Age 32</th>
<th>Careerists have changed employers 8 times......</th>
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<tbody>
<tr>
<td></td>
<td>• Airbnb</td>
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<tr>
<td></td>
<td>• Uber</td>
</tr>
<tr>
<td></td>
<td>• Sportify</td>
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<tr>
<td></td>
<td>• Netflix</td>
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<td>• MOOCS</td>
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| By 2030 | 50% of jobs in the U.S will fall away (Oxford University Manpower survey 2015) |
# A few Business Model Disruptors

- **Be Aware**
- **Be Authentic**
- **Be Adoptible**

<table>
<thead>
<tr>
<th>Company</th>
<th>Key Metrics</th>
<th>Notes</th>
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<tbody>
<tr>
<td>Airbnb</td>
<td>24 million room nights, $4bn in revenue in 2014</td>
<td>Number of hotels owned: 0</td>
</tr>
<tr>
<td>Uber</td>
<td>Present in 216 cities, $2bn in revenue for 2015</td>
<td>Number of taxis owned: 0</td>
</tr>
<tr>
<td>Apple</td>
<td>800 million registered Apple Pay users</td>
<td>Number of cards issued: 0</td>
</tr>
<tr>
<td>Google</td>
<td>$66bn in revenue in 2014</td>
<td>Generated using only data</td>
</tr>
<tr>
<td>Alibaba.com</td>
<td>&gt;$9bn in sales in a single day</td>
<td>More than the annual revenue of Shoprite</td>
</tr>
<tr>
<td>Starbucks</td>
<td>20% of all in store sales via mobile transactions</td>
<td>Not just a coffee chain – a mobile payments ecosystem too</td>
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**The Onset of Fintechs:** Social Mobile and digital technologies Online banking platforms
# Megatrends

<table>
<thead>
<tr>
<th>Trend 1:</th>
<th>The Age of Urbanization</th>
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<tr>
<td>Trend 2:</td>
<td>Accelerating Technological Change</td>
</tr>
<tr>
<td>Trend 3:</td>
<td>The challenge of Demographic Shifts</td>
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</table>
| Trend 4: | Greater Global  
  • Connectivity  
  • Convergence  
  • Customization  
  • Consolidation |

………..In defense of Liberal Education.

*We are morally poor because of ignoring Arts*
"THE DIFFERENCE BETWEEN WHAT WE DO AND WHAT WE ARE CAPABLE OF DOING WOULD SUFFICE TO SOLVE MOST OF THE WORLD'S PROBLEMS"

Gandhi
Top 10 skills

in 2020
1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015
1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity

Source: Future of Jobs Report, World Economic Forum
TEN SKILLS
FOR THE FUTURE WORKFORCE

1. SENSE-MAKING
   DEFINITION: ability to determine the deeper meaning or significance of what is being expressed

2. SOCIAL INTELLIGENCE
   DEFINITION: ability to connect to others in a deep and direct way, to sense and stimulate reactions and desired interactions

3. NOVEL & ADAPTIVE THINKING
   DEFINITION: proficiency at thinking and coming up with solutions and responses beyond that which is rote or rule-based

4. CROSS-CULTURAL COMPETENCY
   DEFINITION: ability to operate in different cultural settings

5. COMPUTATIONAL THINKING
   DEFINITION: ability to translate vast amounts of data into abstract concepts and to understand data-based reasoning

6. NEW-MEDIA LITERACY
   DEFINITION: ability to critically assess and develop content that uses new media forms, and to leverage these media for persuasive communication

7. TRANSDISCIPLINARITY
   DEFINITION: literacy in and ability to understand concepts across multiple disciplines

8. DESIGN MINDSET
   DEFINITION: ability to represent and develop tasks and work processes for desired outcomes

9. COGNITIVE LOAD MANAGEMENT
   DEFINITION: ability to discriminate and filter information for importance, and to understand how to maximize cognitive functioning using a variety of tools and techniques

10. VIRTUAL COLLABORATION
    DEFINITION: ability to work productively, drive engagement, and demonstrate presence as a member of a virtual team.
Personal Competitiveness Audit

- Do you have the required training and education for your role? Future desired roles?
- What is your greatest source of value; your competitive advantage?
- What skills do you have? What transferable skills do you have?
- What new knowledge or skill have you gained recently?
- Are you passionate about winning?
- Do you have energy? Do you spread positive energy? (Jack Welch’s 4E’s and 1P - Energy; Energise Others, Edge, Execution and Passion)
- Do you take care of your fitness and health?
- What other roles can you perform? Are you nimble and flexible?
- What is your level of comfort with new ideas and technology? Can you visualise the future?
- How environmentally and socially conscious are you?
- What is your attitude to change? Welcoming? Resistant? Inert?
- Are you developing your leadership skills?
Personal Competitiveness Hierarchy

Impact
- Sustainable Competitive Advantage

Leverage
- Specialist/Technical skills
- Interpersonal Relationships
- Networking
- Leadership

Foundation
- Relevant Education
- Attitude
- Exposure
- Health and Fitness
- Ambition
Are you feeling unfulfilled professionally?

- Do you find yourself looking back with regret?
- What is your ‘ego ideal’?
- What job activities fit how you naturally behave?
- What is your life history and values?
- Who is your mentor / role-model?
- What legacy do you like to leave?
- What experiences in your career have you found most rewarding?
THE GROW MODEL

1. Goal
   - What do you want to achieve?
   - What is the ideal?
   - What are your objectives?

2. Reality
   - Where are you now?
   - What is the reality?
   - Ask for self-assessment
   - Get feedback

3. Options
   - What can you do to bridge the gap?
   - What are the options?
   - Who can help you?
   - What do you need?
   - Brainstorm

4. Way Forward
   - What are the actions?
   - Commit to action
   - What are the steps?
   - Timing and action plan
“Know the enemy and know yourself, and you can fight a hundred battles with no danger of defeat.”

“Take advantage of the enemy’s unpreparedness, make your way by unexpected routes, and attack him where he has taken no precautions.”
The most marketable Careers

1. Information / Communication / Technology
2. Finance
3. Human Capital / Organizational Development
4. Languages
The Five Minds of the Future

ADOPTED FROM: Professor Howard Gardner
Harvard Business School
<table>
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<tr>
<th>WHAT EMPLOYERS LOOK FOR!</th>
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<tbody>
<tr>
<td><strong>Passion</strong></td>
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<tr>
<td><strong>Creativity</strong></td>
</tr>
<tr>
<td><strong>Initiative</strong></td>
</tr>
<tr>
<td><strong>Intellect (Knowledge)</strong></td>
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<tr>
<td><strong>Diligence</strong></td>
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<tr>
<td><strong>Obedience</strong></td>
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The Wheel of Career Success

- **KNOWLEDGE:** What do you know?
- **COMPETENCE:** What can you do?
- **EXPERIENCE:** What have you gone through?
- **CHARACTER:** Who are you?
### The New Career Is:
- A Date
- Transient
- Borderless
- Surfing
- Unpredictable
- Resourceful
- Self-Managing
- Selling

### The New Career is NOT:
- Marriage
- Permanent
- Framed
- Cruising
- Predictable
- Compliant
- Company-Guided
- Sold

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A Career Resilience Approach
Resetting your intuition:

“Just be Yourself.”

Be Aware …
Be Authentic …
Be Adoptable …

“Don’t be better. Just be Different.”

~Steve Jobs
Resetting your intuition

1. What is meaningful to you?
2. Legacy
3. Mastery
4. Freedom
5. Alignment
6. Form Hypotheses
7. Run Experiments
8. Form a personal Board of Directors
9. Don’t allow yourself to feel stuck
10. Don’t take yourself too seriously – make time
“It’s not enough to be good if you have the ability to do better.”

~ Alberta Cox
“Irrelevance is worse than ignorance.”

~ Bill Gates
You are hired for IQ

....

You are fired for your EQ
“With understanding, you can design and create your own future.”

~ Deloitte International
PARTING THOUGHTS
“Ever feel like people don’t hear you, see you or help you?

If you want to be heard, listen to other people;
If you want to be seen, see other people:
If you want to be helped, help other people,
Be a reflection of what you would like to see in others.
You get in return what you give”
Run Experiments

- Try out things within your current career
- Try to ask and work remotely for a month
- Take on a new assignment that allows you to try out new skills
- Sign on new initiatives in your company – take off something from your boss’s plate
- Join Industry Groups, go for conferences, volunteer, hold conversations with experts in fields where you want to work and ask them a lot of questions.
- Listen **carefully** and **critically**
Form a Personal Board of Directors

- Share results of your experiments
- Invite at least 4/5 people to serve as your Informal Board of Directors
- Cop and Coach
- Do a 360 Degrees Assessment
- Measure, Feedback and Reinforcement
Don’t allow yourself to feel stuck

• Buckle down on your finances (Get your finances in order)
  \( \frac{1}{2} \times 2 \times 3 = \text{Financial Resilience} \)
  The 10% Formula
  8 / 8 / 8 hours
“To be conscious that you are ignorant is a first step to knowledge.”

~ Benjamin Disraeli
➤ PERCEPTION IS REALITY

➤ UGANDA IN 2040!!!
“THE WINNERS WILL BE THE ONES WHO DEVELOP A WORLD-CLASS DIGITAL NERVOUS SYSTEM SO THAT INFORMATION CAN EASILY FLOW THROUGH THEIR COMPANIES FOR MAXIMUM AND CONSTANT LEARNING.

... TO THINK, ACT, REACT, AND ADAPT.”

Bill Gates, 1999
The future has many names:

For the weak, it means the **unattainable**.

For the fearful, it means the **unknown**.

For the courageous, it means **opportunity**.
# RECOMMENDED READING

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<thead>
<tr>
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<tbody>
<tr>
<td>1. ‘A sense of urgency’</td>
<td>~ John Kotter</td>
<td></td>
</tr>
<tr>
<td>2. ‘Confronting reality’</td>
<td>~ Larry Bossidy</td>
<td></td>
</tr>
<tr>
<td>3. ‘What got you here---won’t get you there’</td>
<td>~ Marshall Goldsmith</td>
<td></td>
</tr>
<tr>
<td>4. ‘What your CEO wants you to know’</td>
<td>~ Ram Charan</td>
<td></td>
</tr>
<tr>
<td>5. ‘The 8th habit of highly effective people’</td>
<td>~Steve Covey</td>
<td></td>
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<tr>
<td>6. ‘Competing for the future’</td>
<td>~C.K. Prahalad and Gary Hamel</td>
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<td>Author(s)</td>
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<tr>
<td>7</td>
<td>‘The Outliers’</td>
<td>~Malcom Gladwell</td>
</tr>
<tr>
<td>8</td>
<td>‘The Black Swan’</td>
<td>~Nicholas Talib Nassim</td>
</tr>
<tr>
<td>9</td>
<td>‘Strategy and Structure’</td>
<td>~Alfred Dupont Chandler</td>
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<tr>
<td>10</td>
<td>‘Assorted articles on culture change’</td>
<td>~Sources: American Management Association</td>
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<tr>
<td>11</td>
<td>“Execution”</td>
<td>Ram Charan &amp; Larry Bossidy</td>
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