



Talent of the future

In the face of technology advancements, how can the talent of the future be developed and trained to suit the skills this will demand?

Within the face of technological advancements, every area of business is rapidly changing and evolving at a much faster pace than previously experienced. Consequently, every part of the Employee Lifecycle also needs to be adapted to ensure the success of each company and its people. More specifically, the talents of the future need to be equipped in terms of skills, behaviours and competences, to succeed within the current and future technological and cultural trends.

Companies need to ensure talents are exposed to these requirements at a very early stage, before their recruitment and training processes, starting from the University period. Companies can ensure this preparation is in place through partnerships and collaborations with Universities to guarantee that academic curriculums are designed to coach the students for the current (and future) dynamic working environments.

Subsequently, companies should continuously develop and change their talent development programs to reflect the current technological advancements and consequent impacts on ways of working. In fact, the rising importance of new skillsets in the work environment is leading companies towards experiential learning techniques. This includes not only learning paths on technological skills, but it is also about cultivating a fuller, vaster, range of skills,

from the creative to the complex cognitive capabilities that the future workforce will need.

As vertical roles and repetitive tasks are decreasing in the workforce, being part of interactive and collaborative tasks more frequently will expose them to a greater learning curve and increase their adaptability and critical thinking. Therefore, when the talents completes their studies and start working in organisations, companies need to continue supporting their growth and development through cross-functional and cross company projects and initiatives that will allow them to maintain the appropriate level of 'horizontal' awareness of market, cultural, and other industry trends. This should include projects that follow Agile methodologies, with rapid sprint cycle to reflect the rapidly changing environment, combined with co-innovative initiatives with clients and suppliers in order to ensure that employees are continuously up to date and up to speed with the most recent market and skills evolutions.

The main challenge that companies are facing is the need to accelerate talent's adoption and adaptation to the continuously changing environments. This can be tackled in various ways but we believe that focusing firstly on the individual and his/her development, rather than the company's institution, will ensure that the talent of the future has greater engagement and motivation to grow, learn, adapt, and eventually succeed. ●

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