



The Blake Group
Organizational Consulting LLC

More Than Consulting. Solutions.™

December 2013

Leadership In-Sight: monthly musings about leading, managing and minding your business

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Thanks for reading.

What Drives Your Career?

It's time for our annual career issue. This year, excerpts from my new book, *Career On! Creating career clarity, confidence and avoiding a career cul-de-sac* to be published early next year.

The Institute for the Future (www.iftf.org) for the University of Phoenix Research Institute published a study the *Future Work Skills 2020*. The report analyzes key drivers that will reshape the landscape of work and identifies key work skills needed in the next 10 years. The following summarizes the major findings.

Driver 1 Extreme Longevity: Increasing global lifespans change the nature of careers and learning.

Driver 2 The Rise of Smart Machines and Systems: Workplace automation nudges human workers out of rote, repetitive tasks.

Driver 3 A Computational World: Massive increases in sensors and processing power make the world a programmable system.

Driver 4 New Media Ecology: New communication tools require new media literacies beyond text.

Driver 5 Super-Structured Organizations: Social technologies drive new forms of production and value creation.

Driver 6 Globally Connected World: Increased global interconnectivity puts diversity and adaptability at the center of organizational operations.

The study concludes by outlining the 10 workplace skills needed for the future:

1. Sense-Making: ability to determine the deeper meaning or significance of what is being expressed.
2. Social Intelligence: ability to connect to others in a deep and direct way, to sense and stimulate reactions and desired interactions.
3. Novel & Adaptive Thinking: proficiency at thinking and coming up with solutions and responses beyond that which is rote or rule-based.
4. Cross-Cultural Competency: ability to operate in different cultural settings.
5. Computational Thinking: ability to translate vast amounts of data into abstract concepts and to understand data-based reasoning.
6. New-Media Literacy: ability to critically assess and develop content that uses new media forms, and to leverage these media for persuasive communication.
7. "Transdisciplinarity": literacy in and ability to understand concepts across multiple disciplines.
8. Design Mindset: ability to represent and develop tasks and work processes for desired outcomes.
9. Cognitive Load Management: 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: ability to work productively, drive engagement, and demonstrate presence as a member of a virtual team.

<p>Forward this to your friends and colleagues.</p> <p>2013 - Celebrating 20 years of service to organizations and individuals.</p>	<p>What does this mean to you?</p> <p>To be successful in the next decade, you will need to demonstrate foresight in navigating a rapidly shifting landscape of organizational life and skill requirements. First, you will need to continually reassess the skills you need as you pay close attention to a changing work landscape. Second, quickly put together the right resources to develop and update these skills and adapt to new requirements. Your career in the future will need to be adjustable and flexible and you will need to be a lifelong learner.</p> <p>© 2013 Orlando E. Blake, PhD. CPT. All rights reserved.</p>
<p>Visit our Free Resources area on The Blake Group website.</p>	<p style="text-align: center;">Free Resources</p> <p style="text-align: center;">Go to The Blake group website and visit the Free Resources section.</p> <p style="text-align: center;">If so, it's all here for free. Just click here and check out The Blake Group website now.</p>

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