

Please note the text is on blue and in white for those with learning disabilities (equal opportunities)

Future of Work & Training Report



September 2021



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CAREER MANAGEMENT 2021 INCREASING YOUR SELF-INNOVATION PRACTICE

Self-Innovation Definition: An evaluation process that employees or any human choose to access to increase skills or attitudes to improve lifelong learning.

Assessment: Self-innovation of attitudes

Instructions: Print several copies of the assessment so that you can monitor your attitude towards work-related topics during your career search and once you gain employment.

Rating: *Very often* = 4 *Often* = 3 *Sometimes/it depends* = 2 *Hardly ever* = 1 *Never/don't know* = 0

	Score
1. I like evaluating data results quickly	<input type="checkbox"/>
2. I like having feedback from others, so I know how well I am doing	<input type="checkbox"/>
3. I welcome guidance or suggestions from other people	<input type="checkbox"/>
4. I feel I am in control of my career management activities	<input type="checkbox"/>
5. I am comfortable setting short term targets that I know are achievable	<input type="checkbox"/>
6. I enjoy pushing the limits in product development	<input type="checkbox"/>
7. I enjoy planning detailed operations at work	<input type="checkbox"/>
8. I enjoy reflecting on my life ambitions	<input type="checkbox"/>
9. I feel unhappy when I get a job rejection	<input type="checkbox"/>
10. I feel I have the get and go at work even when I am stressed at home	<input type="checkbox"/>
11. I enjoy reading articles to gain career advancement knowledge	<input type="checkbox"/>
12. I am comfortable taking charge in large projects at work	<input type="checkbox"/>
13. I am good at communicating my worries to others	<input type="checkbox"/>
14. I am confident in trying new approaches to work activities	<input type="checkbox"/>
15. I like to adapt my leadership style to suit others when team working	<input type="checkbox"/>
TOTAL_____	

SELF-INNOVATION PRACTICE - INTERPRETING YOUR INNOVATION CAPABILITY



You now have an approximate self-innovation practice score

- 45-60 This is an excellent score. If your ratings were accurate, you already have a strong creative and good mental positive attitude towards your career management activities. This suggests you are classified as a continuous learner (kaizen) operative that wants to improve generally in life and at home. Consider how you could change your attitudes towards progression, especially how you view your mental wellbeing and the growth of your self-awareness capability. It is also worth checking whether your ability to be creative at work comes and goes according to your stress levels. So meditate often on relaxing more when you feel you are going through stressful times in your life.
- 30-44 This is a good score. If your ratings were accurate, this suggests your self-innovation ability are already well developed. Look for patterns and links in the questions to which you gave lower ratings. For example, what kind of roadmap for progression in your life do you want to design in your future?
- 15-29 If your ratings were accurate, this suggests that you have started to develop innovation skills like thinking outside of the box and be open to new ways to progress in your life. You could probably do more to advance your career advancement capabilities simply by building the proper lifetime learning framework - which should be done in small steps under different zones. Focusing time on relaxation techniques and knowledge on other modern thoughts of suitable leadership styles in the workplace is an excellent place to start.
- 0-14 If your ratings were accurate, this suggests that you have identified that self-innovation and the ability to innovate is not currently a priority in your life. Check with your colleagues whether you have rated yourself too harshly. Set time aside with a person of trust at work or at home and start to have an open approach to where you want to go in life. Remember, sometimes we all set too many goals in our personal lives and career aspirations that we actually hinder the very skill we need to progress 'time' - do not put too many areas of development in your career journey you forget to enjoy life. Consider taking time off and establishing whether your current direction and career are making you happy.

Self-Innovation Research update & rationale for questions

The 15 questions were drawn through three schools of thought, skills development, technological innovation, and some elements of cognitive behavioural therapy (specifically - PH-9 patient health questionnaire).

Therefore, the assessment provides a short yet comprehensive attitude diagnostic towards how humans can and want to behave at work.

What is previously known is that creativity does ignite more innovation; however, this assessment can do a lot more for employees, management, and more importantly, Human Resource Management can evaluate where a person feels more comfortable and general attitude towards their career at a specific time.

The assessment is very useful to gauge the positivity towards career management and the feeling of progressing through different work-based attitudes.



The research is still early has with post-covid attitudes in the workplace they are constantly changing especially concerning the Hybrid Model. In addition, the complexity of creating different performance metrics to manage remote workers in improving and implementing Hybrid policy for Chief Human Resource Officers is a massive challenge.

However, the assessment above can and will indicate an employee's attitude towards career advancement and associated activities. Mainly how comfortable and also likely they feel a clear progression route is laid out in the company.

LinkedIn Case study

Recently our founder Stephen Fahey uploaded a case study using some of the core elements of self-innovation practice on the successful leadership and culture at LinkedIn.

Business leaders and human resource practitioners can use the case study to help create a more people-based culture using self-innovation practice, ultimately leading to increased organisational performance.

FUTURE OF WORK

Organisational Performance future of work

The study and the research at [Learning For You](#) on performance at work is an extension of the labour market studies from the [University of Leicester](#).



With many buzz words and changes in learning and development, we conclude that the word performance in business is misplaced and not universally understood in increasing and implementing an excellent organisational culture.

A lower-tier educational curriculum for schools and colleges should be highly considered so that future generations generally have higher rates of innovation capabilities.

Those future generations who become business leaders will have a higher probability rate to combat world crisis events, including current negative trajectories arising from climate change, women inequalities, world health, and world poverty with the education of creating more efficient educational systems across nations. Further, education needs to be more affordable with the correct curriculum that combats and tries to catch up with the global skills crisis.

Employee Development and Workplace Learning

The connection between employee development, learning and organisational success will not lie in how learning occurs in the workplace, why it appears, why it is essential, and how it benefits both the individual and the organisation. Instead focus will take shape on the role of how each human manages their lifelong learning process. So effectively, it will no longer be referred to as employee development and workplace learning or even learning and performance but "Lifetime Training".

The debates of how people progress in life will start to rise more and more in different organisations. Such conversations should be openly accepted in the workplace and welcomed by management.

We know that employers will not be employers but coaching agencies to aid lifetime training for all to participate and progress. A company should and will become a learning partner and not how it currently stands with a contract and pay system.

The self-education market will explode in growth yes, but that does not mean it's going to be a clear roadmap for workers around the world training to progress in life. The notion of having too many choices and marketing push from brands will ultimately confuse learners of life.

The word progression will be on every employee's mind. It so should that of every business leader, executive director, human resource practitioner, and educational institution. Further, if an employee (lifetime learner) feels emotionally that they are progressing, then they are more likely to stay at a company (learning partner)

RECRUITMENT & SELECTION



Recruitment

There need to be radical reforms in how lifetime learner`s (employees) are recruited by companies (learning partners). The best recommendation is for organisations to effectively prove their progression training model works at the recruitment and selection process. Failure to demonstrate adequate progression capability simply means a business cannot wilfully get employees to work in the company.

Selection

Selection needs to be modelled on a basis that a lifetime learner (candidate) in this sense has the potential to filter up through the progression ladder designed by the retrospective company.

If organisations fail to see or design the right progression model, then there is a significant chance that the business will not be sustainable for the future. Effectively they could risk going into administration simply because of failed progression systems of recruitment, selection, and retention in the business.

Recruiters are going to need lots and lots of re-training under the new global progression model of bringing in people to businesses for paid employment or what should be referred to as "learning partner."

We maybe be in a situation where when we go for an interview, it we are not an interview no more - if will be a meeting to see if both the candidate (lifetime learner) and potential employer (learning partner) agree on their shared objectives.



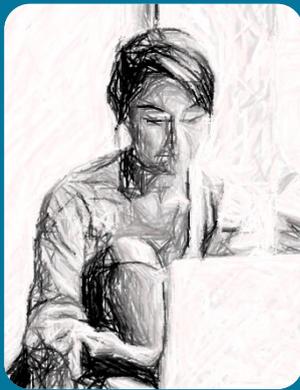
We could see the future expressions from recruiters and employers say:

"We believe we are the right learning partners for you" instead of, "I think you are a good fit for our company".

FUTURE OF WORK

It's not going to be easy for management and business leaders alike to address the issues arising in the labour market. Unemployment for both The US and UK is at a somewhat equal level. Yet the main problem is indeed employees attitudes to want to leave in the US and the UK.

Despite strong job growth in both countries, particularly in the UK, the summer job vacancy market was at 953,000 from May to July 2021, reaching its highest level.



For US and UK companies, the most difficult challenge will be building career advancement frameworks and systems fast enough to improve organisational culture. Further, organisational performance and culture should be a keyword for the future of work.

Career Progression Systems

Career progression systems are the progression ladders designed by human resources that aid lifetime learning in an organisation. They should be clear and evident to all employees (lifetime learners) within the organisation.

Failure to set up or design sound career progressions systems will result in poor organisational performance.

Organisational performance can be defined as all the different activities that aid all stakeholders in a fulfilment capacity.

Each company will use a different career progression system, either bespoke designed internally or outsourced by an appropriate professional expert career agency.

CAREER AGENCIES OF THE FUTURE



Although career management should solely lie with lifetime learner`s (employees), external experts in modern career practice can offer help and support in the following topics:

1. Career Advancement systems building (professional bodies only, e.g., universities)
2. Independent skills training (lower-tier employees only)
3. Leadership Masterclasses (servant leadership)
4. Advanced coaching skills practice and principles(all levels of employees)
5. Self-Innovation Masterclasses (all levels of employees)
6. Lifetime learning best practices and protocols (all levels of employees)
7. Learning partner principles and practices (employers training)
8. Independent learning strategies for Human Resource Managers
9. Strategic Learning Partner strategies (Chief Learning Human Resource Officers)
10. Managing self-innovation practice (middle management)
11. Executive MBA in Learning Partner Systems (Executive Directors)
12. MBA in Armed Forces Learning Partner Strategies (British & US Armed Forces only)

Learning For You are currently in the early stages of writing and designing the above curriculums. They can be ordered and coached into implementation through our website.

If you would like further information on our current research or any of the learning curriculums above, please email our founder: **Stephen Fahey**

Please note we are unable to give any information on course offering 12 due to the official secrets act.

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WE LOVE LEARNING