



# ARMY INSTITUTE OF MANAGEMENT & TECHNOLOGY

## GREATER NOIDA

### RE-ORIENTATION PROGRAM

### STAYING RELEVANT FOR JOB MARKET AMIDST COVID CRISIS, NEW SKILLS & APPROACHES

- Introduction

The re-orientation program on the topic “*Staying Relevant for Job Market Amidst Covid Crisis, New Skills & approaches*” was conducted on the 6<sup>th</sup> August 2020 , Thursday from 3:30-4:30. The session was conducted through the Zoom platform for the students of batches MBA 16 and BBA 01. The speaker for the session was Ms. Asees Ahluwalia, who is a Sr. Manager (HR)- L&D, Deloitte and is the Alumni from the Pioneer batch ( MBA 01 ) of the Institute . Prof. Dharini Rajee Sisodia, extended a warm welcome on behalf of the institute to the speaker.

- Introduction to the topic

The global health pandemic has changed the way of life, the new normal has brought in changes : corporations having reduced productiveness, transition to a new work culture, pushing economies into slowdowns and recessions, and other significant consequences. In such times of uncertainty, there’s a need to be the best in order to survive (***survival of the fittest*** ) and stay in the market.

The topic “*Staying Relevant for Job Market Amidst Covid Crisis, New Skills & approaches*” was selected in order to make the students understand the NEW NORMAL and upskill to meet the challenge. The present situation has witnessed layoffs in huge numbers and with the cutthroat competition on a rise, the webinar was relevant for the aspiring professionals, who are getting corporate ready .

- Key deliberations

- ✓ **Fourth Industrial Revolution:** Current times witnessing an exponential rate of change in technology and the need for the people, businesses and policies to grow in pace with the technology.
- ✓ **Role of technology as a disruptor:** Technology is everywhere in the current times and with automation, artificial intelligence, cognitive computing and robotics as trends, all contributing towards individuals being replaced by technologies. Covid has accelerated all sorts of technology.



- ✓ **Tsunami of data** : Only with the ability to infer and get insights from the data, one can be an expert.
- ✓ **Area of Upskilling** : With all the automation and technological disruption, skills like communication, strategic, analytical, collaborative, self-development and problem-solving skills will provide an edge to the students.
- ✓ **Time Value** : Time management and openness to feedback, growth and development will keep you moving forward.

- **Questions and answers**

- ✓ How automation will impact management jobs?
- ✓ Effect of work from home culture on work-life balance.
- ✓ Difference between strategic and problem-solving skills.
- ✓ Relevance of leadership skills in times of flatter organization structures.
- ✓ How can communication be made effective virtually to create an impact in the team as a fresher?

- **Feedback of students**

In the fourth industrial revolution, the human component lies in the skills like communication, collaboration, strategic, analytical and problem-solving skills, which can never be replicated by the AI. The importance of time management and the right mindset, an individual can survive any situation.

- **Conclusion**

The one hour long interactive and informative session focused on the skills the students require to be corporate ready. In order to remain in the market during times of pandemic emphasis was laid on the importance of right mindset and perception of individuals towards work. The session was concluded by a humble vote of thanks By Dr Shruti Gupta.

**Seven strategic questions to consider as you embark on your career**

<b>Imagine</b> ...the future of work What?	<b>Compose</b> ...workforces, workplaces and make your choices What? Where?	<b>Activate</b> ...How can you stay relevant given leadership, and talent for the future How?
<b>1. WHAT</b> is your strategy to stay relevant? Think about what forces are driving change in your industry? What are the work (outputs) required in your sector?	<b>2. WHAT</b> work can be done by smart machines, robots, and human-machine teams?	<b>5. HOW</b> does the future of work and workforce influence <b>organization design and behavior</b> ?
	<b>3. WHO</b> can do the work?	<b>6. HOW</b> does the future of work change <b>leadership and management requirements</b> ?
	<b>4. WHERE</b> can the work be done?	<b>7. HOW</b> does the future of work change <b>skills, talent models and programs</b> ?

*Note: The video inset shows a woman speaking, with the name 'Dr. Shruti Gupta' visible at the bottom of the video frame.*



Connecting Skills Heatmap to Build/Buy/Borrow Strategy

Cost of Talent \ Effect on Work Outcomes	Low	High
High	<b>Nascent Skills</b> <b>Borrow</b> Nascent Skills that have low/indirect impact on business outcomes but are difficult to acquire, develop, and retain.	<b>Hot Skills</b> <b>Build</b> Hot Skills that have high / direct impact on business outcomes but are difficult to acquire, develop, and retain.
Low	<b>Declining Skills</b> <b>Re-skill</b> Declining Skills that have low/indirect impact on business outcomes but are not difficult to acquire, develop, and retain.	<b>Mature Skills</b> <b>Buy</b> Developed Skills that have high / direct impact on business outcomes but are not difficult to acquire, develop, and retain.

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Zoom Meeting

Rahul chashan

4:28 PM 30-Aug-20