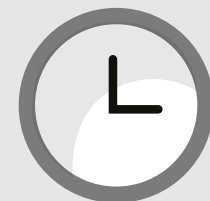


# The employee of the future



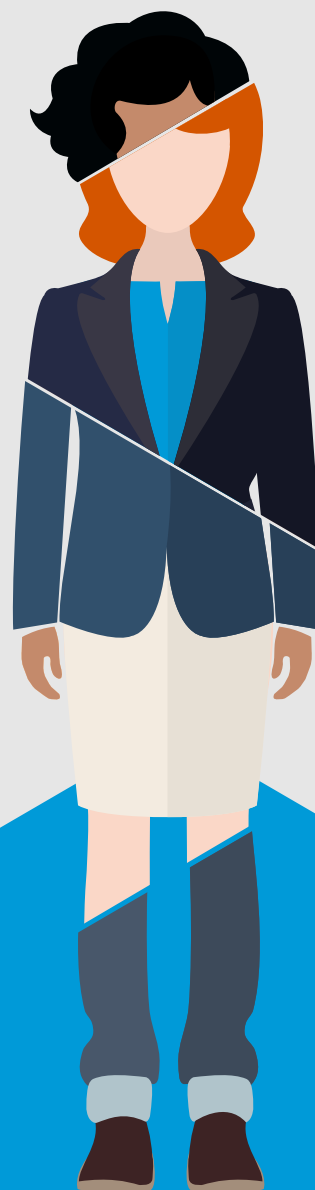
## What I need

**Resilience** - it predicts my future success better than my skills or years of experience<sup>1</sup>

**Ability to tolerate ambiguity**  
- becoming more critical as change accelerates<sup>2</sup>

**To be able to 'unlearn'**  
- when what used to work doesn't any more<sup>3</sup>

**Interpersonal skills**  
- to collaborate, and take advantage of collaborative technology<sup>4</sup>



## What I want

**Help with delegating and empowering others** - a key development need for 20%<sup>5</sup>

**To learn on the go** - 57% of us consider this a priority<sup>6</sup>

**Learning to be tailored to me and my needs**<sup>7</sup>

**Help making an upwards step**  
- 60% of us expect our next move to be a promotion<sup>8</sup>

**To learn socially** by connecting with others, making learning faster and more targeted<sup>9</sup>

<sup>1</sup> Grossman & Salas, 2011, <sup>2</sup> Herman, Stevens, Bird, Mendenhall, & Oddou, 2010, <sup>3</sup> Nystrom & Starbuck, 2015, <sup>4</sup> Accenture, 2015, <sup>5</sup> McGrane & Maitland (Lane4), 2013, <sup>6</sup> Towards Maturity, 2015, <sup>7</sup> Dede et al., 2005, <sup>8</sup> McGrane & Maitland (Lane4), 2013, <sup>9</sup> Bingham & Conner, 2015