

Thriving in the new world of work

second in a series of three red (action) papers from Ian Berry



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Helping business leaders to be **remarkable** and do work that is **meaningful** for you and highly **valuable** for others and then help you to lead others so that they be and do too.
These are the sure-fire path to create and deliver value in ways that are hard to emulate and achieve better business results at less personal cost.

In the first of this series of three we explored the concept of discovering your life's work. If you missed this or would like a refresher you can download the first red paper at <http://www.ianberry.biz/wp-content/uploads/2017/11/Thrivinginthenewworldofwork1IanBerry.pdf>

This second red paper is about the specific skills you will need to do your life's work.

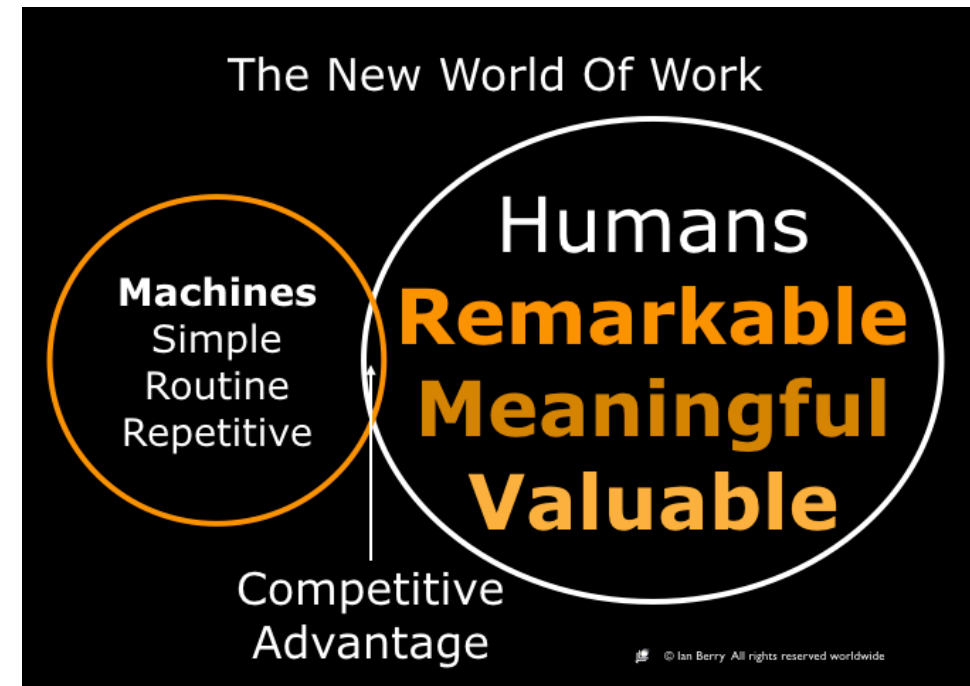
There's a prerequisite principle. I refer to it in my work as **Who Before Do**. I capture this in the diagram below:

Fully appreciating and getting the best out of yourself and other people, and ensuring people feel valued, live values and deliver value is an art and a deliberate practice.

It's also the simplest most profound way that I've witnessed to guarantee business success.

I call all this leadership valueology.

The sure-fire path I've discovered to a workplace where people feel valued, live values and deliver value is to be **remarkable** and do work that is **meaningful** for you and highly **valuable** for others and then lead others so that they be and do too.



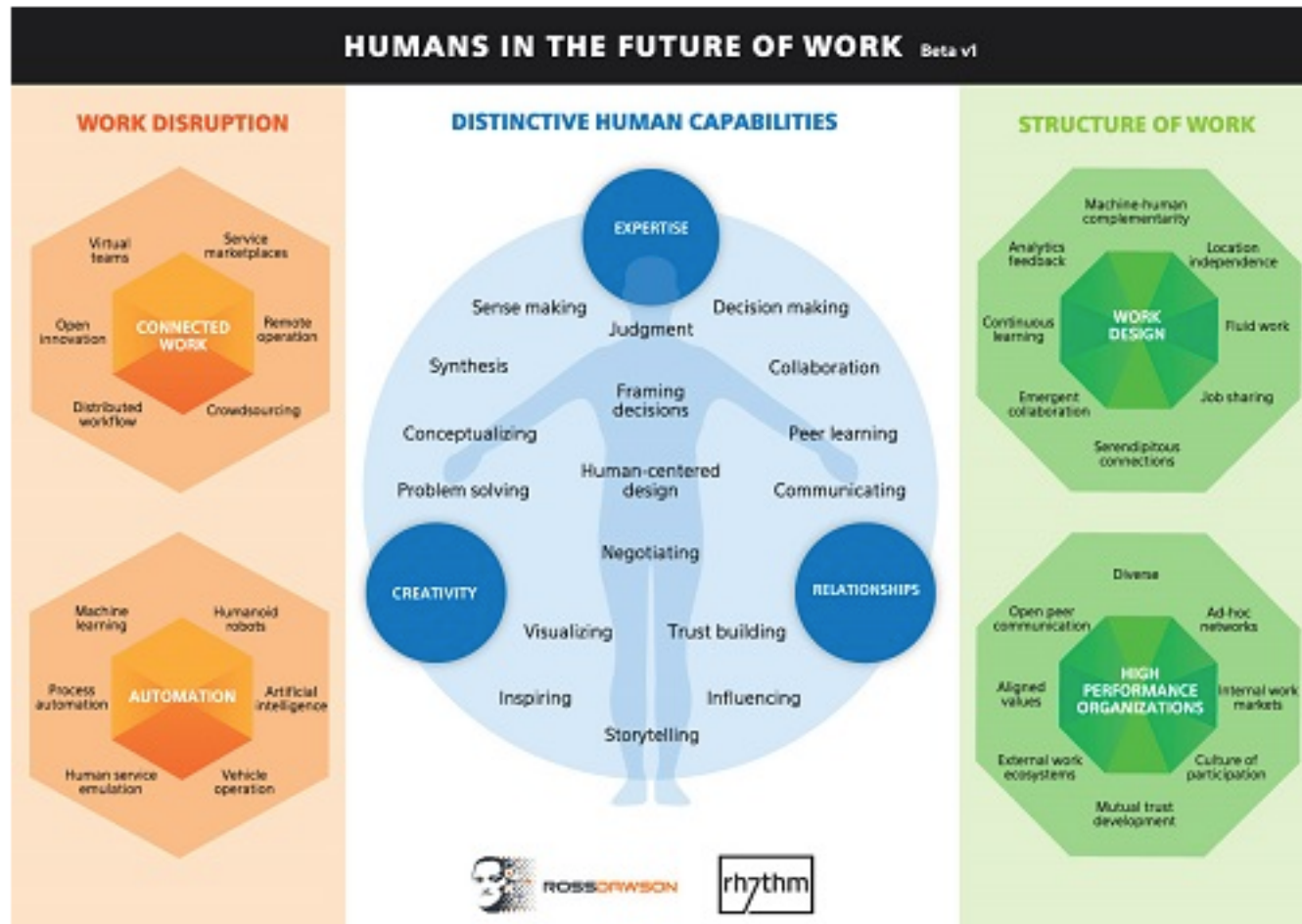
In the past year I have undertaken extensive research to arrive at what I believe are the essential skills you will need to be and do, and to thrive in the new world of work. In the end I settled on 5 aspects i.e. Being Feeling Seeing Doing Gratitude. I expand on each one on page 6.

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In settling on these 5 aspects I want to acknowledge my key discoveries from other people. First from futurist Ross Dawson.

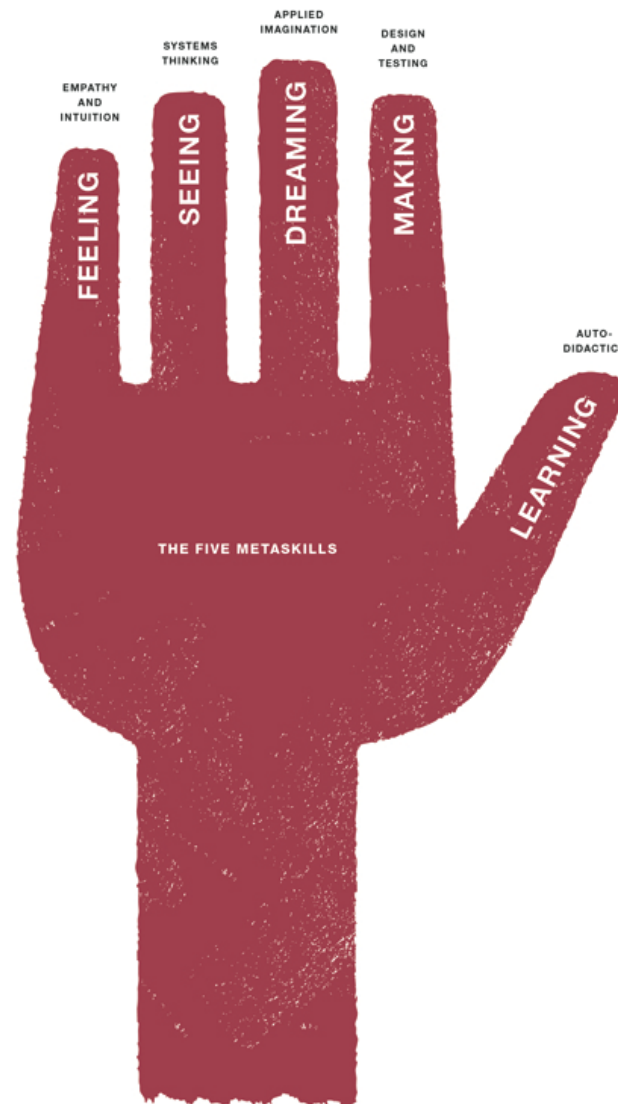
You can read the full article by Ross at <https://rossdawson.com/blog/will-always-work-humans/>



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Secondly I love the work of Marty Neumeier. His work Metaskills is a classic. I wrote about this book and linked to it in this blog post <http://blog.ianberry.biz/2017/04/metaskills-you-and-your-children-need.html> Marty's 5 metaskills are pictured below.



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I liked [this blog post](#) too from Mark Hodgson about new world of work skills.

Here's Mark's list:

Influence

Self-leadership

Communication

Creativity

Agility

Resilience

Proactivity

Teachability

Curiosity

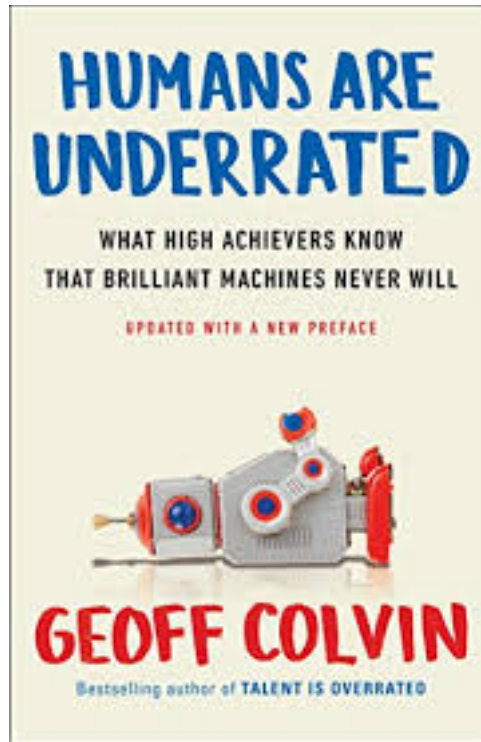
Empathy

Collaboration

Vulnerability

Humour

Humanity



In this equally great book (learn more about it here) Geoff Colvin suggests the following as the 5 most valuable skills of the 21st century:

empathizing, collaborating, creating, leading and building relationships.

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In the end I settled on the following:

Being

(quiddity (gift/talent/music unleashing and enhancement), presence, self-leadership, self-awareness, influence, humanity)

Feeling

(empathy, intuition, humour, vulnerability, curiosity, communication, conversation, candour, conviviality, responding,)

Seeing

(systems thinking, appreciating, dreaming, imagining, learning, unlearning, relearning, proactivity, transdisciplinarity, mindset)

Delivering

(creating and delivering value, design and testing, agility, collaborating, teachability, resilience, listening)

Gratitude

(non-attachment, pride without ego, respectful, trustworthy, appreciative, thankful, accountable, grounded, satisfied, free from greed and being needy)

3 Possible Next Actions

The world of work has changed more dramatically in my lifetime than at any time in history.

For the longest time there were landowners and land workers.

Then there were industrialists and factory workers.

And, for a short time, there were information experts and knowledge workers.

These roles still exist, yet are ever diminishing, largely because of the influence of the internet, and vast, remarkable technological advances.

The new world of work is being dominated by entrepreneurs and intrapreneurs intent on finding meaning and making a difference.

Possible Action 1

Decide on the five skills you believe will be the most essential for you to thrive for the rest of your working life.

Possible Action 2

Begin to designate a part of each day to learn the skills in your own best way.

Possible Action 3

Collaborate with others to master the skills.

Best regards.

Ian

PS If you'd love some help please get in touch with me.