



**Career Tips Thursday: Session 37**

# **Creating your personal strategy to grow skills for the future**

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UN Women and IOM

# Agenda

- Be aware of the skills of the future articulated in **UN 2.0** and the **Quintet of Change** and **global work trends** and how these may be reflected in UN jobs
- Create first steps of a **personal strategy** for discovering and growing these skills as part of your career journey



# Overview

- UN 2.0 and the future of work (5m)
- How can we think about jobs and skills that will support our career journeys? (10m)
- Impact of UN 2.0 on jobs and skills (10m)
- Creating a personal strategy for growing our skills (10m)
- Imagining futures (5m)
- Immediate steps (5m)
- Questions (10m)
- Evaluation and what is coming in 2025 (5m)



# Future of Work - Global Trends

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NEW TRENDS



COMING...

# Sources

- World Economic Forum
- Gartner
- UN 2.0 Quintet of Change

[World Economic Forum – Future of Jobs Report 2023](#)

[The Gartner Top 9 Future of Work Trends for 2025 and Beyond](#)

[UN 2.0 Quintet of Change](#)

# World Economic Forum

**In today's job market**, these skills are prioritised:

1. Analytical thinking
2. Creative thinking
3. Resilience, flexibility and agility
4. Motivation and self-awareness
5. Curiosity and lifelong learning
6. Technological literacy
7. Dependability and attention to detail
8. Empathy and active listening
9. Leadership and social influence
10. Quality control

**But in the next five years**, employers will be looking for:

1. Analytical thinking
2. Creative thinking
- 3. AI and big data**
- 4. Leadership and social influence**
5. Resilience, flexibility and agility
6. Curiosity and lifelong learning
7. Technological literacy
- 8. Design and user experience**
9. Motivation and self-awareness
10. Empathy and active listening



**AI and leadership are skills of  
the future.**



# Gartner – Future and in-demand skills

- **Digital and technological skills**
- **Human-centered skills**
- **Critical thinking and problem-solving**

Workforce flexibility and career resilience

Emerging workforce trends

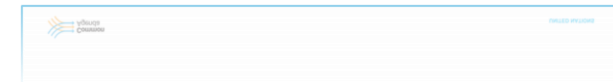
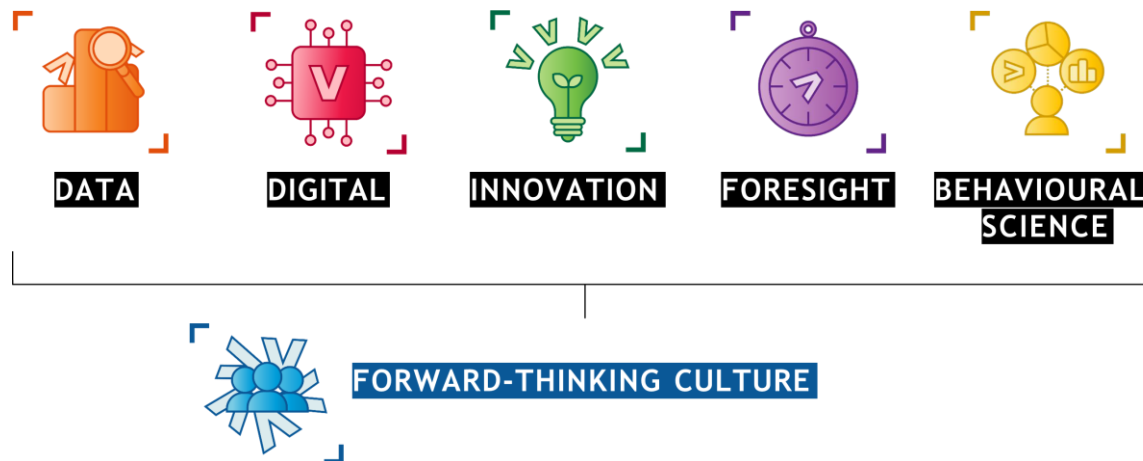


# UN 2.0 – Quintet of Change

"UN 2.0 is about strengthening our expertise and culture in data, digital, innovation, foresight, and behavioural science – to build a UN System that can better support Member States in the years to come."

**ANTÓNIO GUTERRES**

United Nations Secretary-General





# Quintet of Change

- **Data** – Skills in **data literacy** and **data analytics**
- **Digital** – Skills in **digital transformation** and **tech fluency**
- **Innovation** – Skills in **creative thinking** and **strategic thinking**
- **Foresight** – Skills in **strategic planning** and **future thinking**
- **Behavioural science** – Skills in **psychology** and **influence**



# Blue Ocean Strategy

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# Red Ocean



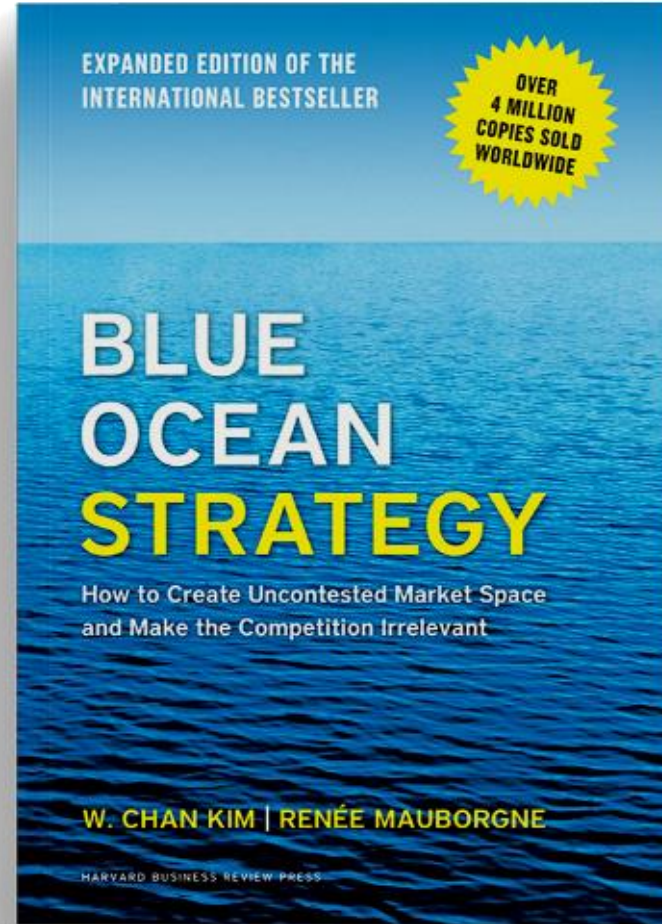
# Blue Ocean



# The Source

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W. Chan Kim and Renée  
Mauborgne: Blue Ocean  
Strategy



# Identifying in-demand roles

- Look **beyond traditional roles**
- Understand **future market demands**
- **Upskill** to fit niche opportunities
- Leverage **transferable skills**



# Potential Blue Ocean opportunities

- Data and AI-driven roles
- Sustainability and green economy roles
- Digital and technology transformation roles
- Human-centered and behavioural science roles
- Strategic and future-oriented leadership roles



# Transferable skills

## **Risk assessment and management**

- Ability to identify, evaluate and mitigate risks
- Experience conducting assessments and implementing strategies

## **Training and capacity building**

- Experience in designing and delivering training programmes, workshops, awareness sessions
- Ability to build capacity in teams and partners

## **Project management**

- Skills in planning, organising and executing projects
- Experience in managing budgets, coordinating teams, ensuring compliance with organisational policies





# Transferable skills

## **Coordination and stakeholder engagement**

- Experience in working with stakeholders (governments, NGOs, international organisations)
- Experience in coordination between different agencies

## **Communication and reporting**

- Written and verbal communication skills for reporting, advocacy, raising awareness
- Experience writing reports, creating training materials

## **Monitoring and evaluation**

- Experience in monitoring programmes, collecting data, evaluating the impact of interventions
- Experience in tracking compliance with policies

## **Advocacy**

- Ability to advocate for issues

# Where these roles are needed

**United Nations & Global Organizations** – Green transition, AI governance, digital transformation.

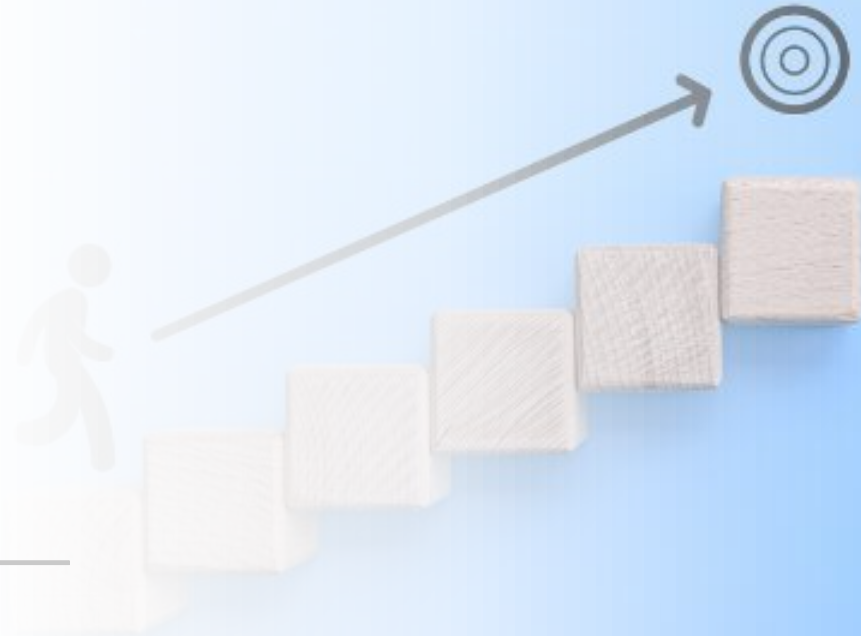
**Private Sector & Startups** – AI, sustainability, cybersecurity, digital platforms.

**Public Sector & Policy Organizations** – ESG, behavioral science, workforce development.

**Education & Workforce Training** – Future skills development, digital learning solutions.

# Personal strategy

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# Steps for a personal strategy (10 mins)

1. Complete an individual skills / strengths assessment -> [Identifying your skills, competencies and strengths](#) and [Document Worksheet](#)
2. Identify your areas of interest
3. Scan for possible new job / work opportunities in the UN system and what new skills are required
4. Join a community of practice(s) or network(s) to explore these areas of interest e.g. [UN 2.0 Communities of Practice](#)
5. Reflect on interests & identify specific objectives for skill growth in alignment with career interests

# Steps for a personal strategy (2)

6. Find learning opportunities
7. Undertake micro / specific learning
8. Participate in internal UN 2.0 and other collective networks and communities of practice
9. [UN 2.0 Communities of Practice](#) [Transformative Spaces](#)
10. Internal free UN learning opportunities
11. [UNSCC Blue Line eLearning Platform](#) [Agora](#) by UNICEF
12. [UN Women Training Centre eLearning Campus](#)
13. External free learning opportunities (LinkedIn Learning, Coursera, MITX, Kaya)

# Steps for a personal strategy (3)

- Find / become a mentor, shadow, do a stretch or detailed assignments, cross learning

UN system wide [UN Together Mentoring and Network Programme](#)

7. Apply and reflect on learning – in projects, with teams, teach others, seek feedback from others
6. 8. Update your LinkedIn and CV/P11 with new experiences / skills

# Lead with Presence & Intention (5m)

## Mindfulness



*To be fully present and engaged in the moment, aware of your thoughts, feelings, body and environment without distraction or judgment.*

## IMAGINING FUTURES

To help us be fully present, self-aware and bring intention to our situation / challenge / goal.

1. Pause, move and stretch
2. Take 3 deep breathes
3. **Observe** body, thoughts, feelings without judgement
4. **Check & suspend** any judgements, assumptions, beliefs, fears or biases you may have
5. **Reflect on your journey** (skills, qualities, strengths, inspirations, motivations)
6. **Imagine being part of a transforming UN**
7. **Notice what is emerging for you** – potential, interest, purpose that will help you stretch and grow
8. **Write / draw / find any image, metaphor, music, story, cultural artefact** that helps you connect to the essence of this

# Exercise





# Create the beginning of your personal strategy

## Write down

- What **potential skill / growth area** might you wish to explore?
- What **network** or **community of practice** would be helpful to attend?
- What **learning opportunity** will you look for and where?
- Which **2 or 3 people** can you connect with to help you on this particular step of your journey?

# Turning intention to reality (1m)

- **Develop your strategy**
- **Take immediate action steps to implement**
- **Create a map, visual or picture of your story** that encapsulates your intentions and aspirations and place somewhere where you can see it every day.
- **Reflect daily for 3-15 minutes** upon your personal journey map & progress.
- **Take 3-minute mindful pauses during your day** to help be self-aware, be present and create intention for the challenge, goal or situation you are facing.
- **Find a peer, colleague, friend, mentor or coach** who you can share with



CAREER



TIPS

THURSDAY

# Topics





**Do you have any questions?**

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# Evaluation form

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**Let us know your thoughts  
about the session!**

<https://forms.office.com/e/44zYk1gKwA>



# Upcoming CTT sessions in 2025

- 27 February**    **Master your career: Time management strategies for success**
- 27 March**      **Personal experiences that led to leadership roles in the General Service category at the UN**
- 24 April**       **Navigating your career with AI: Smart prompts, ethical and practical strategies**
- 22 May**         **Turning criticism into career growth: Asking for and receiving feedback**