

Creating your Personal Learning Strategy



Friday 20 June 2025
1030-1130 New York
Day 1 Session 6

Today's hosts



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House Keeping Rules

- You are muted by default. The chat function is disabled.
- If you have any questions, please submit them through Zoom Q&A button.
- The session will be recorded. The recording and presentation will be available on: Inter-Agency Career Week webpage



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

Thank you for your understanding.

Our exploration today



Reflect on your professional journey & what has shaped your journey to date.



Experience & apply self-leadership skills of awareness, presence, intention, visualisation & journaling to strengthen resilience, mental wellbeing & decision-making in your career journey.

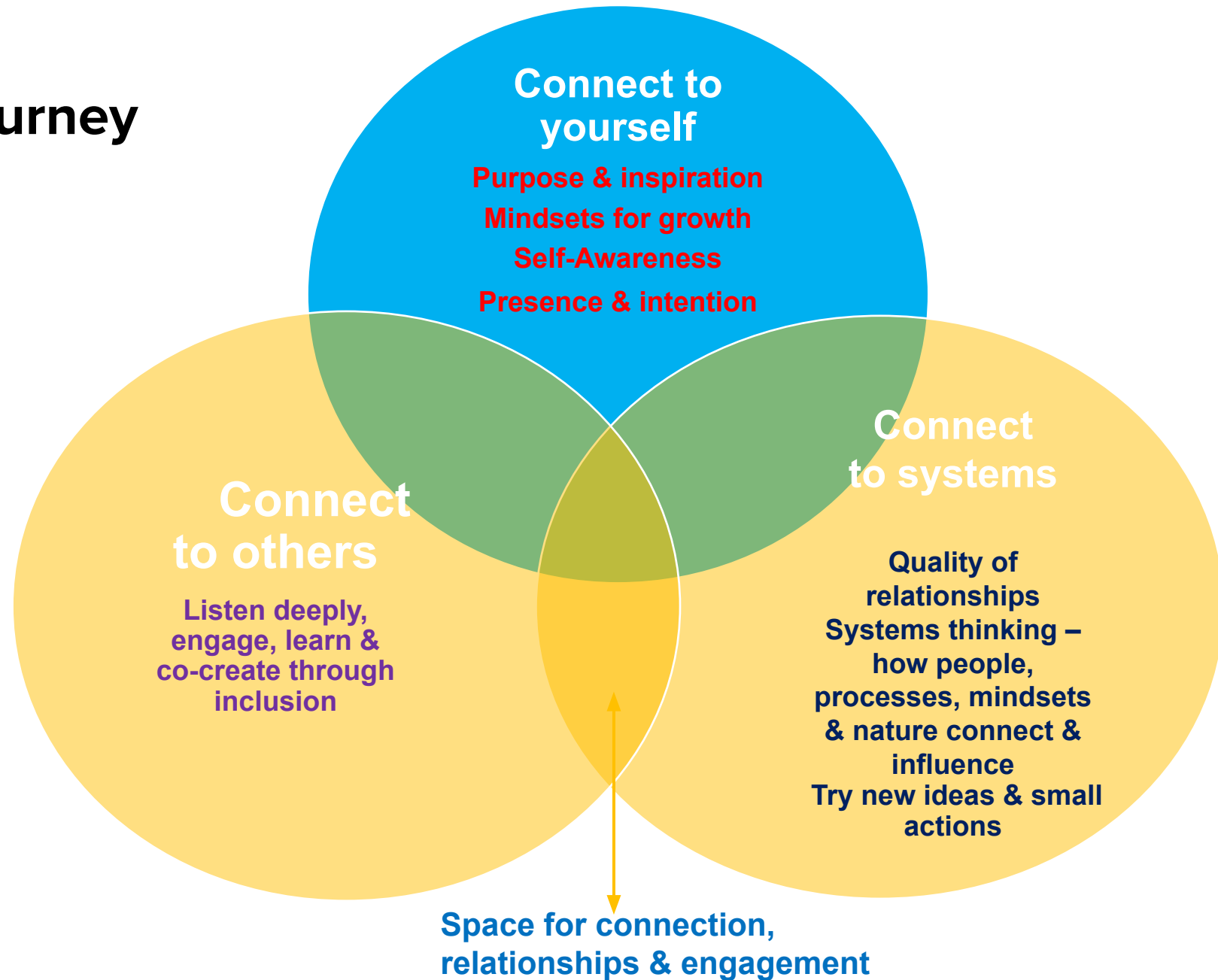


Create the first steps of a personal learning strategy through exploring available learning opportunities focusing on skills needed *for future roles as highlighted by* global trends, UN 2.0 & the Quintet of Change.



Your Personal Journey

Three Dimensions





Lead with Awareness, Presence & Intention

Mindfulness



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

Reflective Pause – “My professional journey”

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 professional journey – key defining moments that shaped your journey to date** (decision points, motivations, values, purpose, inspirations, challenges, learning, skills, strengths, mindsets, connections, qualities that help you through adversity)
6. **What do you appreciate** about those people in your journey (your connections, being part of a global community on this planet), about yourself as a unique human being?
7. **Write / draw / find any image, metaphor, music, story, cultural artefact** that helps you connect to the essence of this.

**Share one thing that came
up for you in this reflection**

- <https://www.menti.com/al4epig91w3r>



Future of Work

NEW TRENDS



COMING...

Sources

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

[World Economic Forum – Future of Jobs Report 2025](#)

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

[UN 2.0 Quintet of Change](#)



“On average, workers can expect that two-fifths (39%) of their existing skill sets will be transformed or become outdated over the 2025-2030 period”

World Economic Forum (WEF), Future of Jobs Report 2025

World Economic Forum - Future of Jobs Report 2025

Core skills in today's job market: 2025

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 (UX)
9. Motivation and self-awareness
10. Empathy and active listening



**But in the next five years
(2025-2030),** employers will be
looking for:

1. **AI and big data**
2. Networks and cybersecurity
3. **Technological literacy**
4. Creative thinking
5. Resilience, flexibility and agility
6. Curiosity and lifelong learning
7. Leadership and social influence
8. Talent management
9. Analytical thinking
10. Environmental stewardship

AI, Big Data, Tech Literacy and leadership are skills of the future. (which is NOW)



Gartner – Future and in-demand skills

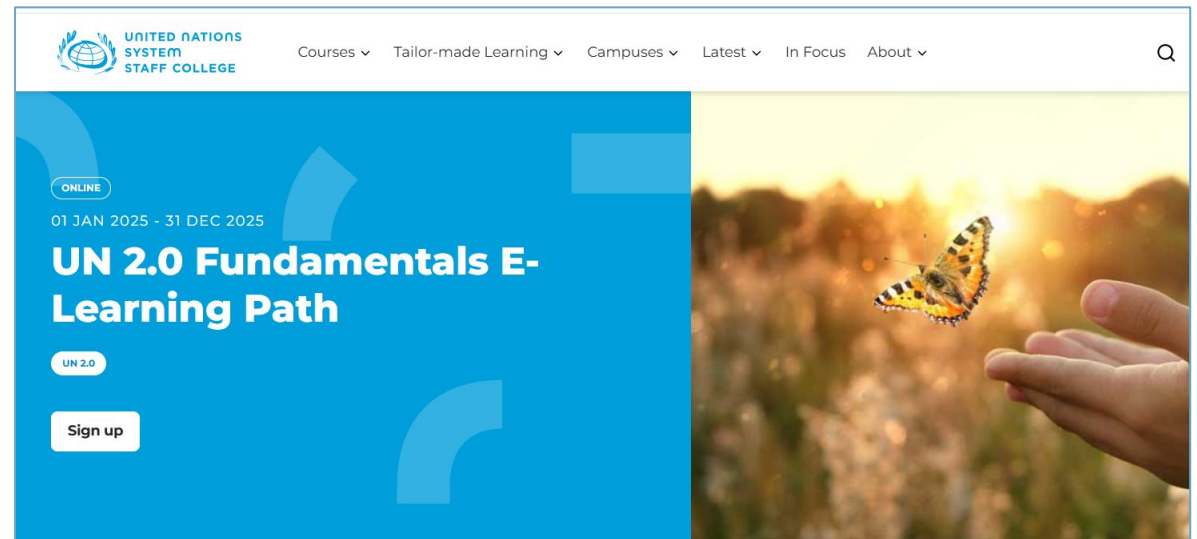
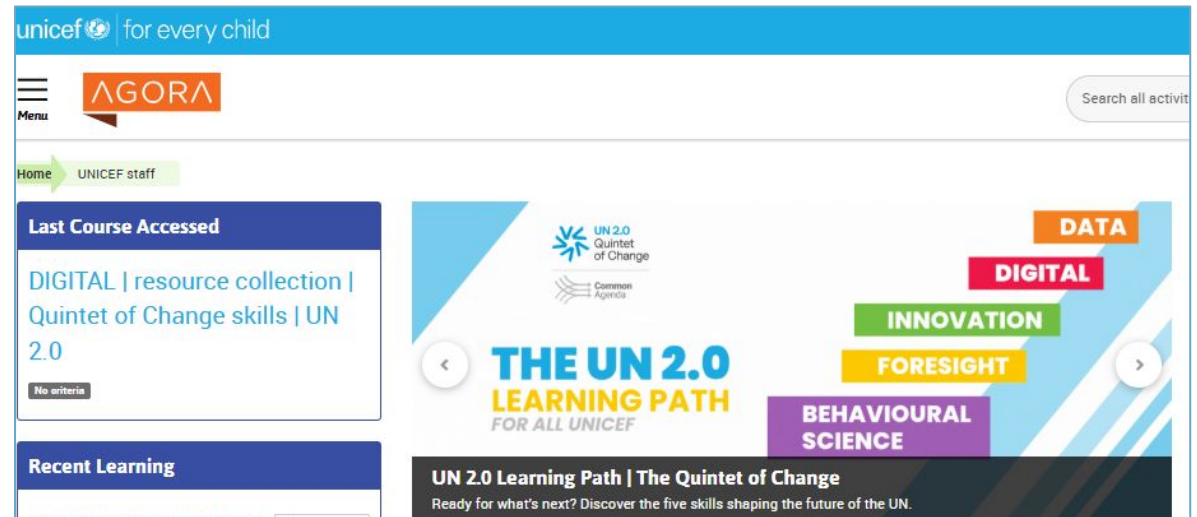
- **Digital** and **technological skills**
- **Human-centered** skills
- **Critical thinking** and **problem-solving**

Workforce flexibility and career resilience

Emerging workforce trends



Quintet of Change: Where to start?



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**

+

- **Transforming culture** - Skills in facilitating and creating conditions for change using systems thinking approaches & participatory, inclusive & cocreation practices



Trends



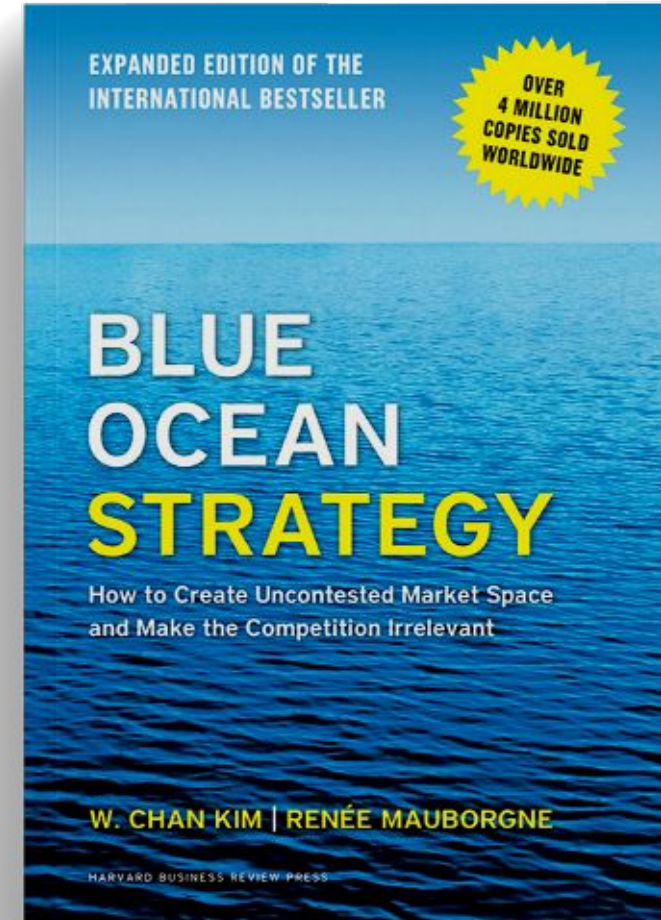
- ↑ Surge in Digital and Data Science roles
- ↑ Growth in Climate Action and Sustainability jobs
- ↑ Increased AI-related positions (Policy, Data Science, Innovation)
- Steady demand for Humanitarian and Crisis Response roles
- ↓ Decline in Public Health surge (post-pandemic stabilization)
- Geographic shifts: More roles in Eastern Europe (Ukraine), Africa, Asia-Pacific

The background of the slide is a high-resolution aerial photograph of the ocean. The water is a deep, vibrant blue, and the surface is covered in intricate, swirling patterns of white foam and darker blue water, indicating strong currents and turbulent waves. The lighting creates a sense of depth and movement across the entire frame.

Blue Ocean Strategy

The Source

W. Chan Kim and Renée
Mauborgne: Blue Ocean Strategy



Red Ocean



Blue Ocean



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 behavioral science roles



Strategic and future-oriented leadership roles

What about typical UN roles - Still in demand?

Traditional Skills (still needed but changing)	Emerging/Future Skills (growing rapidly)
Project and Program Management	Digital Project Management (agile, hybrid methodologies)
Grant Writing and Donor Relations	Data-Driven Resource Mobilization
Administrative Support (Finance, HR)	Tech-enabled Administration (ERP, digital workflows)
Field Operations Management (logistics, humanitarian)	Remote Operations Management, Digital Logistics
Public Information and Advocacy (media relations)	Digital Communications, Social Media Analytics
Policy Analysis (general)	Policy Innovation (AI Governance, Climate Policy, Digital Rights)
Humanitarian Coordination	Crisis Data Analytics, Humanitarian Technology Solutions
Monitoring & Evaluation	Real-Time Data Monitoring, Predictive Analytics, Geospatial Analysis

Transferable skills



I am interested in a job,
but I do not match all
the requirements.
Should I still apply?

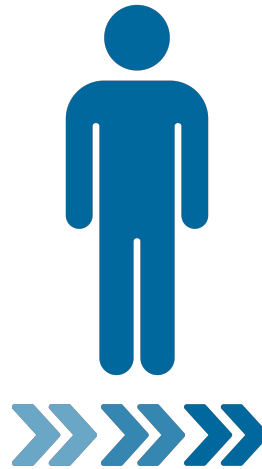


Transferable skills are
abilities you have acquired
in one context that can be
used in other contexts,
jobs, positions, functions,
or fields of work

Example: Programme Manager

Current skills

- Project tracking and reporting
- Administrative coordination
- Budget monitoring and data entry
- Risk identification
- Stakeholder communication



In-demand skills

- Strategic project oversight
- Workflow automation and process optimization
- Financial analysis and strategic resource allocation
- Risk mitigation using predictive analytics
- Stakeholder engagement and relationship building

Digital Transformation

Change Management

Where these roles are needed

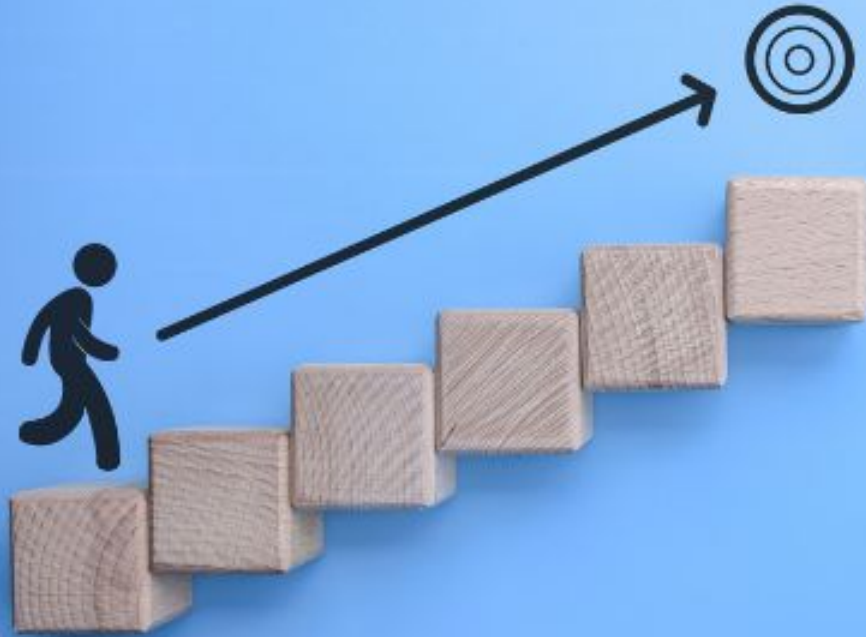
- **United Nations & global organizations** - Green transition, AI governance, digital transformation
- **Private sector & startups** - AI, sustainability, cybersecurity, digital platforms
- **Public sector & policy organizations** – Environmental, Social, Governance, behavioral science, workforce development
- **Education & workforce training** - Future skills development, digital learning solutions

Focus on AI skills - Where to start?

Foundational Area	Core Skills
AI Literacy	Understand AI basics
Ethical AI Use	Risk awareness, privacy basics, ethical principles
Prompting	Basic prompt writing, prompt tuning, critical evaluation
Data Literacy	Basic data concepts, interpretation, privacy handling
Key tools	What tools to use for what purpose
Basic automation awareness	Recognize and use AI for simple task automation



Personal Strategy



Steps for a personal strategy

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 / outside and what skills are transferable; 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



6. Find learning opportunities

- Check with your organisation
- Participate in internal UN 2.0 & other networks and communities of practice UN 2.0 Communities of Practice Transformative Spaces
- Internal free UN learning opportunities

UNSCC Blue Line eLearning Platform

Agora by UNICEF (many humanitarian learning opportunities and pathways)

UN Women Training Centre eLearning Campus - for gender equality

+ other UN (eg ITCILO, UNDP, SDG – see strategy worksheet)

- External free learning opportunities (LinkedIn Learning, Coursera, MITX, Kaya) & other courses & micro learning
- Informal - Youtube videos



Shadow someone, seek/be a mentor; job swap, cross learning in another section / office

Eg 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
8. Update your LinkedIn and CV/P11 with new experiences / skills

Tip: Leverage AI to help create your strategy – find content, test knowledge, learning skills.



Leveraging AI

Method	Example prompts for AI-assisted learning scenarios:
Personalized learning paths: Use AI powered platforms to create customized curricula	"Based on my goal of [specific career objective], create a 12-week learning plan that covers essential skills and knowledge areas. Include recommended resources for each topic."
Intelligent tutoring systems: Engage with AI tutors for personalized feedback and assistance	"I'm studying [subject]. Can you explain [specific concept] and then ask me questions to test my understanding? Provide feedback on my answers and suggest areas for improvement."
Skill gap analysis: Employ AI tools to identify areas for improvement in your professional skill set	"Compare the key skills required for a [specific job role] with my current skill set: [list your skills]. Identify gaps and suggest specific learning resources to address them."



Application



Lead with Awareness, Presence & Intention

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 you have learnt today, this week**
 - one leadership /human skill you are curious about
 - one technological / AI skill you are curious about
6. **Imagine going to bed tonight and then waking up next day and you already have these two skills**
(how is life different, feel, do, see, hear, say, mindset)

Create the beginning of your personal strategy

Write down

- What **potential skill / growth area** might you wish to explore?
 - one leadership / human skill (eg curiosity, listening, pause & presence, creative thinking)
 - one AI or technology skill area
- 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 grow and learn?
- **Action daily for 30m** – Put in your schedule now (with a notification)
- **Reflect on progress** 3-**15** minutes daily *(23% performance improvement after 10 days)*
- What **mindset** might help? (eg From “ It is too hard” to *I am learning and growing each day and its OK to make mistakes along the way*)



UN Inter- Agency Career Week 2025 Agenda

16 - 20 June



	Monday, 16 June	Tuesday, 17 June	Wednesday 18 June	Thursday 19 June	Friday, 20 June
03:00-04:00 (New York) 09:00-10:00 (Europe) 11:00-12:00 (Nairobi) 15:00-16:00 (Bangkok)	Pres (E) - Embracing Your Career Journey in a VUCA World - Unlocking the Power of Learning Agility	Pres (E) - Your career is more than your next job	PD (E) - Career Conversations with colleagues on Inter-Agency mobility	Pres (E) - Skills for the Future of Work	Pres (E) - NextGEN Talent Acquisition: Insights from Recruiters
04:30-05:30 (New York) 10:30-11:30 (Europe) 12:30-13:30 (Nairobi) 16:30-17:30 (Bangkok)	Pres (E) - Charting your Blue Ocean: Identifying Emerging Opportunities and In-Demand Roles	PD (F) - Conversation de Carrière (Parcours Leadership)	Pres (E) - Navigating Inter-agency moves: key questions to consider	PD (F) - Conversations de carrière avec des collègues sur la mobilité inter-agences	Pres (E) - Demystifying Job Searching in the UN System
06:00-07:00 (New York) 12:00-13:00 (Europe) 14:00-15:00 (Nairobi) 18:00-19:00 (Bangkok)	Clinic (F) - Optimisez votre PHP : Clés pour une Candidature Réussie	Clinic (F) - Entretien basé sur les compétences pour les candidats	Clinic (F) - Réseautage Stratégique : Créer des liens, créer des chances	Pres (E) - Your application and the process	PD (E) - Recruitment for Global Impact: Insights from Non-Governmental Organizations
07:30-08:30 (New York) 13:30-14:30 (Europe) 15:30-16:30 (Nairobi) 19:30-20:30 (Bangkok)	Clinic (E) - Successfully crafting your Personal History Profile / P11	Clinic (E) - CBI for applicants	Clinic (E) - Demystifying Networking for Career growth	Clinic (E) - Career Pivot into the Private Sector	PD (E) - How Volunteering Shapes Future Careers
09:00-10:00 (New York) 15:00-16:00 (Europe) 17:00-18:00 (Nairobi) 21:00-22:00 (Bangkok)	Keynote Speakers (E) - Pursuing your Success : Skills for Career Development	Keynote Speakers (E) - Unlocking Career Potential: The Power of Continuous Learning and Training	Keynote Speakers (E) - A holistic approach to career development	Keynote Speakers (E) - Onto the Balcony: Leadership Insights from a Personal Journey	Keynote Speakers (E) - Keynote Address by David Bearfield (UNDP)
10:30-11:30 (New York) 16:30-17:30 (Europe) 18:30-19:30 (Nairobi) 22:30-23:30 (Bangkok)	Pres (E) - Your Personal Journey	PD (E) - The Leadership Equation: Integrity, Innovation, and Impact	PD (E) - Getting into the international professional category - Moving to a different UN Organization	PD (E) - Career Conversations with colleagues on Interns and Fellows	Pres (E) - Creating Your Personal Learning Strategy
12:00-13:00 (New York) 18:00-19:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 (Bangkok)	Pres (S) - El CV como herramienta de impacto	Pres (E) - Branding from the Inside Out: Authenticity and EQ in Action	Clinic (S) - Desmitificando el Networking para el Crecimiento Profesional	Pres (E) - From Federal to Civilian: Resumes & Job Search Strategies	Clinic (S) - CBI para solicitantes
13:30-14:30 (New York) 19:30-20:30 (Europe) 21:30-22:30 (Nairobi) 01:30-02:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	PD (S) - Voces de Impacto: Liderazgo que Transforma	Pres (E) - Resilience and Adaptability in times of change: "Bending without breaking"	PD (E) - Navigating and supporting the careers of women in the UN system	Pres (E) - CV writing - transforming tasks into achievements
15:00-16:00 (New York) 21:00-22:00 (Europe) 22:00-22:00 (Nairobi) 02:00-03:00 (Bangkok)	Pres (S) - Entrevistas de trabajo eficaces en el sistema de las Naciones Unidas	Pres (E) - Effective Interviewing Skills in the UN	Pres (S) - Cómo completar un perfil para solicitar un puesto de manera efectiva	Pres (E) - Step Into your Future: How to set big goals and unlock your potential as a leader	Pres (E) - Reset and Recharge: Reconnecting with what grounds us

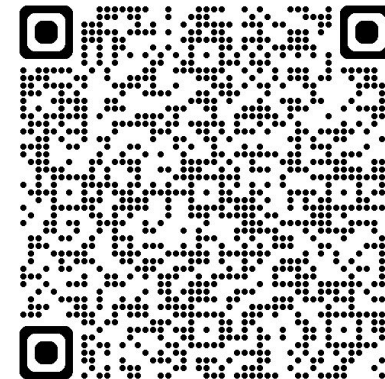


THANK YOU! MERCI ! ¡GRACIAS!

The presentation, recording and other resources will be shared on our dedicated Inter-Agency Career Week Page.

Please fill out the Evaluation Survey.

Your feedback matters to us!



If you have any questions, please reach out to
Gabriel.tuan@unwomen.org & Hrlearning@unwomen.org





Creating your personal learning strategy for growing skills for the future

Growing your skills and investing time in ongoing learning is an essential part of career growth, resilience and navigating transitions in the changing nature of work. The complexity of global challenges calls for the UN to reimagine itself and adapt its ways of thinking and working to deliver the SDGs. These include the skills articulated for a more agile, inclusive and transformative organisation encapsulated by the vision of UN 2.0.

Make the time to reflect on your professional journey to date, gain insights into the future of work and UN 2.0 and the impact on jobs and skills, be aware of existing available learning opportunities in the UN system and outside, and begin creating a personal learning strategy for developing your skills.

Objectives

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

What will help you to maximize benefit and value from this session?

An open mind to explore and be curious.

Where can you find other career resources? <https://learning.unog.ch/career-tips-thursday>

Personal Strategy for Developing Skills for the Future

Steps	Status/Comments
1. Complete an individual skills/strengths assessment – e.g. from career tips Thursday: 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 & beyond &/or how your job requirements might be changing & what new skills are required	
4. Join a community of practice(s) or network(s) to explore these areas of interest (skills, connections & possible growth opportunities) System wide UN 2.0 Communities of Practice	
5. Reflect on interests & identify some specific objectives for skill growth in alignment with career interests	



<p>6. Identify & take learning opportunities to develop & grow UN 2.0 & other new skills</p> <p>Internal UN 2.0 & other collective networks and communities of practice UN 2.0 Communities of Practice (Innovation, Behavioural Science, Digital, Data Strategy, Foresight, New Work Culture) and experiential learning spaces at Transformative Spaces https://www.sparkblue.org/ for SDG communities from UNDP</p> <p>Internal free UN learning opportunities</p> <ul style="list-style-type: none"> • UNSCC Blue Line eLearning Platform leadership, management, UN 2.0, disability inclusion, navigating change, mental health & well-being • Agora UNICEF and humanitarian related • UN Women Training Centre eLearning Campus gender equality • UN Language Learning Programme • https://www.itcilo.org/training/masterclass • https://www.itcilo.org/courses/social-protection-microlearning • ITCILO Free courses • https://www.unsdglearn.org/ • Crisis Academy United Nations Development Programme • SDG Finance Academy Sustainable finance hub • https://www.uncclearn.org/ climate change • https://cdotscampus.unssc.org/ (for UN Secretariat staff) • UN operational and administrative learning (for UN Secretariat staff) <p>External free learning opportunities (Linkedin, Coursera, MITX, other)</p> <ul style="list-style-type: none"> • Humanitarian learning: Kaya by Humanitarian Leadership Academy and Agora by UNICEF • Massive Open Online Courses (MOOCs): Platforms like Coursera, edX, MITx, and FutureLearn • Holistic leadership & system change practices https://www.u-school.org/ • Open Educational Resources (OER): OpenStax, OER Commons <p>Find/ be a mentor, shadow, do a stretch or detailed assignments, cross learning</p> <ul style="list-style-type: none"> • UN system wide UN Together Mentoring and Network Programme 	
<p>7. Apply and reflect on learning – in projects, with teams, teach others, seek feedback from others</p>	
<p>8. Update your LinkedIn and CV/P11 with new experiences/skills</p>	



Leveraging AI for Creating Your Learning Strategy

Remember, when using AI for learning, it's important to:

- Verify information from authoritative sources
- Use AI as a supplement to, not a replacement for, comprehensive learning
- Actively engage with the AI by asking follow-up questions

Method	Example prompts for AI-assisted learning scenarios:
Personalized learning paths: Use AI powered platforms to create customized curricula	"Based on my goal of [specific career objective], create a 12-week learning plan that covers essential skills and knowledge areas. Include recommended resources for each topic."
Intelligent tutoring systems: Engage with AI tutors for personalized feedback and assistance	"I'm studying [subject]. Can you explain [specific concept] and then ask me questions to test my understanding? Provide feedback on my answers and suggest areas for improvement."
Content curation: Utilize AI to find and organize relevant learning materials	"Find and organize the top 10 most relevant and recent articles, videos, and podcasts on [specific topic] related to [your field]. Provide a brief summary of each resource and explain its relevance to my learning goals."
Skill gap analysis: Employ AI tools to identify areas for improvement in your professional skill set	"Compare the key skills required for a [specific job role] with my current skill set: [list your skills]. Identify gaps and suggest specific learning resources to address them."
Language learning: Use AI-powered language learning apps for pronunciation and conversation practice	"I'm learning [language]. Can you create a dialogue in this language about [specific situation]? Then, provide pronunciation tips for challenging words and phrases."
Writing assistance: Leverage AI writing tools to improve your written communication skills	"Review this paragraph: [insert your writing]. Suggest improvements for clarity, coherence, and style. Explain the reasoning behind your suggestions."
Coding practice: Engage with AI-powered coding platforms for personalized coding challenges and feedback	"I'm learning [programming language]. Can you create a coding challenge that tests my skills in [specific concept], provide hints if I get stuck, and then review my code for efficiency and best practices?"