Reimagine PEOPLE DEVELOPMENT

Analysis of 75 top skills and reskilling priorities

	Skill Category								
75 top skills and reskilling priorities From World Economic Forum 2023 (W), McKinsey 2021 (M) and LinkedIn 2024 (L), Skills builder 2024 (S) and Marr (MA) 2022	Cognitive or thinking (W)	Engagement (W)	Self-efficacy (W) Self-leadership (M)	Management (W)	Work with others (W) Interpersonal (M)	Technology (W) or Digital (M)	Physical abilities (W)	Ethics (W)	
Active listening (W&M)	■	■	■	■	■				
Ability to learn and self-development (W,M,MA)	■		■	■					
Adaptability, agility and flexibility (M,MA)	■		■	■	■				
Analytical, critical thinking, problem solving (W,MA)	■		■	■	■				
Artificial Intelligence (W)						■			
Attention to detail and dependability (W)			■	■	■				
Breaking orthodoxies (M)	■		■						
Change management, embracing change (M,MA)	■		■	■	■	■			
Coaching, mentoring and teaching (W&M)		■		■	■				
Collaboration and co-creation (M,MA)		■		■	■				
Communication (L)	■	■	■	■	■				
Computational and algorithmic thinking (M)						■			
Conflict resolution (M)		■		■	■			■	
Coping with uncertainty (M)	■		■	■	■				
Courage and risk taking (M)	■		■	■	■				
Creativity and creative thinking (W,M,S, MA)	■		■	■	■				
Cultural intelligence and awareness (MA)		■	■	■	■			■	
Curiosity (W,MA)	■		■	■	■				
Customer service and service orientation (W&L)		■			■				
Cybersecurity awareness (M)						■			
Data and analytics literacy (M,L&MA)			■	■		■			
Digital design for user experience (W)						■			
Digital communication and collaboration tools (M)		■		■	■	■			
Digital enablement (M)						■			
Digital and technological literacy (W,M&MA)			■			■			
Digital learning (M)			■			■			
Digital programming (M)						■			
Diversity, equity, inclusion and belonging (M,MA)		■	■	■	■			■	
Empathy and Emotional Intelligence (W,MA)		■	■	■	■				
Empowering others and delegation (M)			■		■				
Energy, positivity and optimism (M,S)	■		■	■	■				
Environmental stewardship (W)								■	
Ethical awareness (MA)			■	■	■	■		■	
Experimentation and risk-taking									
Goal setting, vision and aiming high (M,S)			■	■	■				
Global citizenship (W)								■	
Grit and persistence (W&M)			■	■					
Humility (M)			■	■	■				
Inclusiveness and overcoming bias (M)			■	■	■			■	
Inspiring trust (M)					■	■			
Integrity (M)			■	■	■			■	
Leadership and influencing (W,L,S,MA)				■	■				

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Listening (S)			■	■	■				
Management (L)		■		■	■				
Manual dexterity, endurance and precision (W)							■		
Marketing and media (W)		■							
Motivating different personalities (W&M)		■	■	■	■				
Multilingualism (W)	■				■				
Negotiating and persuading (M)		■	■	■	■				
Networking and personal brand (MA)		■	■	■	■				
Networks and cybersecurity (W)						■			
Ownership (M)			■	■					
Problem solving (M,L,S)	■		■	■	■	■			
Programming (W)						■			
Project management (L)			■	■	■	■			
Presenting, public speaking and storytelling (M,S)	■	■							
Quality control (W)				■					
Reading, writing and mathematics (W)	■		■	■	■				
Research (L)			■	■					
Resilience, self-care and positivity (W&M)			■	■	■				
Resource management (W)				■					
Role modelling (M)			■	■	■				
Sales (L)		■							
Self-awareness (W)			■	■	■				
Self-care (MA)			■	■					
Self-confidence (M)		■	■	■	■				
Sociability (M)		■	■	■	■				
Systems thinking (W)	■								
Synthesising (M)	■			■		■			
Talent management (W)				■					
Team working (L,S)		■	■	■	■				
Time, resource and scheduling management (M,MA)	■		■	■	■				
Understanding biases (M)	■	■	■	■	■				
Understanding emotions and self (M)	■	■	■	■	■				
Working in short-term teams or ‘gigs’ (MA)				■	■	■			
Top skills and reskilling priorities From World Economic Forum 2023 (W), McKinsey 2021 (M) and LinkedIn 2024 (L), Skills builder 2024 (S) and Marr (MA) 2022	Cognitive or thinking (W)	Engagement (W)	Self-efficacy (W) Self-leadership (M)	Management (W)	Work with others (W) Interpersonal (M)	Technology (W) or Digital (M)	Physical abilities (W)	Ethics (W)	

References

Dondi, M. et al. (2021a) Defining the skills citizens will need in the future world of work, McKinsey & Company. Available at: https://www.mckinsey.com/Industries/Public-and-Social-Sector/Our-Insights/Defining-the-skills-citizens-will-need-in-the-future-world-of-work

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A quick note on levels … to add to the challenge!

The Dreyfus Model of Skill Acquisition, developed in 1980 by Stuart and Hubert Dreyfus suggests five stages of learning that people go through when they acquire new skills:

- **Novice**: rudimentary information and basic rules to determine action. There's no context or past experience and no ability to make any judgments
- **Advanced Beginner**: people begin to apply the information to real situations, to make sense in different scenarios and put information into context
- **Competent**: begin to organize this information by developing routines and selecting which rules and tasks are most important to achieve their goals
- **Proficient**: consider branching out and trying new things, but likely to fall back on established rules and guidelines when they need to
- **Expert**: can see what needs to be done, and exactly what it takes to do it. They won't make decisions consciously - they just know what to do

Reference

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The Reimagine People Development Consultancy was founded by Andy Lancaster, a pioneer in people development, known for his innovation that has helped reshape organisational learning.

Formerly Head of Learning at the Chartered Institute of Personnel and Development (CIPD) and now Chief Learning Officer at the "Reimagine People Development" consultancy, Andy supports learning teams to design impactful strategies, embed performance consulting, and transform learning cultures.

He is a trusted commentator and inspiring speaker, who simplifies complexity.

His award-winning book, "Driving Performance Through Learning", inspires the integration of learning into the flow of work and his latest book, "Organizational Learning Communities", provides insights for fostering vibrant social learning communities.

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