

Dr Andrea Juhos



Introduction



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LHH Magyarország

LHH Hungary since January 2000.

Supporting corporate transitions

Career coaching and development

Leadership development

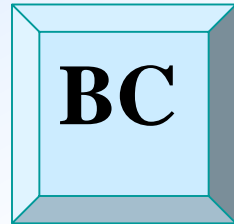
HIPO programs

Topics for today

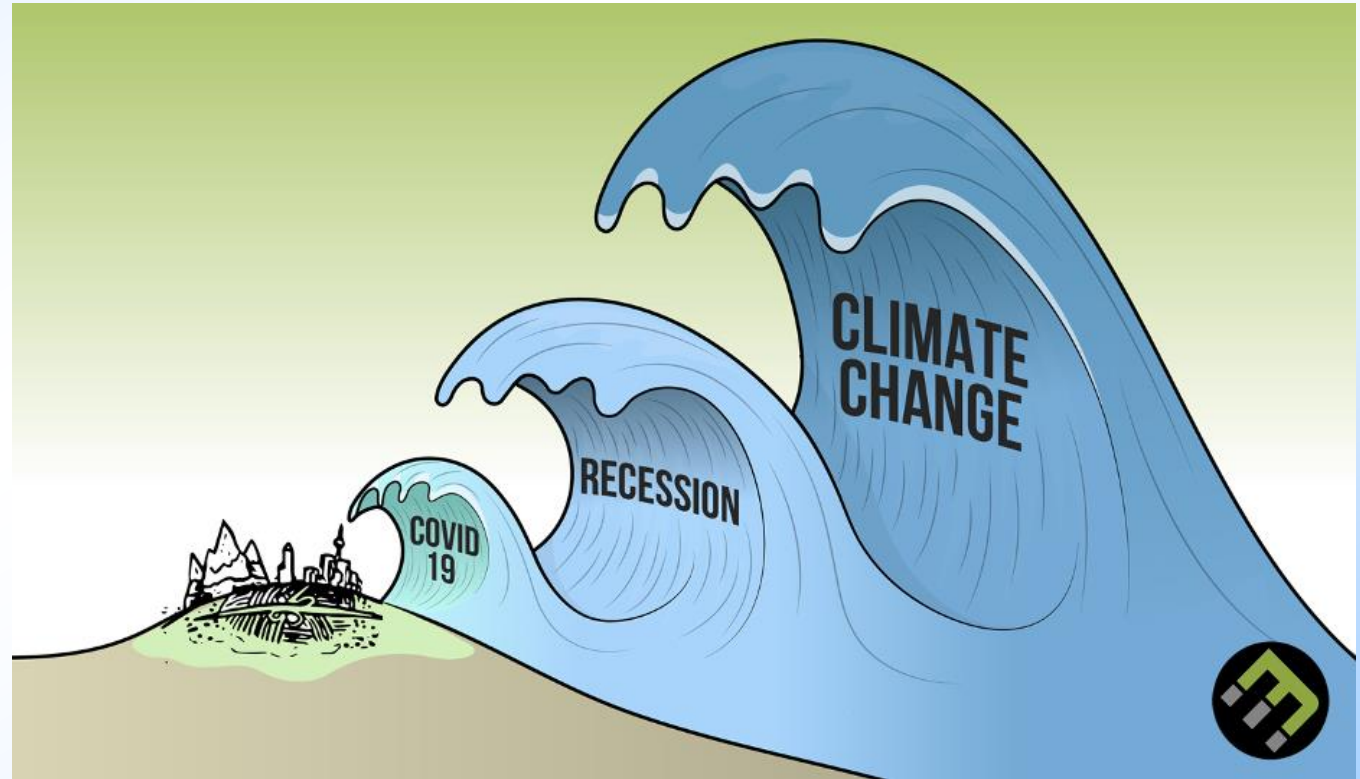
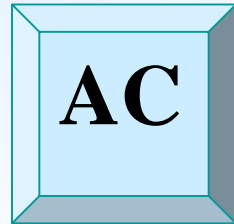
**How to stay or
become future
-proof?**

**The labor
market of the
future**

How to be future-proof?



How to be future-proof?



How to be future-proof?



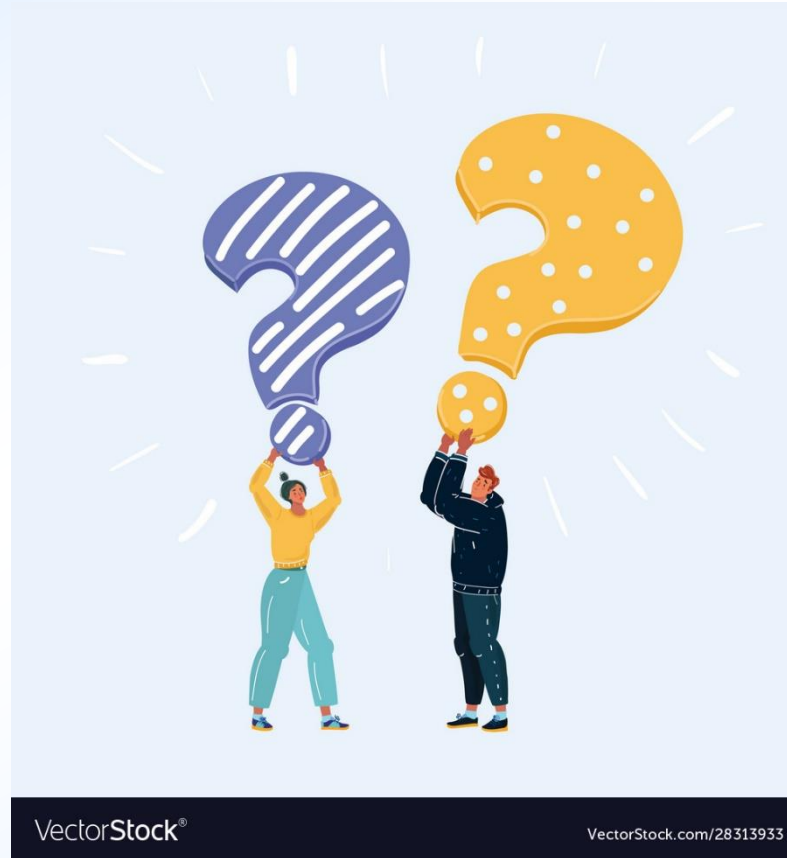
Given the amount of uncertainty in our professional (and private) life, **is it possible at all** to prepare for the future?

How to be future-proof?



Mindset, skills, competences and behaviours become even more important.

What makes YOU future-proof?



1. Learner mindset



People with **Learner Mindset**:

- Believe in **lifelong learning**
- Are focused on **options** and **possibilities**
- Use **inquiry** by asking questions
- Are comfortable with „**not knowing**”
- Remain **open** to experiences

2. Curiosity



Curious people:

- Follow **trends**
- Have things in life they are **passionate** about
- Know that they can **learn** something from anybody

3. Creativity

Creative people:



- Are open to **new experiences**
- Are **pro-active**
- **Do not judge** ideas or individuals
- Do **prototyping** (Design Thinking)

4. Agility

Agile people:



- **Prepare and plan** for the future
- Think and understand stuff **quickly**
- Welcome and thrive in **change**
- Are **proactive**

5. Resilience



Resilience is the ability to withstand or recover quickly from difficult conditions.

Resilient people:

- Have strong **problem solving skills**
- Identify themselves as a **survivors** not victims
- Feel they have **sense of control**

6. Ready to Leave their comfort zone



People who are ready to leave their **comfort zone**:

- **Try out new things**
- Are ok with „**experimenting**” and **uncertainty**
- Are capable of **reflecting and building on** their experiences.

7. Working with others



People who excel at **working with others**:

- **Support others**
- **Respect diversity and differences of opinion**
- **Build communities**

8. Have high energy level



People who are **energetic**:

- Are animated and **enthusiastic**
- Are **sociable, comfortable** with new people, places and experiences.
- **Inspire** others

9. Self confidence



Learner's Mindset

Creativity

Curiosity

Agility

Resilience

LEAVING THE COMFORT ZONE

Working with others

High energy level

Self confidence



1. These are the attitudes, skills, mindsets we have been using over the past pandemic year.
2. They CAN be developed.

BUT only if

we teachers, mentors, **coaches** act like

ROLE MODELS

The Labor Market *of the*
Future

JOBS and Organizations

NUMBER OF YEARS IT TOOK FOR EACH PRODUCT TO GAIN 50 MILLION USERS:



**Going from „normal” to full
lockdown**

One Day

World Economy Today

- The worst recession since the 2nd World War
- Rising unemployment everywhere around the world
- Worst impacted are **young people** (and **women** and **people employed in the informal economy**)



1. There are a lot of safe jobs

0,3% **Mental health professional**

0,35% **Occupational Therapist**

0,39% **Dietician**

0,42% **Physician and surgeon**

0,81% **Clergy**

2. Jobs will continue to disappear

but it is not a new phenomenon

Reasons: Automation, new technologies, changing customers needs, etc.

Jobs likely to disappear by 2030:

Cashier

Fast food cook

Mail carrier

Bank teller

Sports referee

Telemarketeer

Parking enforcement workers

Typists

Watch repairers

Legal secretaries

Data entry professionals

Kids starting their primary school studies today

A 3D rendering of the text '65%' in a bright red color. The characters are thick and blocky, with a slight shadow underneath, giving them a three-dimensional appearance. The percentage sign is also rendered in the same style.

© Can Stock Photo

3. New jobs are created

Jobs that did not exist 10 years ago

- Influencer/ Youtubber
- Data Scientist
- Employer Branding Specialist
- Employee Experience Officer
- AI and Machine Learning Specialist
- Cybersecurity Officer
- Robot Engineer
- Professional Organizers
- Plant doctors

4. New jobs will emerge

Human-Machine Integration Specialist

Mediates relationships between humans and machines/robots.
Builds high performing integrated human-machine teams.

New jobs will emerge

Augmented Reality Journey Builder

Enables customers to interact with virtual technology to make purchasing decisions.

Will be expected to use their skills to create positive employee experiences. (virtual interviewing and onboarding for example)

New jobs will emerge

Drone Traffic Controller

Similar to an air traffic controller: they will have to understand when it is safe for drones to fly, direct traffic, and monitor the impact of drones on the environment.

New jobs will emerge

Simplicity Expert

A simplicity expert simplifies processes to achieve business or personal goals.

New jobs will emerge

Workplace Productivity Specialist

- Specializes in helping employees focus on singular activities without distraction.
- Looks to create „space” for employees to engage in deep work.

5. **Generation Z: youngsters between the ages of 10 and 24**



Change careers



6. Gig economy will rise

Organizations and independent workers engage in **short-term work arrangements**.



Not a new phenomenon, but there has been a great increase in the number of gig workers as a result of covid

Will remain present after the pandemic.

Offers flexibility.

BUT: Strong social contract is a MUST

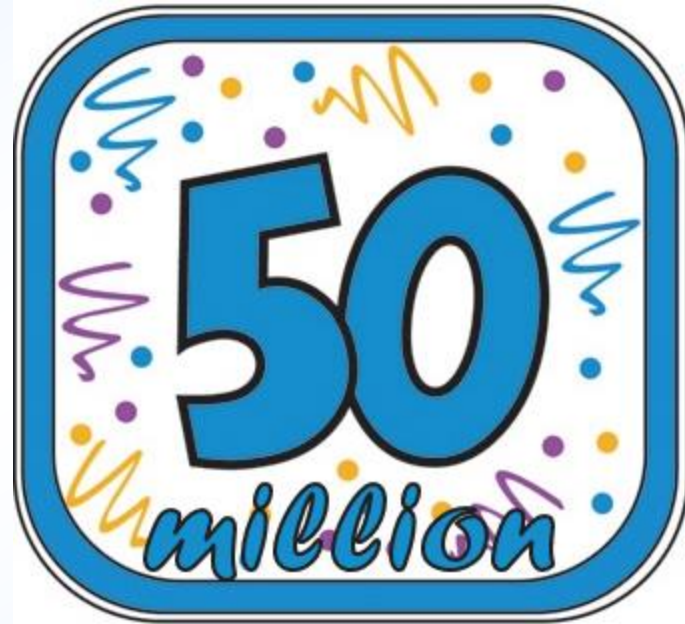
7. Some sectors will experience high growth

Health sector BC!

130
MILLION



IT sector BC!



million

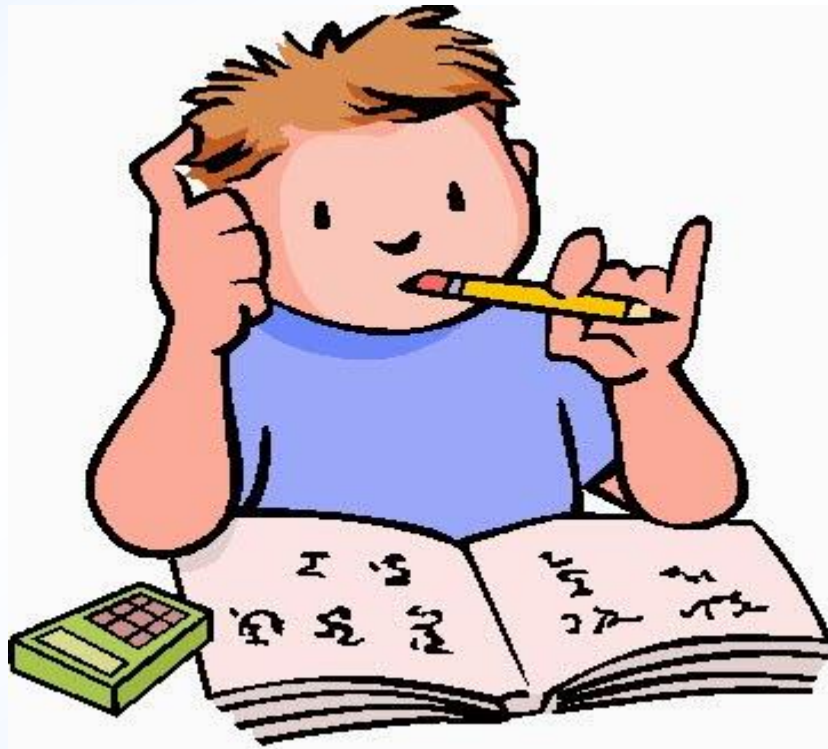
8. Home office will stay



9. Organizations will go hybrid



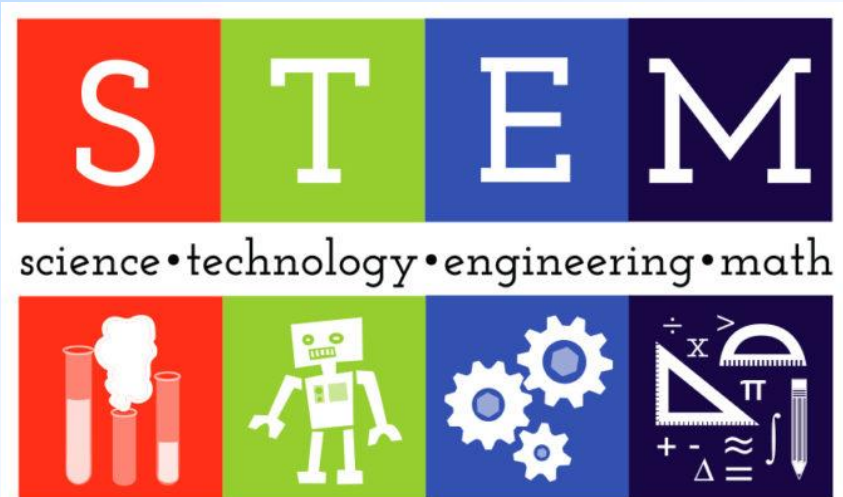
Employability



Employability

**What should I learn today so that
I'll have a job in the future?**

Playing safe



Some final thoughts for us, coaches

What is our biggest challenge?



Some final thoughts for us, coaches

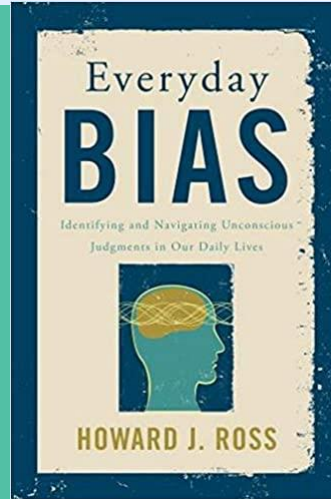
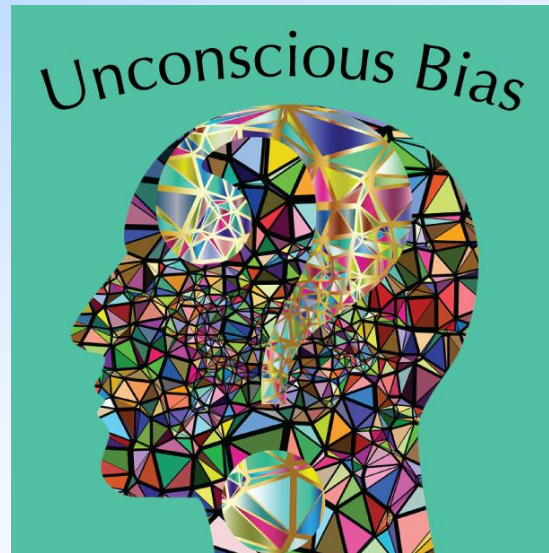


How to make a meaningful impact on our coachees.

Some final thoughts for us, coaches



Some final thoughts for us, coaches



And finally

**All coaching is, is taking a
player where he can't take
himself.**

Bill McCartney

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