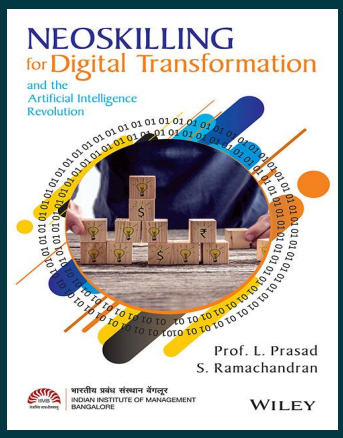
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Neoskilling for Digital Transformation and the Artificial Intelligence Revolution

By Prof. L. Prasad, S. Ramachandran

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Description

Managers reskill their teams, to meet today's needs. Leaders think ahead, for the futuristic long-term needs of their organization and the overall ecosystem to excel and reap the benefits of **Digital Transformation** we are undergoing - "**neoskilling**" in short. Neoskilling is holistic and beyond formal class-room training, requiring a mental metamorphosis. It includes soft skills, cultural aspects and instills a higher-order thinking in individuals and groups in preparation for the Workplace of the Future. Leaders must avoid a strategically **M**yopic, **IN**tellectually **IM**poverished, **E**thically **C**hallenged, obtuse management approach, ensuring that they do not fall into the **MINIMEC trap** as they undertake this journey. For influencers and policymakers, neoskilling helps in socially inclusive growth, taking digitization and its benefits beyond corporates to every section of the society and for employability.

About the Author

Prof. L. Prasad, S. Ramachandran

Prof. Prasad combines solid academic credentials with the ability to integrate theory with practice, using an interdisciplinary approach that combines the behavioral, structural, marketing, and strategic perspectives. When interacting with senior and top management, he emphasizes triple-loop learning, by getting them to rethink their organization's *raison d'être*, while focusing on Theory of Business and Symbolic Leadership. For middle management, he facilitates double-loop learning, i.e., how to be proactive leaders who understand the underlying dynamics of various organizational phenomena. Prof. Prasad has more than 40 years of experience in the USA and India. His professional activities encompass teaching, research, consulting and training, centering on the themes: 'Achieving a Competitive Edge through People!' and 'Leadership in a VUCA World.' His passion is 'high impact leadership'.

Ram is a consultant for application of emerging technologies to address business needs, in the manufacturing vertical. His focus is on developing thought leadership and points-of-views, based on recent trends in management and digitization. Ram also works with internal teams to incubate these ideas and nurture them into new market offerings. He is a regular blogger and also a speaker on topics such as Digital Transformation and Industry 4.0. Ram has more than 20 years of global corporate experience, starting with Hindustan Motors. He spent a significant part of his career in General Electric, in Energy business in the USA and India, leading digitization projects for e-Engineering, PLM, and Reliability programs. He was a Supply Chain Transformation Manager in Hewlett-Packard for a couple of years.

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