



IS YOUR WORKFORCE READY FOR WHAT'S COMING?

Building future-ready organisations
in an era of AI, disruption and
constant change





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**The Future-Ready Workforce:
A Global View**

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Building Adaptive, Future-Ready Organisations

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AI doesn't create readiness gaps. It reveals them.

Workforce readiness is a design problem and AI exposes what already exists



How do we operationalise workforce readiness at scale?

Disruption is no longer episodic. It's constant.

Technology Acceleration

Digital platforms, AI,
automation

Workforce Shifts

Hybrid work, gig-models,
multi-generational
expectations

Global Volatility

Economic, social,
geopolitical

Adaptability is the new competitive edge



Scale



Cost



Technology



Adaptability

The answer isn't a programme. It's a system.

Adaptive enterprise = organisations that:

- **Continuously evolve skills**
- **Align talent to strategy**
- **Use data to anticipate change**
- **Build resilience to how work happens**

Four dimensions of adaptability



People

Continuous
development



Process

Speed and agility



Technology

Learning and
intelligence



Culture

Trust and
growth mindset

Closing the gaps requires systemic change

Skills Gap

Continuous skill
development

Inspiration Gap

Culture and
leadership

Visibility Gap

Skills intelligence

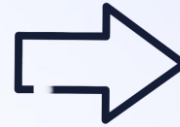
Agility Gap

Decision making and
structure

The core shift

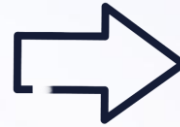
From jobs to skills

From roles



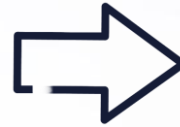
To capabilities

From static organisations



To dynamic talent systems

From training



To continuous learning



**39% of skills will
change by 2030**



Top emerging capability areas:

- AI literacy
- Data fluency
- Leadership
- Critical thinking
- Change agility

What global learning data is telling us

AI & Digital

- AI literacy
- Data fluency
- Cybersecurity

Leadership

- Leading through change
- Coaching
- Developing talent

Human Skills

- Critical thinking
- Communication
- Collaboration

Business Skills

- Project management
- Business acumen
- Process improvement

Organisations are not set up to respond



- Only **18%** measure skills effectively
- Only **10%** are confident in future readiness

This is not a learning problem.

It's a **visibility** problem.

It's an **alignment** problem.

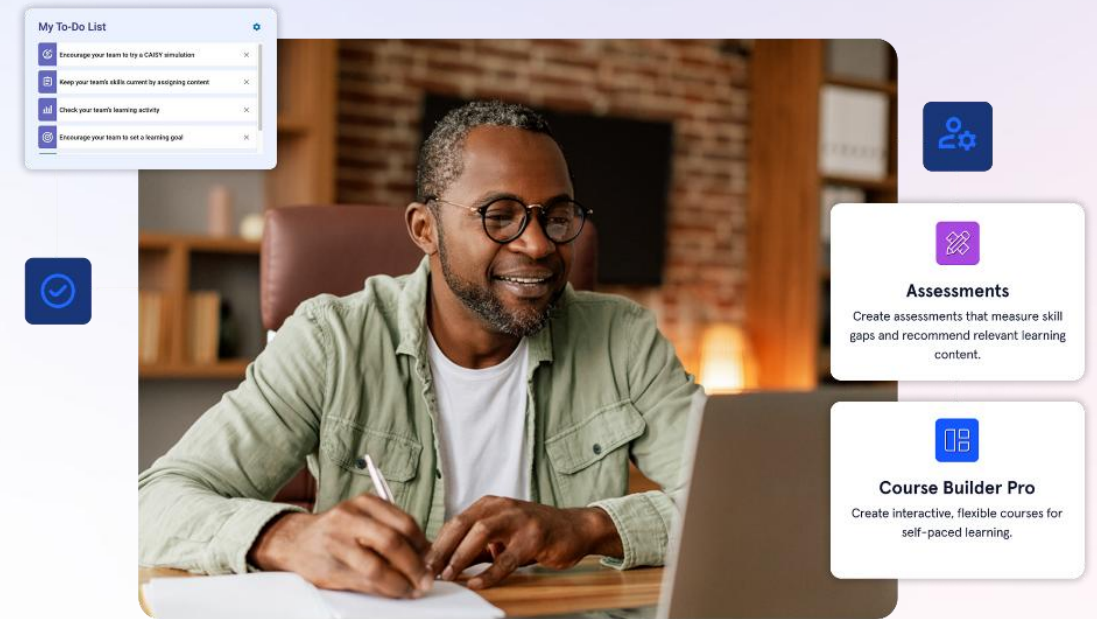
It's an **execution** problem.

HR is becoming the transformation engine



Where organisations need to act

- Reskilling and upskilling
- Coaching and leadership
- Analytics and insight
- Inclusion and belonging



How do you operationalise this?

Assess

Close the visibility gap

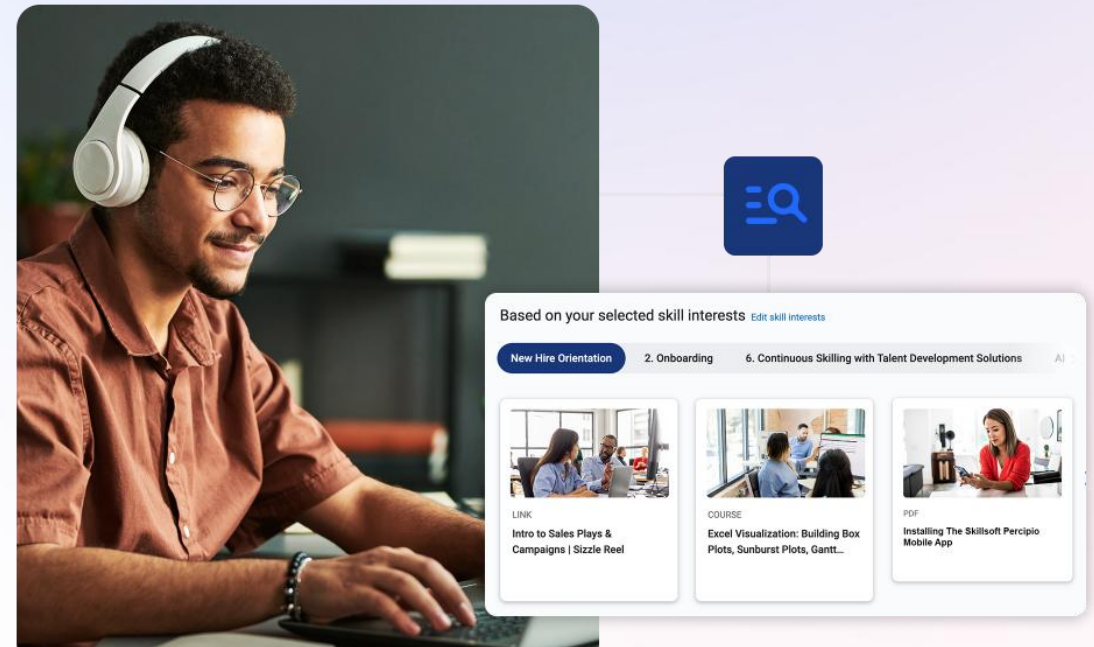
- Identify critical skill gaps
- Understand workforce capability
- Build skills intelligence



Align and activate

Drive change

- Link skills to business strategy
- Deliver personalised learning
- Enable career mobility



Amplify

Make it sustainable

- Measure impact
- Optimise continuously
- Scale success across organisation



The next generation organisation



What the future looks like

- AI-driven personalisation
- Skills-based organisations
- Human-machine collaboration

The question is not if, but whether your organisation is ready to adopt it

Three questions to take back

The leadership challenge

- Which workforce capability matters most now?
- How are leaders building AI readiness?
- How do we demonstrate measurable impact?

**The organisations that win won't be those
with the best tools but those that build the
most adaptive workforce**