

career paths reimagined.

Specific considerations for those in the middle-stages of their career:

1. Reassess career goals and embrace flexibility

- Move away from rigid, linear career paths and adopt a flexible, skills-based approach.
- Consider lateral moves or project-based roles to maintain progression in flatter and more diamond shaped organisational structures.

2. Invest in continuous learning and technology fluency

- Stay updated on emerging technologies, data analytics, and automation trends.
- Develop conscious competence in technology and data governance to remain relevant as roles evolve.

3. Strengthen interpersonal and leadership skills

- Focus on influencing, collaboration, and storytelling to lead agile teams and manage change effectively.
- Prepare to lead rather than manage, as leadership becomes more dynamic in diamond-shaped organisational models.

4. Plan for longer working lives

- Recognise demographic trends and plan financially for extended careers.
- Explore options like micro-retirements or career breaks to sustain energy and engagement over time.

5. Align with career goals with purpose

- Upskill in sustainability reporting and assurance and value-based performance management. These areas are becoming central to organisational strategy and offer new career opportunities.

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