



Developing Skills for the New Economy

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Developing Skills for the New Economy

OLD Economy



- **Manufacturing** industries
- **Manual creation** of end-products

NEW Economy



- **Information** industries
- **Digital creation** of end- products



Developing Skills for the New Economy

*“Information, can be differentiated,
customized, and personalized.*

*It can be dispatched to a great number of people
who are on a network and can reach them quickly.*

*To the extent that the information is made public and transparent,
it will make people better informed and able to make better choices.”*

Philip Kottler



Developing Skills for the New Economy

**“The Internet is a tool that
fundamentally changes how a
company does business.**

**Customer relations are
transformed, and there is more
value for all parties.”**

Esther Dyson, Chairman of EDventure Holdings, Inc





Major Shifts Toward the New Economy

Old Economy

Goods for elites

Make-and-sell

Local economy

Diminishing returns

Owning assets

Corporate Governance

Mass Markets

Just-in-time

New Economy

Goods for everyone

Sense-and-respond

Global economy

Increasing returns

Gaining assets

Market Governance

Markets of one

Real-time



Developing Skills for the New Economy

**“New Economy organizations
tend to be flat, decentralized and
open to employee initiative.”**

Philip Kottler



Challenges for the New Economy

1. **Getting accustomed to rapid change.**
2. **Applying brain power more than brawn.**
3. **Becoming communications and tech savvy .**
4. **Honing creative skills and becoming innovative problem solvers**



About Success...

- **It's personal: your goals are your own**
- **Attitude and approach drive results**
- **Be informed and apply your knowledge creatively to achieve what you want.**



Competitiveness in the New Economy requires...

- **flexibility;**
- **creativity; and**
- **a commitment to lifelong learning.**



How to attain flexibility, creativity and lifelong learning

- **Be a generalist, as well as a specialist.**
- **Challenge your routines and assign yourself variety of projects in your personal and professional life.**
- **Be aware of formal and informal learning opportunities and access them regularly.**



The Role of Organizations in the New Economy

Organizations must recognize and value the resource that people are – in order to remain competitive they must acknowledge the power that individuals bring to the workplace, and nurture it wherever possible.



A Learning Organization...

1. **can be a company, a professional association, a university, a school, a nation or any group of people, large or small**, with a need and desire to improve performance through learning.
2. **invests in its own future** through the education and training of all its people.
3. **creates opportunities for, and encourages**, all its people in all its functions to fulfill their human potential as employees, members, professionals or students of the organization; as ambassadors of the organization to its customers, clients, audiences and suppliers; as citizens of the wider society in which the organization exists; and as human beings with the needs to realize their own capabilities.



A Learning Organization...

4. **shares its vision of tomorrow with its people** and stimulates them to challenge it, to change it and to contribute to it.
5. **integrates work and learning, inspires all its people** to seek quality, excellence and continuous improvement in both.
6. **mobilizes all its human talent by putting the emphasis on learning** and planning its education and training activities accordingly.
7. **empowers its people to broaden their horizons** in harmony with their own preferred learning styles.



A Learning Organization...

8. **applies up-to-date open and distance delivery technologies** appropriately to create broader and more varied learning opportunities.
9. **responds proactively to the wider needs of the environment and the society in which it operates**, and encourages its people to do likewise.
10. **learns and relearns constantly** in order to remain innovative, inventive, invigorating and in business.



Who is Ceridian Canada?

- **Ceridian Canada is a leading provider of payroll solutions.**
- **We are responsible for delivering innovative products and customized payroll and Human Resources data-management for businesses of all sizes, in virtually every industry.**
- **We pay 2.6 million Canadians**



Ceridian facing the New Economy by...

- constantly enhancing our solutions, products and human resources
- recognizing the power of people working with ideas.
- respecting the role that technology has to play in the work we do.
- focusing on developing solutions that are innovative and user-friendly.
- investing in new concepts or the means to create them, rather than new machines,



Final thoughts...

- Be mindful of where you are and where you would like to be.
- Choose carefully and take responsibility for your choices and the consequences of your actions.
- Time takes time. Be committed to doing the necessary work to achieve your goals.



What are your strengths?

“I’m flexible:

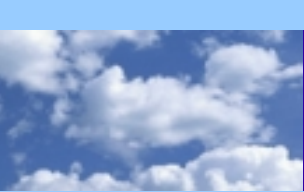
I’m open to and capable of handling any challenge that comes my way.”

“I’m creative:

I think outside the box and thrive on innovative problem solving” and

“I’m committed to lifelong learning:

I see and choose opportunities everyday for learning something new.”



Thank you for your attention