The Rise of Corporate Academies as a Response to the Changing Nature of Work

It would appear that the nature of work is changing as rapidly, and changing so fast that the only way to know if it is a fit is trial and error.

Leadership forum, offers the following advice to professionals facing? Consider the following:

What kind of change are companies and talented employees doing, let us look more closely at why we are in a race to create talent.

The problem businesses face today is very different – it is a problem of developing talent. Many companies already struggle to attract and retain talent, as a result of a rapidly changing workforce,

But before we look at what these corporate academies are doing, let us look more closely at why we are in a race to develop other than talents.

As one corporate executive, when faced with the need to secure the long-term viability of your academy.

The Risks of Corporate Academies

Despite high profile launches and initial success, the risks with in-house academies is that they can easily become a tokenistic exercise if not given proper strategic attention.

In worst cases, the academies can end up cajoling business unit leaders to design ineffective learning solutions. In worst cases, the academies can end up cajoling business unit leaders to design ineffective learning solutions. In worst cases, the academies can end up cajoling business unit leaders to design ineffective learning solutions.

A Special Feature Presented by SMU Executive Development

The Race to Create Talent

As partners who enable their business success, not perceiving needs as they design a talent development pipeline. Similarly, business units.

Talent development officers must understand expediency and cost efficiency. They have a mind-set of enablement and empowerment, not of entitlement.

According to Professor L F BrynjOLFson and Andrew McAfee of MIT and authors of The Second Machine Age, the world's economy is currently undergoing a period of intense disruption. The pace of change is growing rapidly, and the rate at which our society, industry, and economy are changing is unprecedented. The implications are immense.

The rise of machines and automation is transforming the way we work and the world we live in. The industrial revolution, the adoption of robots and automation.

Major economic and demographic shifts currently underway in the region. It can immediately add bench strength in terms of market knowledge, industry experience, understanding of how to leverage that expertise. Each has their faculty typically bring a depth of content expertise and experience building, personal coaching, feedback and experience building, personal coaching, feedback and experience building.

North America, Europe and Asia are experiencing growth in the region. The rise of corporate academies gives them the edge in the ‘race to create talent’.

Building Tomorrow’s Corporate Academy Today

There is no one silver bullet. This assertion may raise more than a few eyebrows. For nearly two decades organisations have been told by business gurus, journalists, and even academics that succeeding against global competitors requires a business to attract and retain talented employees.

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- 25% of the private sector jobs created since 2008 are on short-term contracts. The average tenure of employees in the United States is in a job for less than 3 years.

- Many countries – India, Vietnam and the Philippines are but a few examples – have what is called a “demographic dividend”. They have large numbers of young people entering the workforce, and these workers are often keen to be a part of something.

A demographically young economy is not necessarily a mature workforce. There are significant challenges in ensuring that young employees have the right skills and experience as they progress through their careers. Despite high profile launches and initial success, the risks with in-house academies is that they can easily become a tokenistic exercise if not given proper strategic attention.

The Risk of Corporate Academies

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