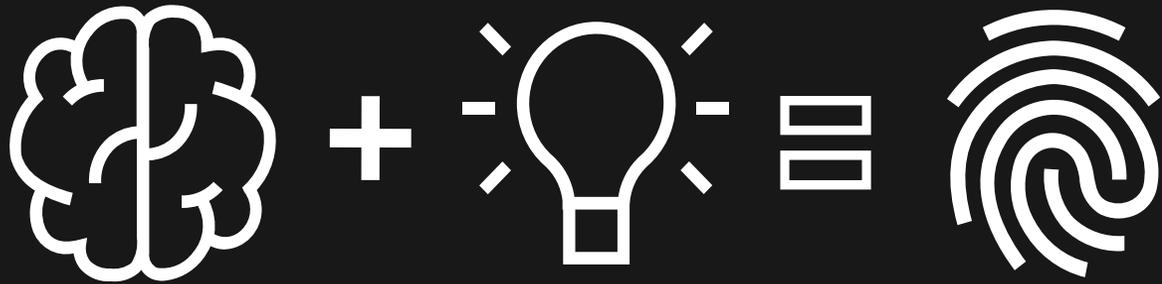


# Design Your Future

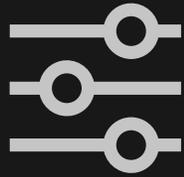


Vidya Krishnan

Ericsson

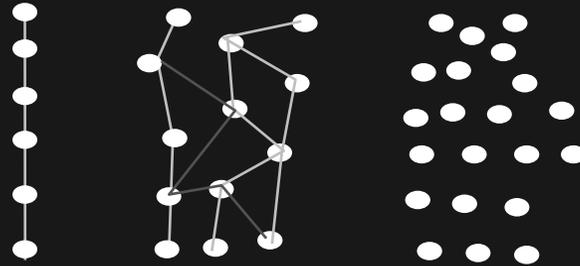
February 2021

# How do we engineer learning and inclusion into the digital future of work?

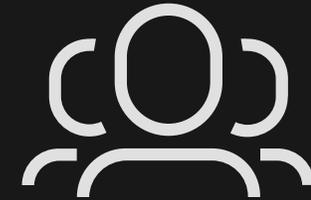


Reimagine recruiting,  
roles, CVs, onboarding

past → present → future



Mobilize people  
on the move



Boldly benefit  
everyone



Zero tolerance  
for zero learning



Artificial + human  
intelligence join forces



Instigate  
INtrapreneurship

# Design your future in an open talent market

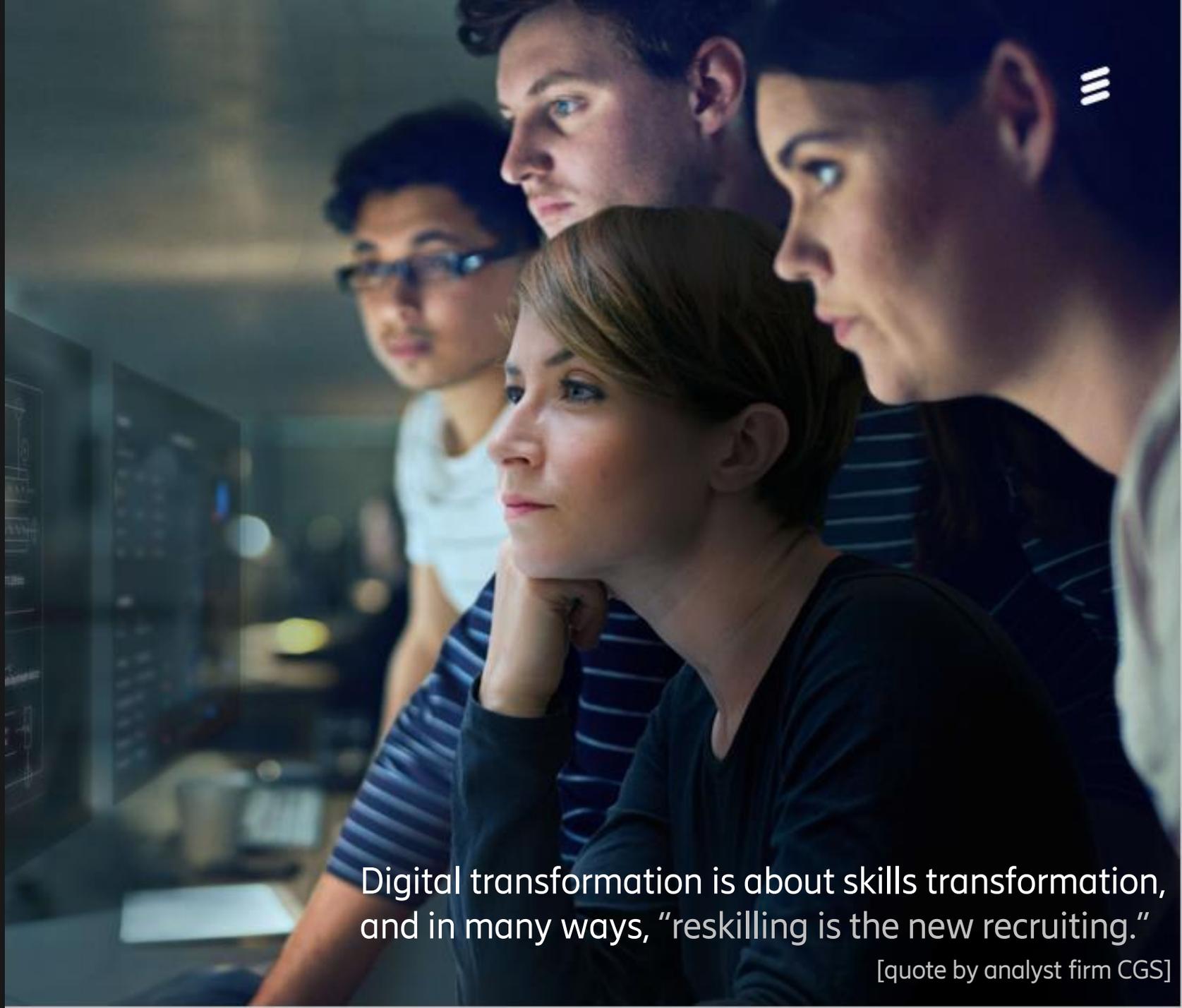
At Ericsson, we believe that every individual is a talent.

We know that people develop when we remain flexible, creating an open market where they have access & visibility to find the right opportunity to grow.



Digital transformation is about skills transformation, and in many ways, "reskilling is the new recruiting."

[quote by analyst firm CGS]





Digital equity is  
a prerequisite  
for true digital  
empowerment...



...and tomorrow's   
digital leadership  
starts today.

Ericsson – Girl Scouts Alliance



# Experiential learning is a powerful mechanism for inclusive upskilling in Ericsson's Career Framework



## Ericsson's Career Framework, also known as the "Three E's"

A structure to support you in planning your career and on going development to support your aspirations. Use these three steps to design your future and find your great!



**Explore**



**Evaluate**



**Engage**

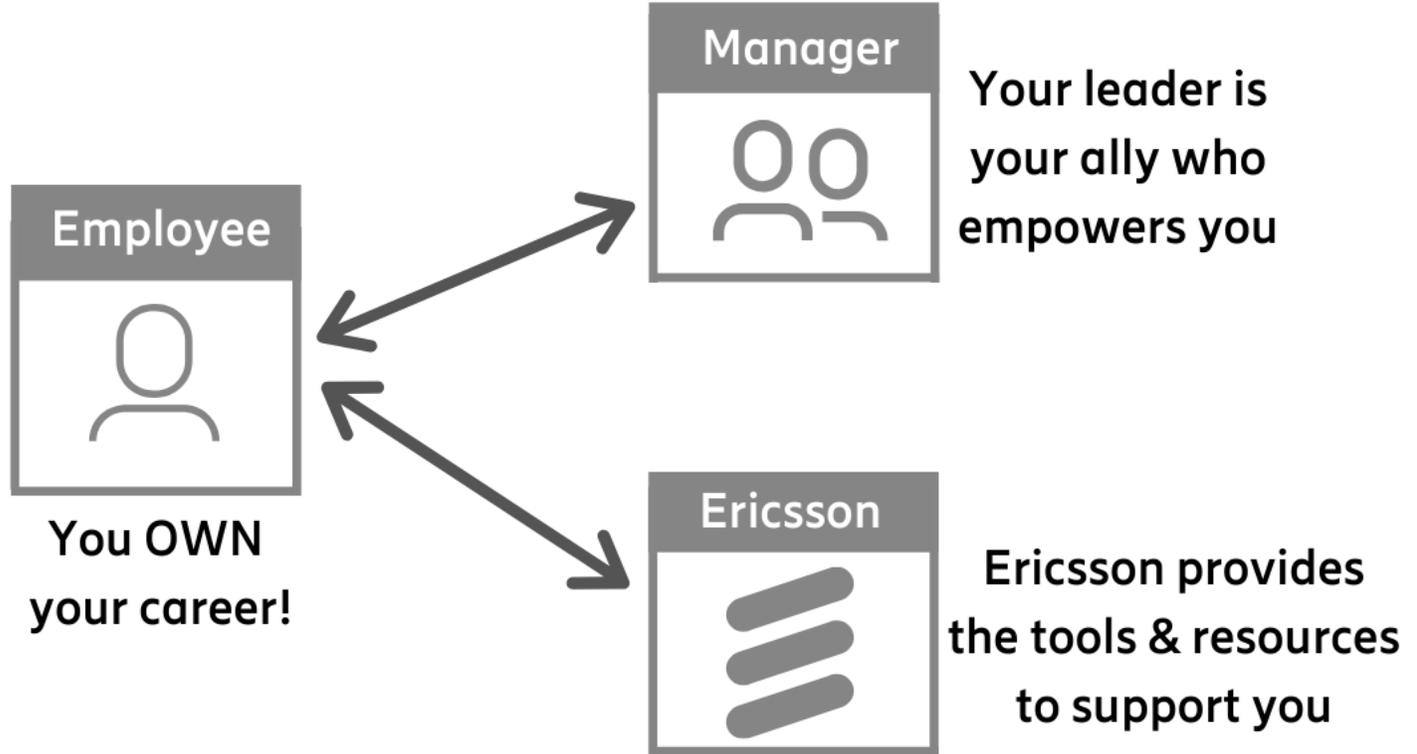
## Design Your Future



# What is the Partnership of Three?



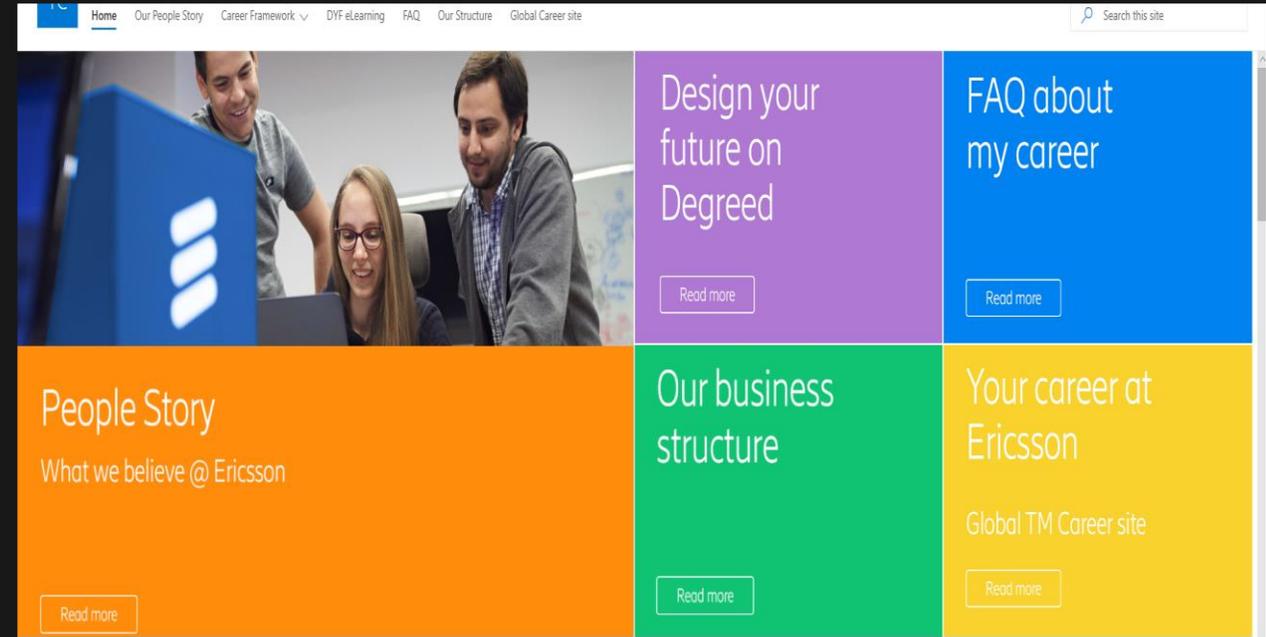
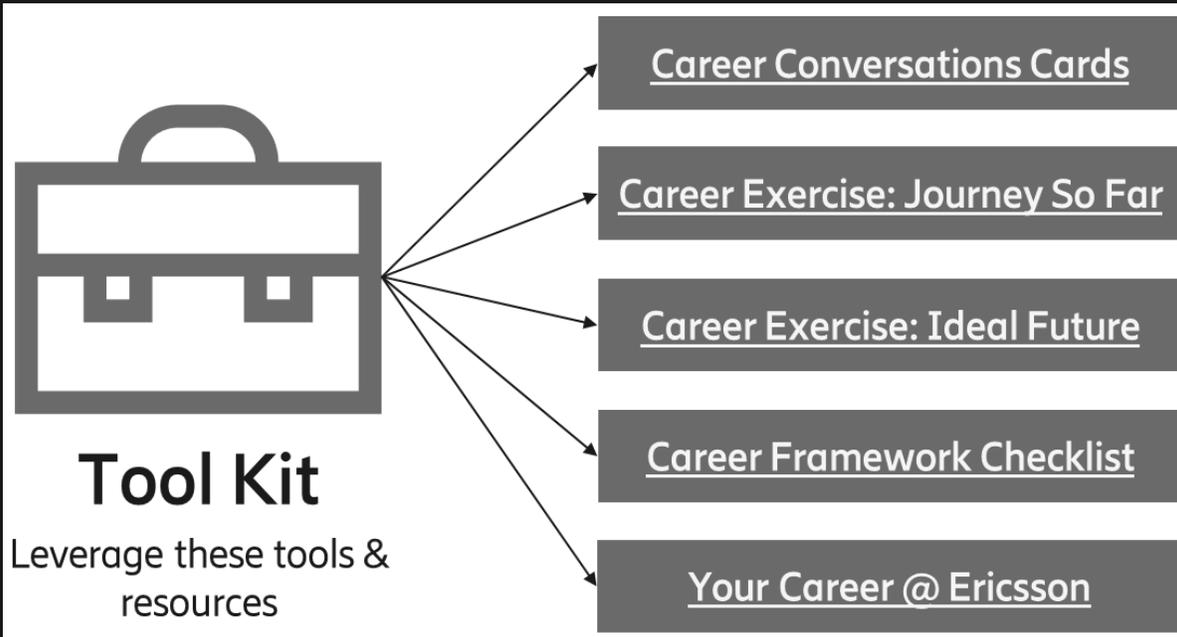
**Partnership of 3,  
also known as the  
"The Handshake"**



**Design Your Future**



# Ericsson's Design Your Future tool kit is designed to catalyze conversations that make connections happen



# Our 5G future demands higher and smarter investment to build the skillsets and mindsets to win



## Learning made easy



Easy, personalized, empowering ecosystem for building skills and connections

## Learning is a habit that matters



People develop through experiences and contributions, teaching others with a growth mindset

## Learning drives profitable growth



Upskilling and reskilling in critical areas is a strategic business investment

Learning at Ericsson is about journeys made of opportunities and contributions that build skills, strengths, and connections — journeys on which you traverse a *lattice* rather than a *ladder* to design your future and bring out your 'great'.

# What will it take to learn our way into a better future?



## WEF top 10 skills 2025

- Analytical **thinking** & innovation
- **Active learning** & learning strategies
- **Complex problem-solving**
- **Critical thinking** and analysis
- **Creativity**, originality, and initiative
- Leadership and social **influence**
- **Technology** use, monitoring, and control
- Technology **design** and programming
- Resilience, **stress tolerance**, flexibility
- Reasoning, problem-solving, **ideation**

### Learning made easy



Easy, personalized, empowering ecosystem for building skills and connections

### Learning is a habit that matters



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#KeepLearning