1. Record Nr. UNINA9910795418203321 Autore Edmondson Michael Titolo Embracing Ambiguity: A Workforce Training Plan for the Postpandemic Economy Pubbl/distr/stampa New York:,: Business Expert Press,, 2022 ©2021 **ISBN** 1-63742-172-9 Edizione [First edition.] Descrizione fisica 1 online resource (232 pages) Collana Human resource management and organizational behavior collection, 1946-5645 Disciplina 658.4012 Soggetti Business planning Employees - Training of Leadership Self-managed learning Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Part I. The situational analysis. Chapter 1. The impact of COVID-19: Nota di contenuto Chapter 2. Leveraging agility; Chapter 3. The signicance of selfawareness; Chapter 4. Embracing ambiguity; Chapter 5. Essential skills -- Part II. The training program. Chapter 6. The embracing ambiguity training program; Chapter 7. Essential skill 1: Accept the existence and permanence of chaos; Chapter 8. Essential skill 2: Challenge assumptions to think differently; Chapter 9. Essential skill 3: Connect and empower others; Chapter 10. Essential skill 4: Demonstrate a strong work ethic; Chapter 11. Essential skill 5: Experiment with your life; Chapter 12. Essential skill 6: Get comfortable in uncomfortable situations; Chapter 13. Essential skill 7: Manage stress and anxiety; Chapter 14. Essential skill 8: Understand the role of nuance: Chapter 15. Essential skill 9: Remain open to the unfolding of life; Chapter 16. Essential skill 10: Remind yourself destiny is a matter of choice; Chapter 17. Conclusion. Sommario/riassunto This book fills a tremendous need in today's chaotic marketplace by

providing a timely, impactful, and relevant self-directed training program designed to enhance the essential skills employees need to

embrace the ambiguity of a postpandemic world. In today's dynamic, hyper-competitive, and ever-changing global economy organizations need to make investing in the personal growth and professional development of its employees a strategic imperative. Doing so requires organizations to think differently about training its workforce, adapt new strategies of employee engagement, and create a more agile approach to human capital management. Since the new reality is that life in a postpandemic world will look different than it did prior to the global health care crisis employees should be encouraged to engage in a self-directed training program to enhance their future potential. Such a program provides employees with the opportunity to learn at their own pace, in a safe environment, and at a convenient time of day. By shifting the focus of control over to the employee, individuals maintain the self-determination required to identify, develop, and enhance the essential skills necessary to embrace the ambiguity in a postpandemic world. By engaging in self-directed learning employees will increase their self-awareness, further their sense of the world around them, and reflect on the intersection of the two.