

Peer Teaching Sheet

Design a poster that you can use in the future when counselling fresh graduates who face problems at the start of their careers. Advise them on being better prepared to thrive in the workplace of the 21st century.

Facts	Ideas	Learning Issues	Action Plan
Vivian is struggling with her job requirements; they demand of her to perform in a way she has not done so before in school.	We surmise that her education in school did not prepare her for work in the real world environment.	What are the competencies required to thrive in the workplace of the 21 st century?	Nat – To research on the competencies required to thrive in the workplace of the 21 st century and advise on how Vivian can put them to practice to better cope at work.

Introduction

It is a global trend that economies are shifting towards the provision of services from manufacturing-based industries within the last several decades (Kozma). The manufacturing processes that previously generated value to economies are being replaced by processes that deliver knowledge and services. (Trilling & Fadel, 2012)

Following this shift is a new set of demands for the employee in the workplace of the 21st century. We will further explore the competencies necessary for the employee of the 21st century to thrive below.

Innovation and creativity

The fast-paced environment of today ensures a similar speed of change and with it new systems and processes. To keep up, 21st century employees need to be creative in innovating new products and services so as not to become obsolete (Trilling & Fadel, 2012).

Communication and collaboration

Given the multicultural nature of today's workplace environment, communication is an essential skill to ensure effective and productive collaboration. The employee of the 21st century is required to work with a diverse community of people "across cultural, geographic and language boundaries", to forge the relationships that underlie business accomplishments. As such, employees need to be competent at interacting respectfully with others (Kozma).

Critical thinking

The proliferation of technology affords us ready access to knowledge and data. With the same information available to everyone, 21st century employees need to consider and utilize it critically to best benefit from it and retain their competitive advantage. (Amanet)

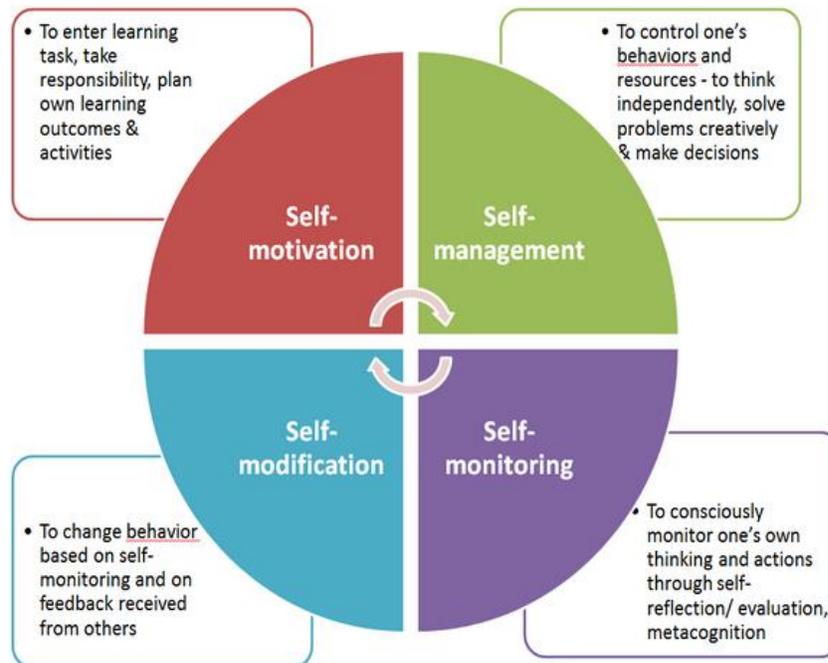
Curious, self-directed learners committed to continuous learning

The 21st century employee needs to acquire new knowledge to keep in the loop and remain relevant in the fast-changing business environment of today. Here's a little story to illustrate this:

A colleague of mine showed interest in social networking a few years ago, became a passionate user of multiple tools and applications, and read voraciously on the topic. Then he started sharing his experiences and ideas through presentations and articles, and eventually he wrote a book. Today, he is a nationally-sought-after speaker and expert on the topic. His success began with curiosity and a commitment to continuous learning. (Herring, 2012)

To become a self-directed learner

A self-directed learner is developed in four areas: 1) self-motivation; 2) self-management; 3) self-modification and 4) self-monitoring.



Whilst the model above discusses each dimension separately, they are intimately connected in practice. (SMU)

Recommendation

It is advisable that Vivian reflects on her performance to exactly identify where she is falling short to begin with (self-monitoring). Thereafter will she be able to assess the situation more accurately and take steps to remedy it (self-modification). Consequently, as she deems necessary, she may reach out to the HR department for training programs to equip her with the skills she requires to excel in her job (self-motivation and self-management).

References:

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