



# MAPNet

Rethinking work skills for the future

The changing nature of work is a growing concern. Technological innovation, automation, big data, and demographic changes such as longevity are leading to substantial disruption across industry sectors.

There is an urgent need for a better understanding of future work skills and how they develop.

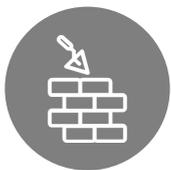
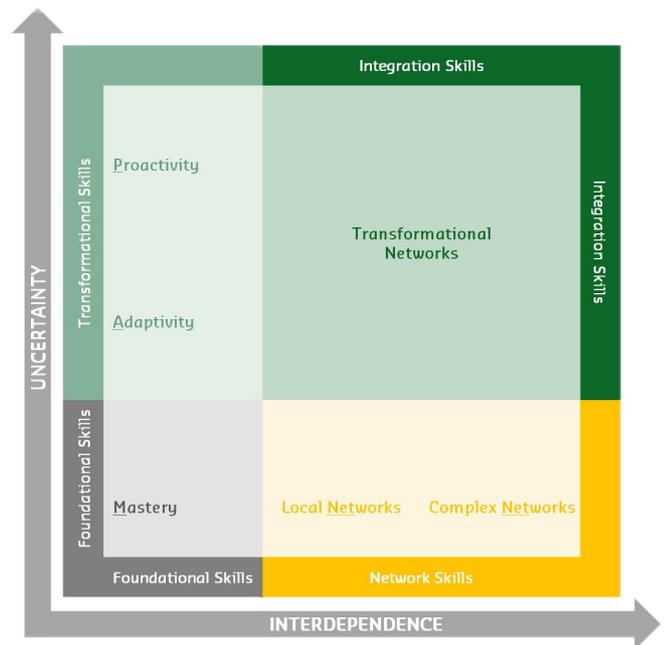
## MAPNet

We introduce the MAPNet approach to explain the deep structure of work tasks.

The approach allows organisations to identify the multitude of skills and activities that are fundamental for enabling success in uncertain and interdependent work environments.

## The MAPNet framework

The framework details key skills required for employees and organisations to be successful for the future of work.



Mastery



Adaptivity



Proactivity



Local networks



Complex networks



Transformational networks

## Developing and supporting the MAPNet skills

MAPNet provides a new way of thinking about skill and lifelong learning based on the deep structure of work activities.

To support and develop the MAPNet skills, adaption in these key conditions and systems are usually required at the organisation level.

However, there are also a number of opportunities for individuals to engage their own sense of agency in preparing for the future of work.



Work design



Job enrichment



Teams



Selection & training



Leadership

## Building blocks for the future

Calls for research to identify critical skills for the future have led to a relatively consistent list of broad skills, as outlined by the MAPNet framework.

We have defined some of the most commonly noted key abilities which we suggest as the building blocks of future skills, ranging from critical thinking to STEM.



Critical thinking



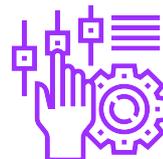
Problem solving



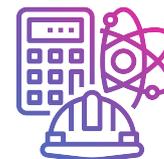
Collaboration & communication



Creativity & innovation



Technical literacy



Foundational skills & STEM

## Project lead



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The Institute promotes productive and meaningful work as essential foundations of a healthy economy and society.

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