

What Got Us Here, Will Not Get Us There

Irwin Anand, Managing Director, Udemy India says, the education we've gotten is not going to be what propels us to the next opportunity. People need to take their lives and careers into their own hands with ongoing learning and skills training. His advice on how to drive a learning agenda to personal learning mantra, here's what.

Q. One technology/innovation that will change the future of learning

A. Technology changes so fast that it is hard to predict what's coming next. I'm inspired by our instructors as well as learning and development team, who are testing new technologies including virtual reality and augmented reality to enhance the learning experience.

Q. One step employer should take on Re-skilling/Upskilling

A. Employers should recognize that all of their employees, not just a select few, need help upskilling. They should bring a learning partner that has a diverse set of courses on the most up-to-date skills.

Q. One tip to create a great learning culture

A. A learning culture starts at the top and permeates throughout the entire organization.

Q. One advice for leaders to drive the learning agenda in their organization

A. Show company-wide support of a learning mindset. That will make employees motivated to constantly improve and ultimately, the entire workplace can become more engaged overall.

Q. Best book on Skilling

A. There are many great books out there. A favorite is "Mindset" by world-renowned Stanford University psychologist Carol Dweck.

Q. Your Learning Mantra

A. Learning is an investment in your future and needs to be done consistently and with discipline.

Q. Tell us about a time you failed and how you handled it

A. When working in a company, there is a lot of experimentation to learn what works. As a result, a lot of initiatives become failures. However, what I've learned is that failures that make us a better professional.

Q. How do you make decisions when you don't have all the necessary information?

A. Not having all of the necessary information to make a decision is often the case in a fast-paced business. That's why it's important to consult with others in the organization, gather as much relevant information as possible, and listen to your instincts.

Q. Who is your aspirational leader?

A. I am inspired by actions, initiatives, and the experiences of people rather than any one specific person.

Q. Any specific skill you want to learn in the coming days

A. Since joining, I have realized that power of knowing SQL and that's the first skill I'm learning.

Q. Best career advice you have ever been given?

A. Learn how to adapt to change. Change is the only constant and it brings opportunities for growth.