

# Which is Most Important for Future

There has been a lot of chatter in both the trade and popular press about how U.S. workers must be reskilled in order for the U.S. to remain competitive in the rapidly changing future. According to research from the American Workforce Policy Advisory Board, 7 million workers will require “full-blown” reskilling if they hope to remain employable. And, according to the Society for Human Resource Management ([SHRM](#)), “more than 70,000 organizations in the U.S., including colleges and universities, nonprofits, public-private consortia, and foundations, are tackling the skills gap.” SHRM also admits that “the skills gap is so pervasive that no single solution will mitigate its impact.”

Skills are a moving target. “Skills themselves are becoming less central to creating the type of value that will differentiate a company,” according to a [Deloitte Center for the Edge](#) publication from 2019.

Companies and individuals must move past a mindset of acquiring specific skills. Skills alone won’t allow a business to identify and address new opportunities. “For that, companies need attributes such as creativity and imagination, critical thinking and emotional intelligence,” says the Deloitte report.

evolving, for instance computer modeling has replaced hand drawings and in the very near future [3D printing](#) will replace trades and craftsmanship. People can and will learn skills as they are needed (you’ve mastered a smart phone without having to take a class, right?), what truly sets an individual or company apart is the ability to develop capabilities.

The construction industry

---

## Focus on capabilities

---

In your own career you’ve experienced that skills are ever-



---

## About the Author

---

Dr. Nanette Miner is a leadership development and workplace-learning strategy consultant. Through her firm, [The Training Doctor](#), she has revolutionized the way that individuals are prepared for leadership roles in their organizations. Rather than a chosen few, her process is aimed at ensuring everyone in the company has the skills and business acumen of a leader. This