

Future Ready: Leading in a Complex World

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LinkedIn



EUROPEAN RENTAL INDUSTRY 2025

- Economic Uncertainty**

- Geopolitical uncertainty
- Inflation, high interest rates
- Slowing construction demand in some regions

- Sustainability & Energy Transition**

- High cost & limited supply of low-emission equipment
- Lack of charging/fuel infrastructure

- Workforce Shortages**

- Difficulty attracting young talent
- Aging workforce & skills gaps

- Digital Transformation**

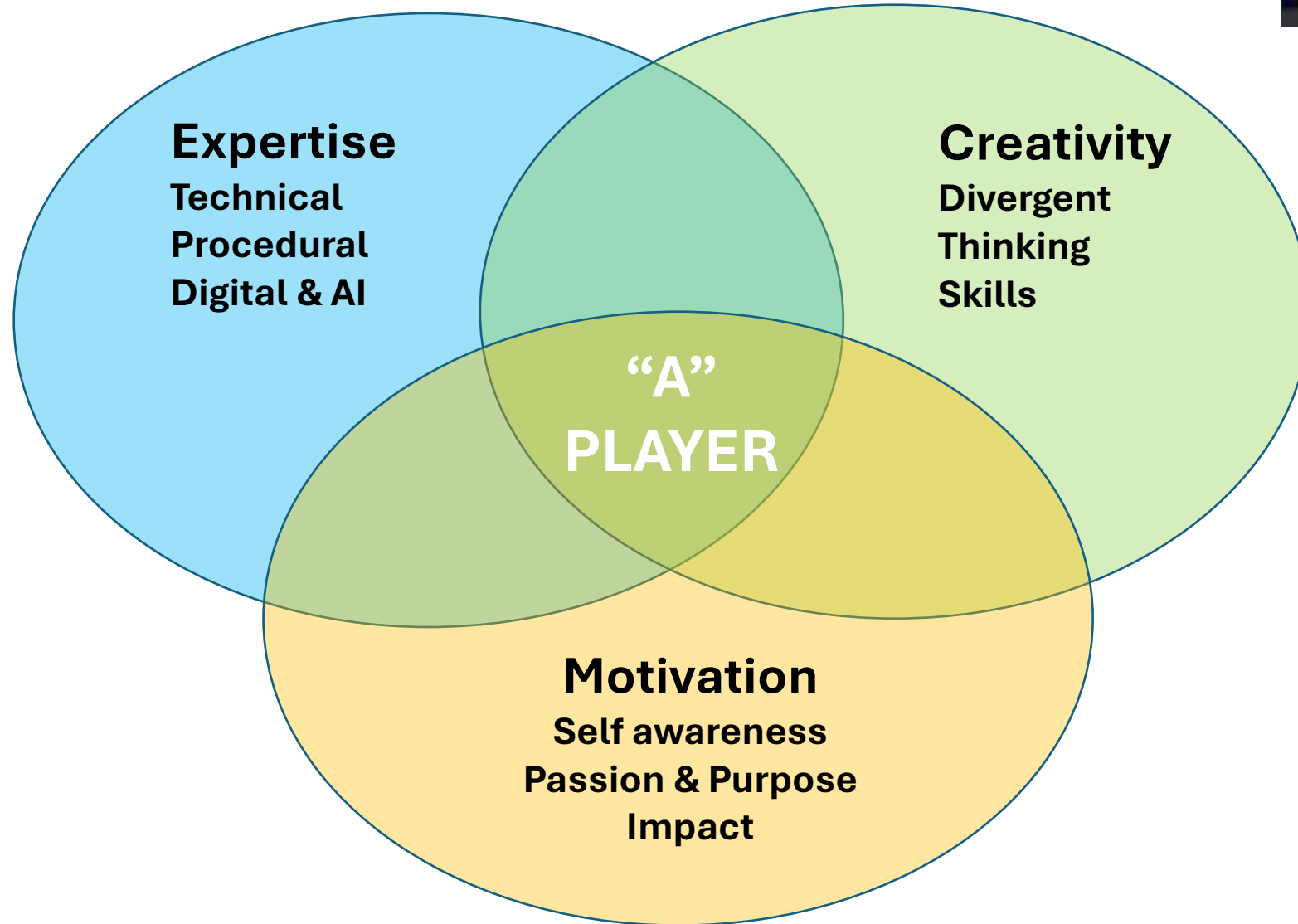
- Pressure to adopt telematics & digital platforms
- Growing cybersecurity risks

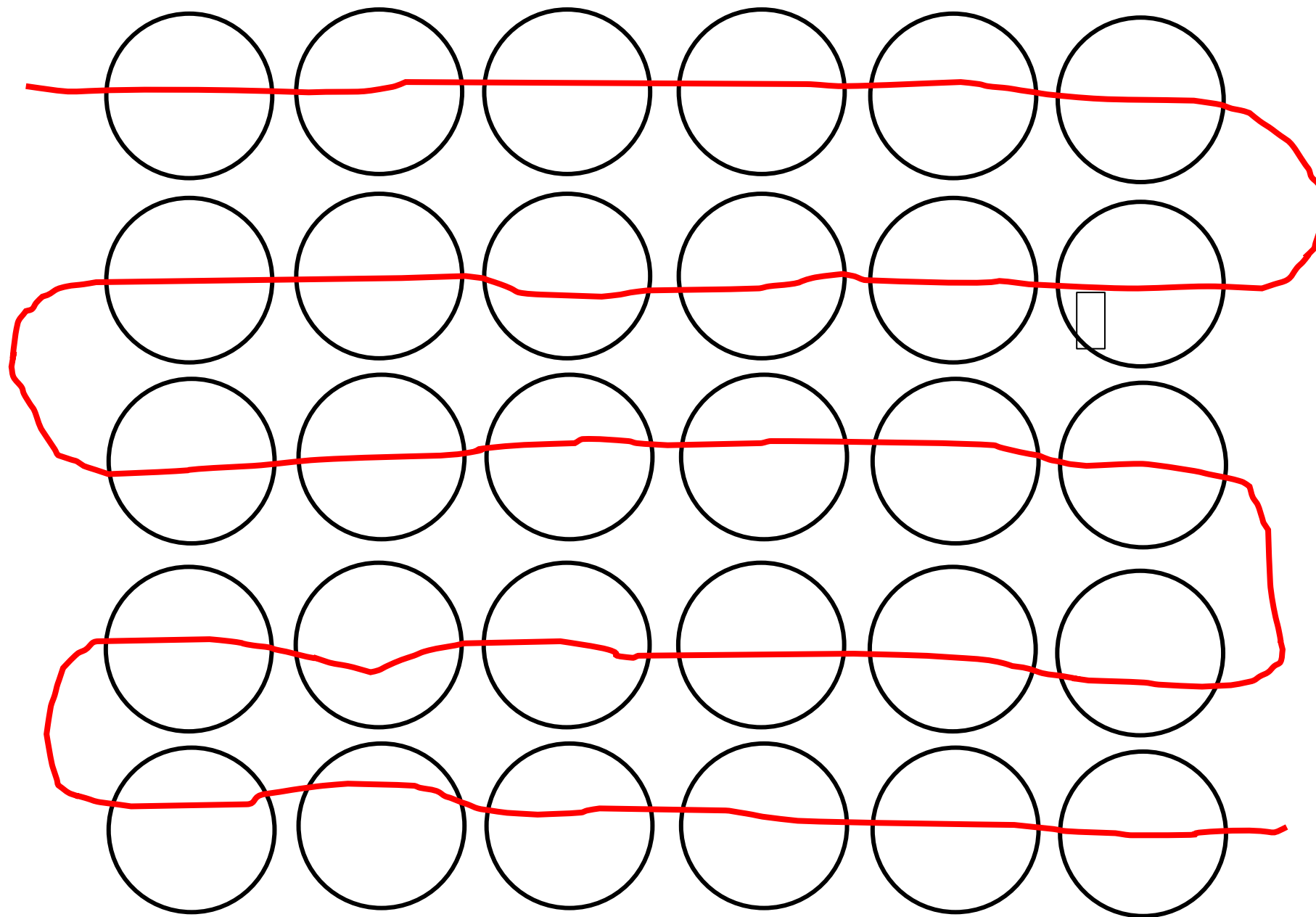
- Regulatory Compliance**

- Stricter EU sustainability reporting
- Need for standardized data & metrics



FUTURE READY





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| 1 | 2 | 3 | 4 | 5 | 6 |
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COGNITION....

- ❑ **Convergent (LINEAR) thinking:** the intellectual ability to logically evaluate, critique and choose the “best” idea from a selection of ideas.
- ❑ **Divergent (NON-LINEAR) thinking:** the intellectual ability to think of many original, diverse, and elaborate ideas.



THINK!





WHAT ARE YOUR BIGGEST DISTRACTIONS?



PLANNING FOR DEEP WORK

1. Physical and Mental Preparation

2. Dedicated Workspace

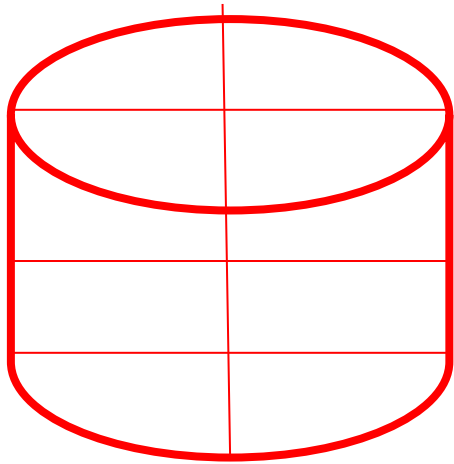
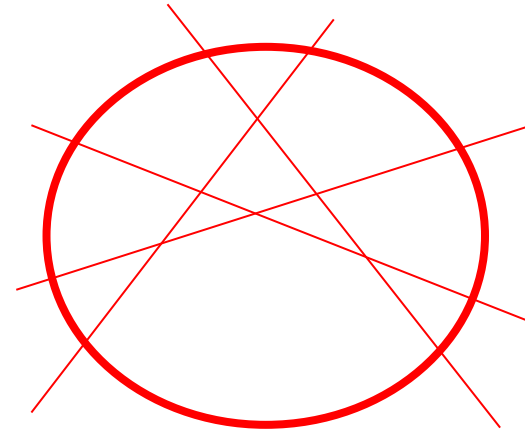
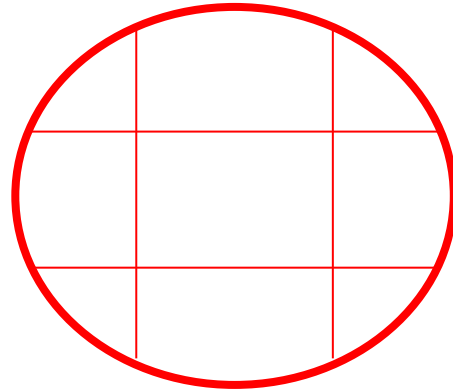
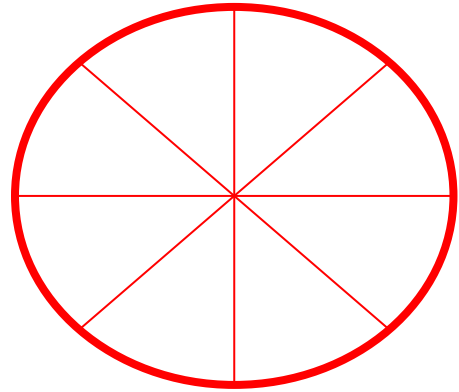
3. Start & End Time

4. Idea Generation and Retention



CAKE!



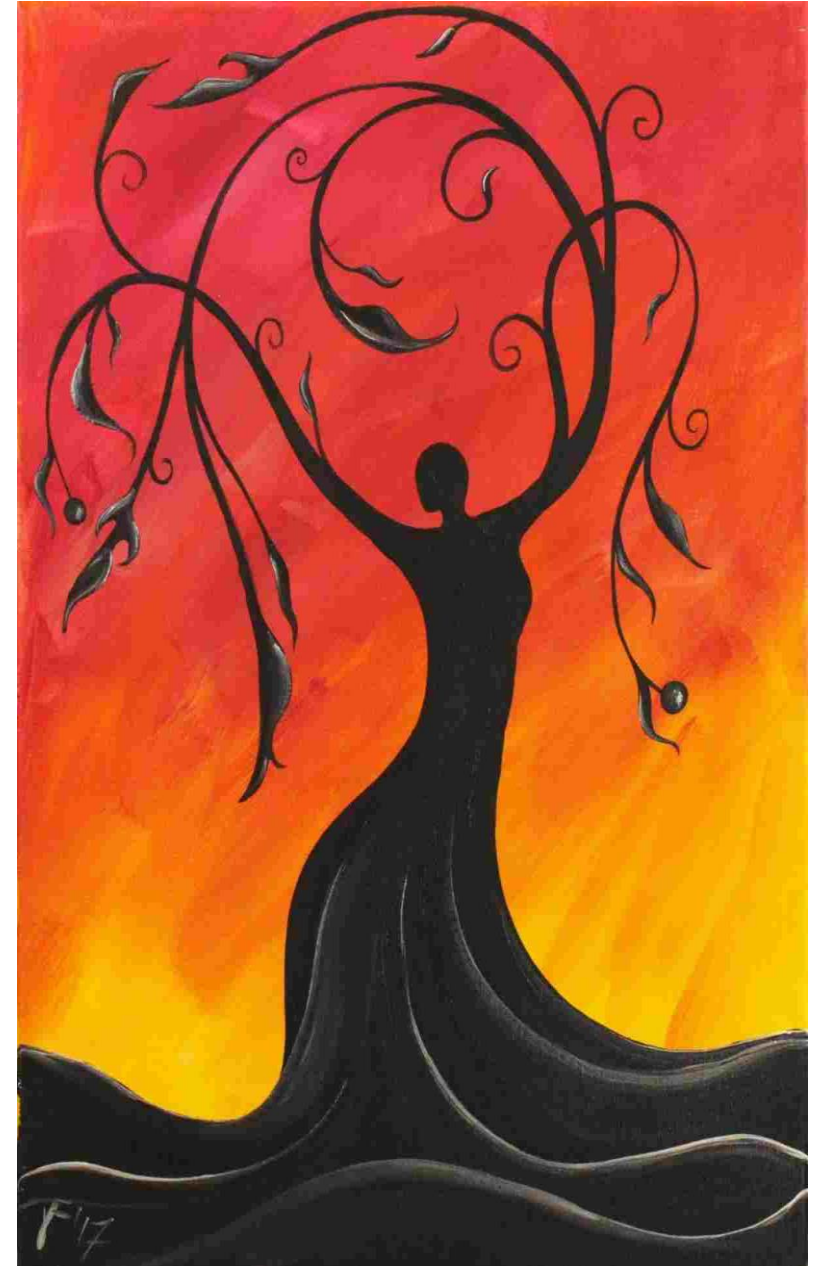


?

Answer:
Billions !



WHAT FACTORS SUPPRESS OUR **CREATIVE THINKING?**



QUESTION

Experience
Education
Environment



CREATIVITY: Enhancing Divergent Thinking with AI



1. Idea Generation:

- Use Generative AI to brainstorm innovative solutions by generating diverse perspectives and ideas.

2. Inspiring New Possibilities:

- Leverage AI to explore cross-industry innovations and apply unconventional approaches to challenges.
- Use AI to identify emerging trends and propose ideas aligned with future demands.

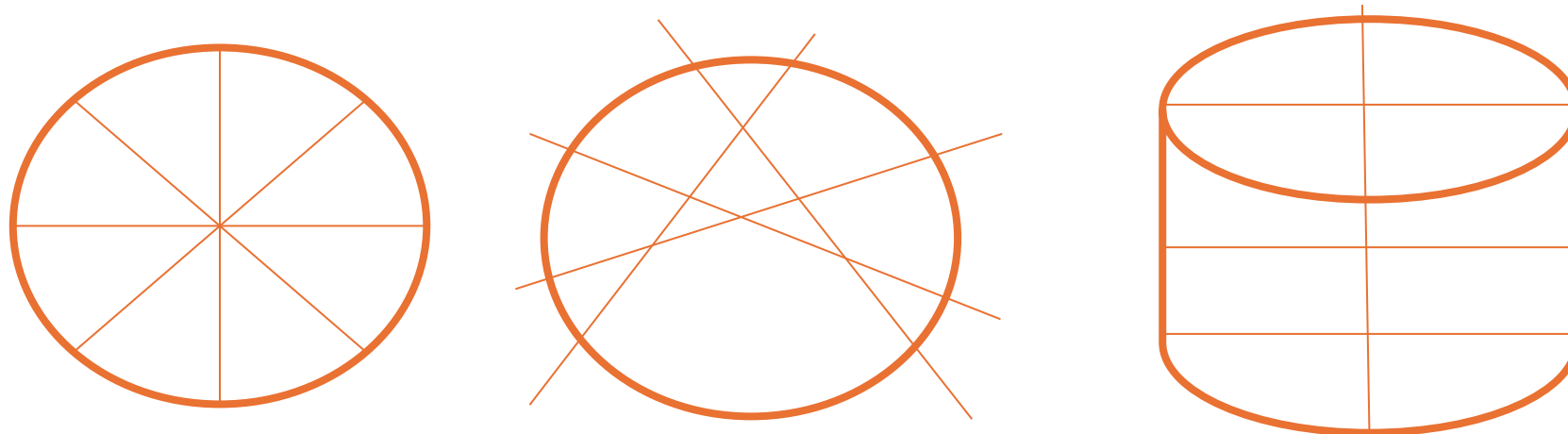
3. Creative Content:

- Collaborate with AI to design compelling narratives, presentations, or marketing campaigns, amplifying creativity in storytelling.
- Generate visual and multimedia content to support strategic initiatives, making them more engaging.



CAKE!





Billions !

What can I help with?


Message ChatGPT



 Create image

 Surprise me

 Summarize text

 Brainstorm

More

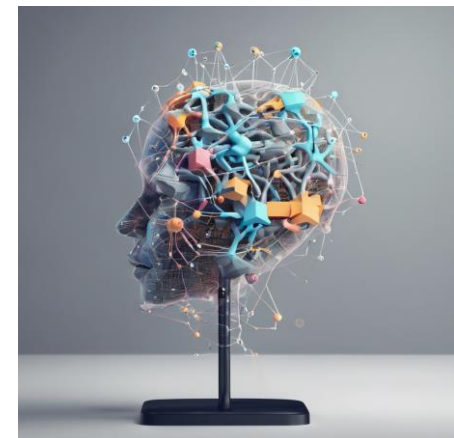
Using AI

**“Train people to ask the
right questions.”**



EDUCATION - Driving Continuous Learning & Insight

- Develop a habit of continuous learning by using AI-driven personalized learning modules – leveraging tools such as **SciSpace (Typeset.io)**
- Translate articles and reports into entertaining audio and podcast content – tools such as Google **Notebook.lm**
- Leverage Generative AI to access and curate the latest industry insights, research, and best practices.
- Leverage AI to explore cross-industry innovations and apply unconventional approaches to challenges.
- Monitor market trends and competitor activities in real-time with AI-powered analytics tools.
- Leverage AI to generate strategic reports highlighting opportunities for differentiation and growth.



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What are the most effective strategies for industrial good companies to use to address aging workforce and skills gaps?


Standard


High Quality


Deep Review



Try searching for:

 How does climate change impact biodiversity?

 Why are aging Covid patients more susceptible to

 Introducing Deep-Review - Do systematic literature review in minutes. [Know More](#)

Answer from top 5 papers ▾

To effectively address the challenges posed by an aging workforce and skills gaps, industrial companies can adopt several strategic approaches. These strategies focus on fostering an inclusive environment, upskilling existing employees, and leveraging the unique strengths of mature workers.

Inclusive Work Environment

- **Create an Inclusive Climate:** Organizations should implement policies that welcome mature workers, ensuring they are treated fairly and valued for their contributions ([Parker & Andrei, 2020](#)).
- **Design for All:** Adopting a "design for all" methodology can enhance workstations and processes to accommodate the physical and cognitive needs of older employees, promoting safety and efficiency ([Hussain et al., 2011](#)).

Upskilling and Lifelong Learning

- **Ongoing Training Programs:** Companies must invest in continuous upskilling initiatives tailored to the evolving demands of the industry, ensuring that older workers can adapt to new technologies ([Braun et al., 2024](#)).
- **Intergenerational Learning:** Implementing mentoring schemes allows knowledge transfer between younger and older employees, fostering a collaborative learning environment ([Parker & Andrei, 2020](#)) ([Ranasinghe et al., 2024](#)).

Socio-Technical Approaches

- **Holistic Learning Systems:** A socio-technical system approach can enhance learning outcomes for aging workers by integrating technological tools with human and organizational factors, thus improving job performance and satisfaction ([Ranasinghe et al., 2024](#)).

While these strategies are essential for addressing the skills gap and leveraging the aging workforce, some may argue that the focus should also be on attracting younger talent to ensure a balanced workforce. However, the unique experience and knowledge of older workers can provide invaluable insights that are critical for organizational success.

Read Less ^



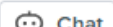
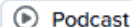
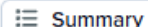
Book Chapter • 10.3233/atde240209

☐ **1. Bridging Skill Gaps – A Systematic Literature Review of Strategies for Industry**

Greta Braun, Paulina Rikala, Miitta Järvinen +2 more

9 Apr 2024 • Advances in transdisciplinary engineering

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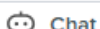
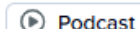
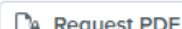
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Collaboration between employers, education providers, and policymakers is crucial. Strategies include upskilling existing employees, adapting curricula to industry needs, incentivizing skill development, and ensuring access to affordable education, thereby addressing the challenges posed by an aging workforce and skills gaps.

Proceedings Article • 10.24867/is-2023-t6.2-2_04941

☐ **2. Industry 5.0 and the skills gap: strategies for developing a futureready workforce**

Milica Brkovic, Jelena Čulibrk, Aleksandar Rikalovic +2 more



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The paper identifies strategies such as upskilling and reskilling programs, fostering collaboration between industry and educational institutions, and promoting lifelong learning initiatives to effectively address the aging workforce and skills gaps in the context of Industry 5.0.

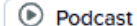
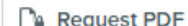
Book Chapter • 10.4018/978-1-7998-2277-6.CH010

☐ **3. A Practical Workforce Development Framework Using Strategies and Initiatives to Strengthen the Mature Workforce**

Kristin Kelly Frady

1 Jan 2020

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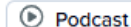
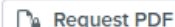
Key strategies include forming partnerships, implementing innovative workforce planning and recruitment practices, providing targeted education and training, and establishing clear career pathways. These initiatives can effectively address the challenges posed by an aging workforce and skills gaps in industrial companies.

Journal Article • 10.59298/jciss/2024/101.19274547

☐ **4. Strategies for Closing Skill Gaps in Organisations: Enhancing Productivity, Innovation, and Competitiveness**

Phionah H. Nakitende

14 Jun 2024



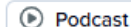
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Effective strategies include customized training initiatives, integration of technology, and fostering a lifelong learning mindset. These approaches help address skill deficiencies, enhance productivity, and ensure competitiveness, particularly in response to the challenges posed by an aging workforce.


☐ **5. Workforce demographics, challenges and strategies: a 'design for all' method in a manufacturing industry perspective**

Amjad Hussain, Keith Case, Usman Ghanji +2 more

1 Jan 2011



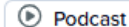
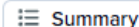
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Implementing a "design for all" method is effective, addressing the needs of older workers through proactive workstation design. This strategy enhances safety and performance, ensuring better working environments and retention of skilled, experienced employees in the manufacturing industry.


☐ **6. Business strategies for the age-diverse workforce**

Betty Cohen

1 Jan 2013



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Effective strategies include offering flexible employment options, education and development opportunities, knowledge transfer programs, and redefining retirement age. Companies should also focus on personalized benefits and actively engage older workers as part-time employees or consultants to retain their expertise.

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May 19, 2025 • 1 source



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May 21, 2025 • 1 source



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Aging Workforce and Skills Gaps in Industry

4 sources

The provided sources discuss the multifaceted challenge of **skill gaps** within the industrial sector, particularly in the context of an **aging workforce** and rapid technological advancements towards Industry 5.0. They highlight that bridging these gaps requires a **collaborative effort** involving employers, employees, education providers, policymakers, and researchers. Strategies emphasized include **upskilling existing workforces**, fostering **lifelong learning**, adapting curricula to meet industry needs, and implementing **age-inclusive business practices** to retain and leverage the experience of older workers. The texts collectively suggest that addressing these interconnected issues through strategic initiatives is crucial for maintaining productivity, fostering innovation, and achieving sustainable growth in industry.

Save to note

Add note

Audio Overview

Mind Map

Start typing...

4 sources

How can organizations strategically leverage their aging workforce to address skill gaps?

What collabor

Studio

Audio Overview

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Aging Workforce and Skills...

00:00 / 22:05 • English

Interactive mode

BETA

Notes

- + Add note
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FAQ

Timeline

Saved notes will appear here

Save a chat message to create a new note, or click Add note above.

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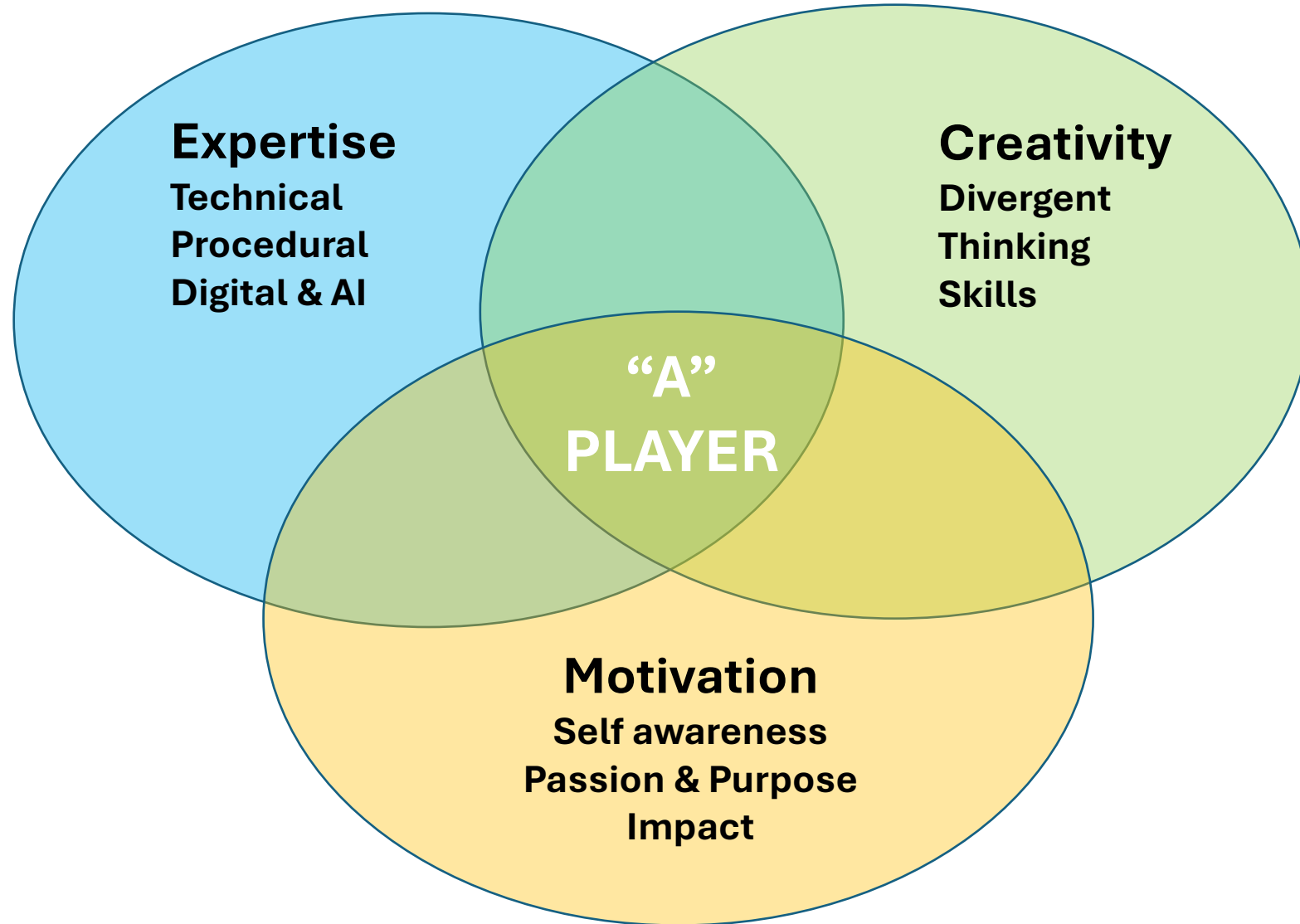


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3. Listen to podcast – what insights do you gain about your values and principles?



FUTURE READY



THANK YOU!



FLANDRIEN
HOTEL

A horizontal row of black and white squares, resembling a checkered flag, positioned below the hotel name.



EUROPEAN
RENTAL
ASSOCIATION

Extra Material

Healthy Mind Platter



Healthy Mind Platter

The Healthy Mind Platter outlines seven essential mental activities that contribute to a healthy mind and promote optimal brain function. The seven mental activities in the Healthy Mind Platter are as follows:

Sleep Time The first activity on the platter is sleep, which is essential for the brain to consolidate memories, restore energy, and repair cells. Sleep is also necessary for regulating mood and improving cognitive function. Adults typically require 7-9 hours of sleep per night, while children and adolescents need more.

Physical Time Physical time involves engaging in regular physical activity, which is crucial for promoting brain health, reducing stress, and improving overall well-being. Exercise stimulates the release of neurotransmitters and growth factors that help support the development of new neurons and improve brain function.

Focus Time Focus time refers to the ability to concentrate deeply on a task or goal, without distraction. It involves setting aside time to work on a specific task or project, and avoiding interruptions or multitasking. This activity helps to improve cognitive control, attention, and productivity.

Time In Time in involves taking time to reflect, meditate, or engage in other mindfulness practices. This activity helps to promote emotional regulation, reduce stress and anxiety, and improve overall well-being. It also helps to strengthen the connections between different regions of the brain, improving cognitive function and resilience.

Healthy Mind Platter (II)

Play Time Play time involves engaging in fun, enjoyable activities that promote creativity, curiosity, and exploration. This activity helps to reduce stress, boost mood, and improve cognitive function. Play also stimulates the release of dopamine, a neurotransmitter associated with pleasure and reward.

Connecting Time Connecting time involves building and maintaining positive relationships with others. This activity is essential for promoting social support, reducing stress, and improving overall well-being. Connecting with others also helps to stimulate the release of oxytocin, a neurotransmitter associated with bonding and trust.

Down Time The final activity on the platter is downtime, which involves taking time to rest and recharge. This activity helps to reduce stress, promote relaxation, and improve overall well-being. Downtime also helps to improve cognitive function, by allowing the brain to consolidate memories and process information.

Incorporating these activities into daily routines can help promote a healthy mind and improve overall well-being. It is important to note that these activities are not mutually exclusive, and that engaging in multiple activities simultaneously can be beneficial.

For example, taking a walk outside can combine physical time with connecting time, while practicing yoga can combine physical time with time in.

Download the Full Report: https://davidrock.net/files/02_The_Healthy_Mind_Platter_US.pdf

Healthy Mind Platter

Score yourself out of 5 on each dimension where 0 equals not meeting requirement at all and 5 fully equals meeting requirement



Healthy Mind Platter



- ☐ Sleep Time
 - ☐ Physical Time
 - ☐ Focus Time
 - ☐ Play Time
 - ☐ Connecting Time
 - ☐ Down Time (relaxation)
 - ☐ Time In (being mindful)
- ☐ >30 Very Healthy Mind
 - ☐ >25 Healthy Mind
 - ☐ >20 Risk of Impaired judgement
 - ☐ >15 Cognitive Underperformance
 - ☐ <15 Onset of Burnout
 - ☐ <10 Mental Illness /Depression
 - ☐ <5 Zombie