

Tips to reinvent your career in the new normal

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Moderator: Welcome to the High Tea Chat Session, we hope everyone is doing well during these uncertain times. Priya Chakravarty, Head HR Excellence, Essar Group, will join the chat at 3 PM. Meanwhile, you can send your questions related to Tips to reinvent your career in the new normal. Kindly note your questions will be moderated and then sent to the celebrity to answer. Questions already answered by the celebrity will not be entertained.

Ms. Priya: Hi Everyone! Glad to be on this platform. In the new normal while managing ones career maybe challenging, it can also be an opportunity for many. I look forward to having a great interactive session today

Sonal: I have need some guidance on how do I start my career in to HR feild after having 5 years of experience into sales as a sales coordinator, I have completed my PGDM -Hr in 2017-18.

Ms. Priya: Hi Sonal, you can start picking up HR projects within your organsation in addition to your existing role. This could be in any area of your interest like C&B, Talent Management, and Recruitment etc. It is essential for you to speak to the organization to put across your aspirations and move when there is an opportunity within. Alternative you can pick up certification courses to upskill yourself to make your candidature more compelling.

Sangeeta: Mam, how reshaping our career would help in grabbing the right job opportunity amid the pandemic.

Ms. Priya: Hi Sangeeta, I would say explore a range of options and invest time in unthinkable out of box ideas too, build capabilities relevant to your future self and those that are more market centric. it is the best time to invest in your education; continuous learning. Reach out to people who can mentor/ coach you in your area of interest. I know organizations like Board infinity that facilitate these opportunities. Mobilize your time and effort in building relationships to maximize your growth. During the pandemic if you are on a break or are working from home utilize the opportunity by doing the above for reshaping your career.

Simran: What are the major tips that one can follow to reinvent their career. (on general level, not specific to any job role)

Ms. Priya: These are a few tips that you may pursue to reinvent your career: 1. Build capabilities relevant to future market requirements that aligns with your interest 2. Highlight these capabilities in your existing profile and represent your professional self appropriately on all online and offline platforms (LinkedIn, job sites etc) 3. Build strong relations and networks with alumnus 4. Reflect on your strengths and weaknesses. Build on your areas of development

Haimanti: What kind of job can I get for work from home without having any proper professional degree?(except telemarketing, telesales,content writing and data entry)

Ms. Priya: You need not have a professional degree but you need to have a flare and the skillset in your area of interest of job. Basis your capabilities/interests you could do freelancing jobs. It could be blogging, designing, teaching, coaching and mentoring. Look for basic certifications. These are easily available online. Try and look at opportunities in jobs that have a digital front.

Hemant: What advice would you give to someone who want to switch their domain amid these unprecedented times

Ms. Priya: First step is to identify your interest and then figure out what opportunities are the right fit for you. Have a futuristic perspective in the role that you choose for yourself. Best is to continue in your current job and acquire the skills on-the-job for your career shift. Look for courses that can assist you in the transition. From what I see organizations are going through transformations to accelerate digitalization. I see opportunities

coming up in newer areas like Digital, Analytics, Big data, AI, Predictive maintenance - all this across industries including manufacturing set ups.

Lavanya: I would like to restart my career after a five-year pause. I have been applying to many open positions which are relevant, but my profile is not getting shortlisted and not getting any calls for interviews. Why employers are not considering the career break profiles for the openings. Thank you in advance.

Ms. Priya: Hi Lavanya, focus on constant learning to bridge the career gap. Lot has changed in the past 5 years, try to upskill yourself on skills that are more relevant today. Do certification course on coursera, attend webinars and podcasts in your field of interest where you want to build your career. Employers are more interested in knowing what you did in the break time to build your capabilities. Also there are organizations which have back-to-work programs to encourage women to want to return to work after a gap, and organizations that facilitate placements of candidates that have had a career gap (Sheroes is one such organization). You may also try building your professional network to tap on internal reference programs.

Anand: Hi ma, I am Senior Professional who have a gap in career due to the pandemic since Oct 2019, what is the best way to get hired in this situation for a corporate company.

Ms. Priya: Hi Anand, the market has opened up for mid and junior management hiring. I am hopeful that market will get better for senior professionals soon. Networks are essential at the senior level. Make your profile stronger on platforms like LinkedIn, a lot of recruitment consultants and organizations tap senior professionals through this medium. While you are on this break, try utilizing this time to take up some short term consultancy projects, pro bono volunteering assignments as this adds to the overall profile.

VIJAY: What are the major tips how to develop our cv

Ms. Priya: 1. Keep your CV to the point. (Please ensure not to make a lengthy resume) 2. Highlight your significant achievements 3. Specify your expertise - skills, abilities and competencies 4. Mention certifications, trainings, research papers, membership of organizations etc 5. Align your CV to the JD of the position you are applying for 6. Draft a crisp cover note summarizing your profile. Ensure your cover note is WhatsApp friendly

Shruti: Can you highlight about 5 skill sets that will be most sought in the coming times?

Ms. Priya: Technology will be the central aspect of all profiles. 5 skill sets according to me are: 1. Analytics and Big data 2. AI and Automation 3. Predictive maintenance 4. Content and communication 5. Change Management

Narang: Three factors that will change the talent acquisition policies that seekers must be aware of allowing them to reinvent their career

Ms. Priya: The pandemic has changed a lot in terms of how things are viewed from TA standpoint. Job seekers will need to be tech savvy (for WFH requirements), flexible and receptive to change and be a quick learner. Considering the current times one needs to work on improving their digital presence during virtual interactions.

Moderator: Thank you, Priya, for sharing valuable insights with us and our audience for taking out time to participate in the session. Hope the session was useful for you. We regret that due to time constraints Priya Chakravarty could not answer all questions. The chat transcript of the session will be made available for your future read, soon on the site.

Ms. Priya: Thank you very much for this opportunities. Hope you all enjoyed as much as I did. Stay safe!