

Anish Lalchandani hands out the building blocks for business success in his new book: "The Skills Advantage: A Human-Centered, Scalable, and Sustainable Approach to Reskilling."

- *"The Skills Advantage" by Anish Lalchandani is a transformative roadmap for businesses and discusses the essentials of reskilling, taking a holistic and joined-up approach.*
- *The book arrives as organizations worldwide confront the urgent need to adapt to rapid technological advancements, highlighting the critical importance of continuous, scalable reskilling efforts and a skills-centric business strategy.*
- *Dave Ulrich, Dr. Marshall Goldsmith, Dr. Anna A. Tavis, and Tomas Chamorro-Premuzic, praise the book's insightful approach and practical utility in today's dynamic work environment.*

Singapore, March 2024 -- [Anish Lalchandani](#), an award-winning HR Leader, Author, and Global Thought Leader, proudly announces the launch of his transformative book, "The Skills Advantage." This compelling read serves as a roadmap for businesses navigating the complexities of a rapidly changing work environment.

Drawing on his extensive experience, research and engaging with senior leaders worldwide, Lalchandani distills the essence of creating a resilient and adaptable workforce into practical steps. "The Skills Advantage" emerges as a first-of-its-kind to deeply explore the critical area of reskilling—a timely response to the urgent needs brought on by advancements in AI and automation.

The book argues for a paradigm shift towards a skills-centric approach in business, urging leaders to reimagine their strategies for talent development. With insights from global organizations like Unilever, Generation, Standard Chartered Bank, and others, Lalchandani illustrates the undeniable link between innovative skill strategies and business success. His practitioner's lens and thorough research bring new perspectives on implementing these concepts in the workplace. This blend of research and real-world application underlines the book's uniqueness.

"The Skills Advantage" has garnered high praise from renowned experts, showcasing its broad appeal and utility in today's dynamic work environment.

Dave Ulrich, esteemed Rensis Likert Professor of Business at the University of Michigan and Partner at The RBL Group, lends his voice, stating, *"This excellent book offers insights and tools for reskilling that helps people and organizations be effective."*

Dr. Marshall Goldsmith, celebrated as the Thinkers50 #1 Executive Coach and a New York Times bestselling author, recommends the book as *"a must-read for leaders seeking to drive impactful reskilling initiatives and individuals looking to thrive in the evolving world of work."*

Dr. Anna A. Tavis, Department Chair of Human Capital Management at New York University, calls the book *"an actionable guide and a must-have resource for professionals seeking to lead their organizations in today's fast-changing world of business."*

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Tomas Chamorro-Premuzic, PhD, Chief Innovation Officer at ManpowerGroup and Professor of Business Psychology at University College London, describes it as “*a must-read for any business leader interested in future-proofing their talent.*”

These endorsements, coming from leaders and thinkers who have shaped the future of work and leadership, underline the significant impact Lalchandani has.

He draws an analogy to Lego bricks, illustrating how diverse skills can be reconfigured to meet evolving business needs, much like building different structures from the same set of blocks. Case studies, practical examples, and concepts for implementation further enrich the book's utility.

He champions a dynamic, ongoing journey of reskilling. He argues for strategies that are not only sustainable but also agile, designed to evolve with the times. Further, he emphasizes scalability, insisting that reskilling must embrace the whole workforce to drive organizational transformation.

The book is structured to guide HR and business leaders through reskilling their workforce, emphasizing the importance of **Agility, Awareness, Application, and Alliances** in building a comprehensive reskilling strategy.

The Business Imperative to Reskilling

Discover how embracing digital disruption with a focus on purpose and people prepares organizations for the uncertain future. This section advocates for a "People First Economy," highlighting the power of diversity and flexibility to drive innovation and improve the employee experience. It also introduces "Skills as the New Currency," showcasing the shift towards valuing skills over traditional job roles for a more agile and inclusive talent management approach.

The Cornerstones of Reskilling

Explore essential strategies for overcoming common reskilling challenges, emphasizing the importance of creating value beyond ROI. This part stresses the significance of raising awareness within organizations to align personal ambitions with corporate goals, enhancing skill development. It also dives into the critical role of applying skills in real-world scenarios, adopting agile methodologies, using a data-led approach, and using available technologies to keep pace with the rapid evolution of workplace demands.

Implementing the Reskilling Strategy

Offers a practical guide to executing a comprehensive reskilling strategy, from blending business insights with a focused people strategy to identifying and nurturing emerging skills. It highlights the necessity of actively deploying new skills across the organization to drive business value and underscores the importance of measuring the impact of these initiatives to ensure continuous improvement and strategic alignment.

As businesses around the globe face the challenge of transforming their models to stay competitive, Lalchandani's book offers a beacon of hope and a guide to thriving in the new normal. "The Skill Advantage" is a must-read for anyone looking to confidently and creatively lead their organization into the future.

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About Anish Lalchandani

Anish Lalchandani is well respected in the HR and business world, with a storied career spanning several continents in leadership roles at A. P. Moller Maersk, Standard Chartered Bank, Jones Lang LaSalle, General Electric and leading multinational companies. His keen insights and innovative approaches to talent, culture, and leadership have earned him accolades, such as the Global 100 HR Leaders by HRD and the HR Icon by the Economic Times.

With a deep understanding of the complexities of business and HR, Lalchandani has crafted people strategies that bridge talent management, leadership development, and HR tech to move the needle on organizational performance and culture.

As a chartered fellow of CIPD and certified leadership coach (CPCC, ACC), Lalchandani's qualifications speak to his commitment to advancing the HR field and achieving business success.

Known for his insightful analyses and innovative approaches to workforce challenges, Lalchandani has dedicated his career to empowering organizations and individuals. His work as an author, speaker, and thought leader continues to inspire and shape the future of work. He is a sought-after speaker on future skills, workforce transformation, and talent management, and his thought-provoking talks inspire audiences and drive meaningful conversations.

"The Skills Advantage" is set for global publishing on 8 May 2024, and it will be available for purchase at the [Emerald bookstore](#), Amazon, and major book retailers.

For more information and resources related to the book, including upcoming webinars and Lalchandani's latest insights, please visit <https://www.anishlalchandani.com> or email hello@anishlalchandani.com for any media inquiries or speaking opportunities.