

Podcast: HR Bartender  
Episode: Alexandra Levit on Career Durability

Summary:

Welcome to the *HR Bartender* podcast! Join this casual conversation to get practical advice on being a better employee, manager, and leader. In today's episode, Sharlyn Lauby, author of the HR Bartender blog and host of this podcast, interviews her friend and fellow HR practitioner, Alexandra Levit. The conversation is the next installment in a series on the future of work, and Alex joins to share about business skills for the future - skills needed to prepare organizations and employees to be relevant in the future business world. Alex is a former syndicated columnist for the Wall Street Journal and the author of several books, and she has been featured by several mainstream media outlets and honored for her business leadership and expertise.

Before jumping into the conversation, Sharlyn checks in with Alex on how she's been doing through the COVID-19 pandemic. Alex has had to practice what she preaches in these turbulent times, embracing agility and adapting her business to the circumstances of the day. She realized early in 2020 that the virus would bring tremendous change to the business world, and while some changes will not be permanent, others are becoming ingrained into the culture, and provide extra incentive for business leaders and employees to explore what it looks like to prepare for the future.

Central to this preparation to be useful contributors to the business world of the future is the work of upskilling and reskilling, which Alex defines. Both practices feed into the broader pursuit of career durability, a concept Alex is working on with [DeVry University](#). While she can't give a full picture of her work fleshing out the concept just yet, Alex explains five areas in which people can be investing in order to bolster their career durability. These areas are hard skills, soft skills, applied technology skills, institutional knowledge, and a growth orientation. And all individuals, she points out, are responsible for themselves and for pursuing their own career durability.

While this is the case, though, there are also ways in which companies can use upskilling and reskilling to help themselves as whole organizations, taking steps beneficial to company and individual employees alike. Alex specifically recommends company leaders look to effectively leverage internal talent. Moving forward, she and Sharlyn talk about opportunities to upskill and reskill without much (if any) spending, the role of HR professionals in helping guide people toward reliable resources, and what employees should be doing to set up their careers for success in the year ahead. Alex explains the value of being proactive and perceptive rather than reactive, and the episode ends as Sharlyn offers her own takeaway about the connection between agility and learning.

Connect with Sharlyn on [LinkedIn](#) and check out her [HR Bartender Blog](#).  
Learn more about [Alex](#) and connect with her on [LinkedIn](#) and [Twitter](#).  
Learn about Alex's books: [They Don't Teach Corporate in College](#), [Humanity Works](#), and [more](#).  
Learn more about the [Kronos Group](#).

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SEO Keywords:

Future of Work, business skills, relevant, employees, organizations, agility, pandemic, upskilling, reskilling, career durability, hard skills, soft skills, applied technology, institutional knowledge, growth orientation, learning, resources, career, proactive, reactive