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UPSKILL YOUR WAY TO SUCCESS

The best way to succeed in today's times is to invest in yourself, finds **Kalwyna Rathod**

Change is the only constant – we know this – and today, in an age defined by rapid transformation, we see it happening all around us. Jobs are constantly evolving, industries are being reshaped, and traditional career paths no longer offer the security they once did. In this environment, upskilling is no longer a niche or optional pursuit, but a necessary response to a world where skills depreciate faster than ever before. We asked a few experts to share their perspective on upskilling with us...



SATISH SHUKLA

Co-Founder & CEO –
Addverb, Noida

"Upskilling programmes have demonstrated practical benefits in industries in the last few years. It is a shift that is being increasingly realised in industries as wide-ranging as manufacturing and logistics, IT services, banking, financial services and insurance (BFSI), and healthcare, among others."

As upskilling efforts become more established, a few structural issues still emerge. Satish lists some:

→ Depth Vs Breadth:

Although there are more opportunities to learn, there is an imbalance in translating the knowledge into steady, on-ground competency. Exposure to content might not necessarily lead to implementing with confidence, especially in complicated operation settings.

→ **Integration:** Learning in most organisations



continues to be peripheral to work, and not part of work. When upskilling is perceived as a peripheral activity, as opposed to a fundamental component of project implementation and problem solving, its effects become diluted. Major organisations are starting to respond to this by making learning very close to live initiatives and operational priorities.

→ **Metrics:** Early upskilling initiatives concentrated on participation and reach. With the maturity of programmes, there is an increasing necessity to connect the business performance with the learning outcomes. System reliability, safety, or cross-functional collaboration are metrics that give a better perspective on impact that can be used to maintain long-term investment.

→ Technological Advancement:

Most organisations have been doing well in adapting to new tools and platforms, but the next step is proactive capability building, viewing learning as a strategic operation.

SUPARNA HANDA

Managing Director –
Saria Hande, New Delhi

"In a creative business rooted in craft and heritage, stagnation is the greatest risk. Textiles are at the heart of our work, but design does not exist in isolation; it intersects with architecture, art, culture, history, and business. Developing a multidisciplinary lens has helped me see patterns beyond fabric – how spaces are experienced, how stories are told, and how values translate into form. This broader understanding has influenced design direction as well as the way teams collaborate, think, and innovate."

"BROADER UNDERSTANDING HAS INFLUENCED DESIGN DIRECTION AS WELL AS THE WAY TEAMS COLLABORATE"



SANTANU MISHRA

Co-Founder – Sraile
Foundation, Delhi

"The modern economy rewards adaptability. Digital literacy, analytical thinking, communication, and leadership are increasingly valued across sectors. Upskilling allows individuals to stay relevant, mobile, and resilient in the face of

these shifts. Upskilling is not only about keeping pace with change, but regaining control in an unpredictable world. Learning new skills builds confidence, sharpens decision-making, and reinforces a sense of agency. These effects are particularly meaningful for women, who are frequently conditioned to prioritise others' needs over their own growth."

TAKEAWAYS:

→ Upskilling does not only belong to early career stages; learning is most powerful when it spans a lifetime. Women re-entering the workforce, transitioning careers, or adapting to new technologies often benefit the most from targeted

skill development. → Short courses, blended formats, and practical curricula make it possible to learn without stepping away from existing commitments. → Effective upskilling focuses not only on credentials but on outcomes

too. Skills such as financial literacy, digital tools, communication, problem-solving, and leadership have immediate real-world applications. They improve employability while also strengthening everyday decision-making.



"NOT EVERY EXPERIMENT SUCCEEDS, BUT EACH ONE ADDS TO A DEEPER UNDERSTANDING OF PROCESS AND POSSIBILITY"

TAKEAWAYS:

- Continuous learning influences how risks are taken, how creative direction evolves, and how a brand stays culturally grounded while moving forward. It builds confidence rooted in clarity of purpose rather than momentum driven by trends.
- Remaining responsive demands continuous learning – through global design conversations, exhibitions, travel, reading, and exchanges with younger creatives – so a brand can grow without compromising its core identity.
- Experimentation is

a vital form of upskilling. Working with unfamiliar materials, techniques, or formats forces one to unlearn habits and question assumptions. Not every experiment succeeds, but each one adds to a deeper understanding of process and possibility. This openness keeps creativity alive and prevents repetition from becoming complacency.

- Investing in yourself is about staying curious, humble, and engaged. Growth functions as a way of working that shapes personal evolution and creates collective progress.



RAJESH BHANDARI

Director – A-Class Marble, Delhi

"The natural stone and marble industry has long been shaped by craftsmanship, material knowledge, and heritage practices. Today, it stands at the intersection of design, technology, and sustainability, illustrating how even the most established industries must evolve through continuous learning."

TAKEAWAYS:

- Design awareness has become increasingly important. Materials play a key role in shaping the mood and character of spaces, influencing how people experience their homes, workplaces, and public environments. Keeping pace with evolving styles, colours, and finishes

allows professionals to make thoughtful choices that balance aesthetics with functionality.

- As modern tools reshape traditional processes, learning has become central to maintaining quality and efficiency. Professionals must adapt to new systems and constantly improve their understanding of materials and production. This continuous upskilling not only improves outcomes, but also strengthens problem-solving abilities and decision-making skills.
- As roles become more dynamic, training in adaptability and quality awareness ensures smoother operations and stronger collaboration. A culture of learning fosters confidence, accountability, and innovation – empowering individuals to contribute meaningfully while growing professionally.



SMITA JHANWAR

Chief Finance Officer – Mafatlal Industries Limited, Mumbai

"Today, careers are less about linear progression and more about adaptability, judgment, and resilience. Rapid technological change, evolving roles, and shifting expectations mean that professional growth cannot be measured only by titles or milestones. The most sustainable careers are those that combine capability with confidence and the ability to navigate change thoughtfully while preserving clarity and purpose."

TAKEAWAYS:

- New machinery, digital systems, and evolving processes continually reshape how work is done. Yet the real challenge is not technical. Growth is most meaningful when people feel equipped, confident,

and empowered to navigate change, not simply trained to complete a task.

- Careers, much like long-term investments, thrive when guided by thoughtful judgement rather than speed alone. Capability compounds when people are nurtured, supported, and given the confidence to experiment and learn. Change, when managed with care, becomes an opportunity rather than a source of stress.

- Just as disciplined capital allocation balances risk with opportunity, careers grow most sustainably when decisions are made with both foresight and flexibility.

- Investing in people, nurturing skills, and allowing room for experimentation is much like investing in long-term assets: the returns are not always immediate, but the value compounds over time.

- Mental wellbeing, awareness, and a sense of security are foundational to performance. Clarity, confidence, and trust emerge when individuals feel supported.

- Exposure matters! Sending teams to external training centres or participating in specialised programmes broadens thinking and



sparks curiosity. Learning outside the comfort zone can be transformative, helping build competence, perspective, and confidence. This allows individuals to make thoughtful choices when faced with uncertainty.

- Soft skills shape long-term success. Communication, adaptability, emotional intelligence, and openness to feedback allow professionals to respond thoughtfully rather than react impulsively. In finance, the ability to stay composed under pressure often determines outcomes more than speed alone. The same applies to careers: the ability to navigate uncertainty calmly is a hallmark of sustainable growth.

- Careers, like institutions, endure when growth is steady, reinforced by trust and intention. Success rarely comes from leaps or dramatic reinvention. It comes from consistent learning, curiosity, and commitment. Careers that evolve alongside people, rather than ahead of them, are the ones that last. ■

"SUCCESS RARELY COMES FROM LEAPS OR DRAMATIC REINVENTION. IT COMES FROM CONSISTENT LEARNING, CURIOSITY, AND COMMITMENT"

