

Talent Connect Summit

BIG IDEAS SESSION | OCTOBER 22, 2025

How career growth and agility work together.

Talent is shifting fast and potential too often goes untapped. How do you actually turn reskilling, mobility, and AI into real impact? This session shares bold strategies to grow careers and build teams built for what's next.



SPEAKER

[J.T. O'Donnell](#)

Founder & CEO, Work It Daily

Career growth and agility are essential for success; empowering employees to own their development, focusing on skills over titles, and fostering shared responsibility across HR, leaders, and employees builds a resilient, future-ready workforce.

Straight from the Speaker:

"Employees thrive when they act as CEOs of their own careers (Business-of-One mindset)."
- J.T. O'Donnell

Key Takeaways:

- **Growth and Agility Are Survival Imperatives:** Career growth and organizational agility are no longer optional; they are essential for thriving in a rapidly evolving workforce.
- **Business-of-One Mindset Drives Adaptability:** Employees who act as CEOs of their own careers ("Business-of-One") are empowered to adapt, build resilience, and stay relevant as skills and roles change.
- **Skills Are the Currency of the Future:** The future of work is skills-based, not title-based; organizations that focus on skill development and visibility outperform their peers.

Practical Tips & Actions:

- **Shift from Career Management to Career Enablement:** Leaders and HR must move beyond managing jobs to enabling growth, adaptability, and skill-building across the enterprise.
- **Shared Ownership Creates True Agility:** Career agility is achieved when HR, leaders, and employees share responsibility, HR provides infrastructure, leaders coach, and employees build skills and visibility.
- **Invest in Skill Visibility and Internal Mobility:** Practical actions like internal mobility dashboards, recognition programs, and coaching for growth help future-proof teams and organizations in the age of AI.