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Context to the conversation

Jaspreet names a quiet rearrangement: work stops being a lifelong ladder and becomes short, skill-driven tasks — intelligence will be on tap, so your edge is how you combine what you know and how you show up. This matters because identity anchored to a title loses purchase. The insight: leadership becomes a practice of choices — small bets, shipped work, repeatable judgment. Takeaway: build two portable strengths, treat each brief project as a learning lab, and lead from skill-combination rather than from a job label.

Transcription

Deepak Jayaraman (DJ): Moving to careers. How we, My father worked in one company for 40 years. I worked in three before I moved to Portfolio. You worked in a few. 3, 4, 5. Three, four. How do you see careers playing out in the world of AI?

Jaspreet Bindra (JB): Yeah, we've already spoken a little about this. Okay. Because, see, think about it. Every revolution democratized something. So the agricultural revolution created an abundance of food. Which never used to exist before, changed the world. You can't imagine how much the agricultural revolution changed us as a species. Okay. Industrial Revolution, democratized labor. Okay. Changed everything. How we lived, where we lived, what we did, jobs, work, society, marriage, everything. And then little further down, the information revolution made information free again. Created this and in, in organizations and careers. So if think of again, there's been great work done on this by different people but they were, I as this changed, organizations changed. Okay. They started with this red organizations, which were command and control. Okay. Army, Church, no performance appraisals. Tribes. And then with the Industrial Revolution, you started having organizations again, hierarchies, etc, and careers changed, therefore, and our parents were in that. And then we were on the cusp of this and the information revolution, and here it was different. 20% of your time is your own time. Okay. You more a free agent than you used to be. Moonlighting is happening. Okay. More newer startups are happening, so you move jobs more often. Entrepreneurial stuff is happening, and now intelligence is going to become free, which is crazy. Intelligence on tap. Okay. And when that happens. We'll see a different kind of careers. In fact, I don't think they'll be called careers any longer. And that's where I believe this thing of what I, we spoke earlier, which is about one company, many organizations.

So I think at the most extreme, each person will be a free agent. Okay. With the specific set of skills, so much available on tap. Okay. And using that to and actually you see a lot of the younger generation, even in India. Okay. Getting into that mode. Okay. Where a reasonable portion of a batch, which graduates is not running after the placement list.

Okay. But actually saying, you know what I'm going to do? I'm going to do graphic design for someone plus this, plus learn something here. Plus use these AI tools to deliver something or go on Fiverr or TaskRabbit, or

DJ: True for us, whatever the portfolio was after 10, 15 years.

JB: Right now it's gonna start from the beginning day zero. Yeah. Many of them are from yeah. As a, so it's a natural evolution from lifelong jobs to 10 year jobs to during the internet era, three year, four year jobs. Okay. Or two year jobs to virtually. A few month jobs, but except that they're not jobs, but, or a few weeks. But they are tasks, which you're doing the whole swarm thing again, is how I think it's going to go.

Reflections from Deepak Jayaraman

DJ: Thank you for listening. If you want to dig in more into this space, you might like the Curated Playlists – Driving Change or Coaching. You can go to playtopotential.com and find them in the Curated Playlists section of the website.

End of transcription

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About Deepak Jayaraman

Deepak seeks to unlock the human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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