

## “LEARNING AGILITY 4.0”: A NEW BOOK TO UNDERSTAND HOW THE WORLD OF WORK AND EDUCATION IS CHANGING

- Now available in bookstores and soon also in ebook, “Learning Agility 4.0. Ecosystems and cultural transformation”, is the result of research by Comau in collaboration with the Università Cattolica di Milano, and published by Pearson.
- The book presents the new skills needed to work in an increasingly “agile” organizational context, as required by the Fourth Industrial Revolution, which are a result of a union between digital skills and the soft skills typical of mankind – creativity, collaboration and innovation.
- The study also identifies useful educational factors in developing projects capable of meeting renewed professional needs, focusing on the importance of cultivating new and strategic “training ecosystems”.

**Turin, 30 September 2021** – The transformations created by the Fourth Industrial Revolution and business digitization are changing the world of work and training. Innovative technologies, new production processes and increasingly challenging standards require workers to have different skills than in the past, thus defining new organizational models within companies.

This reflection is the starting point for research conducted from September 2019 to September 2020 by Ezio Fregnan, Director of the Comau Academy and Education Business, in the context of the PhD Executive conducted at the Università Cattolica di Milano, under the supervision of Giuseppe Scaratti, Adjunct Professor at the Università Cattolica di Milano and currently, Full Professor at the University of Bergamo. Results of this research have been published in the book, “Learning Agility 4.0. Ecosystems and cultural transformation”, which is available in Italian in its paper version and soon available also in English in its digital version. Edited by Comau and the Università Cattolica di Milano, and published by Pearson, its authors are Donatella Pinto, Consultancy & Education Business Leader of Comau, Giuseppe Scaratti, Adjunct Professor at the Università Cattolica di Milano and Full Professor at the University of Bergamo, and Ezio Fregnan, Director of Comau’s Academy and Education Business.

The objective is to describe the transformations that are characterizing the “work culture” in today’s society, the factors that will guide the search for new professionalism and the development of innovative training projects in the future. The research relies on information gathered through Comau’s rich professional network and the varied educational activities





of its Academy, a broad and transversal target - in terms of age, level of education and type of employment.

According to the study, there are 7 competencies that are considered fundamental for becoming workers and citizens who are capable of facing the many changes in our society in the future. Each of them focuses on the central role of mankind and his abilities, within a context increasingly influenced by the use of new technologies. It promotes creativity, agile thinking, the ability to work in a team with passion and in contact with technological innovation, and implementing interdisciplinary knowledge where hard and soft skills become one.

The study also identifies 13 learning levers to be used in designing educational offerings of the future. Among these, it is crucial to underline the importance of learning by putting into practice what is acquired in the classroom, learning within an experiential and playful context, and allowing people to leave their "comfort zone". Therefore, innovative educational projects that use enabling technologies such as the e.DO educational robot and Comau's e.DO Experience, are able to promote a new and more effective way of learning and teaching. Finally, the research focuses on the need to create strategic "learning ecosystems", within which all stakeholders involved in the organization of training courses can cooperate to share knowledge and promote new and more effective educational opportunities.

Donatella Pinto, Consultancy & Education Business Leader at Comau, noted, *"Comau, thanks to its commitment to technological innovation and the training and consultancy activities it cultivates through its Academy, has been able to grasp at an early stage the emergence of innovative skills in the professional field. For this reason, in collaboration with the Università Cattolica di Milano, we felt the need to study the transformations that are characterizing the world of work in greater depth, as they will shape the production system and society of the future."*

Ezio Fregnan, Director of Comau's Academy and Education Business, added, *"Comau has always had the ambition of promoting and sharing with the stakeholders who participate in the creation of educational projects - young people, universities, institutions and companies - a work culture that is able to respond to the continuous changes in contemporary society. This entails creating new and more challenging training opportunities, which both the research and this book intend to demonstrate."*

Giuseppe Scaratti, Adjunct Professor at the Università Cattolica di Milano and Full Professor at the University of Bergamo said, *"One of the challenges the university faces is to prefigure new educational perimeters, which includes starting partnerships with other actors involved in the development of educational projects. Among these, the collaboration with Comau, a company at the forefront of the Fourth Industrial Revolution, is a privileged opportunity to bring together the business world and academia, with the aim of helping young people become the professionals of the future."*





PRESS RELEASE

## About Comau

Comau, a member of Stellantis, is a worldwide leader in delivering advanced industrial automation products and systems. Its portfolio includes technology and systems for electric, hybrid and traditional vehicle manufacturing, industrial robots, collaborative and wearable robotics, autonomous logistics, dedicated machining centers and interconnected digital services and products able to transmit, elaborate and analyze machine and process data. With over 45 years of experience and a strong presence within every major industrial country, Comau is helping manufacturers of all sizes in almost any industry experience higher quality, increased productivity, faster time-to-market and lower overall costs. The company's offering also extends to project management and consultancy, as well as maintenance and training for a wide range of industrial segments. Headquartered in Turin, Italy, Comau has an international network of 7 innovation centers, 5 digital hubs, 8 manufacturing plants and employs more than 9,000 people in 14 countries. A global network of distributors and partners allows the company to respond quickly to the needs of customers, no matter where they are located throughout the world. Through the training activities organized by its Academy, Comau is also committed to developing the technical and managerial knowledge necessary for companies to face the challenges and opportunities of Industry 4.0.

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