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Context to the nugget

Lynda speaks about we are moving from a 3 stage paradigm (study-work-retire) to a paradigm where we are going to be moving across these three phases in a fluid manner over our life time. She speaks about the key insights from her influential book - 100 year life – that she authored with Andrew Scott (Professor of Economics and former Deputy Dean at London Business School).

Transcription

Deepak Jayaraman (DJ): I want to pick up on the book that shaped me in a lot of ways Lynda, 'Hundred Year Life' and you speak about our lives moving from three stages to multiple stages, I want to start there by saying for the purpose of listeners if you had to sort of capture the key insight and then we will pick it up from there.

Lynda Gratton (LG): Well, thank you for saying that the book was influential to you. I mean interestingly it came our three years ago and it's being translated in many different languages and so Andrews Scott, my Co Author and I had an opportunity to look at what is it that people really pick up from the book and interestingly like you many people pick up the idea that our life is going from three stages to multistage and why three stage? I mean, you know full time education, full time work, and full time retirement to something which is much more personal or in terms of you know, what do you want to do? But also multistage so, we expect education for example to go right away through people's lives, we expect people to work now much longer than perhaps they thought would and also the idea of retirement we are almost suggesting that you redistribute some of that retirement age right back into other parts of your life so you take sabbaticals or you take time out or you do paternity leave or whatever you just want to do so really that was the catch phrase I think for our book the Hundred Year life which is how do you build and maintain and navigate a three stage life.

DJ: At a macro level if you had to look at, where are the blind spots when you see people going about their lives and when you see your research and what you come up with, off the various things that you have discovered what are the two three things that you think are people most oblivious to if I may ask it that way?

LG: Interestingly obviously the books had a big impact on the way I think about my world and so on and I think the two areas that I really think we need to focus on, one is life-long learning, I think too many of us think that once you have done college that's it, you can read the odd book but that's just not going to be enough, all of us will have to up skill i.e. learn parts of your job that are more valuable and more difficult or reskill i.e. learn to something completely different and we need to do

that right the way through our life and luckily technology is there to help us to do that. I think the second area that's come out is health, because we wrote the hundred year life, if we spent more and more time with medical people who are looking at aging and longevity and they all say the same thing take exercise, sleep 8 hours at night and that's what I now do.

Reflections from Deepak Jayaraman

DJ: The phrase Lynda and Andrew use in the context of the book is "earlier if you knew somebody's age, you knew their stage. That's not the case anymore". You could have a 30-year entrepreneur taking a sabbatical after a good run or a 50-year-old corporate veteran pursuing a PhD in a new area to stay relevant.

If I narrate a personal anecdote, when I was training for a half marathon, my running coach would tell me that the only metric you need to watch out for is the pace of your run. Ensure that it is consistent with what your body can take and you will be fine. If you overdo it early in the run, you would be huffing and puffing very quickly. While we might be in a turbo-charge mode when it comes to P&L metrics, worth pausing and taking stock of the balance sheet metrics as we are going through our journey.

One of the upcoming guests at the podcast is Mathew Walker, Author of the book why we sleep. In the chat with him I explore the criticality of a good night's sleep for us to be effective at what we do and preserve our health.

Thank you for listening. If you are deriving value from the podcast, please consider paying it forward to Antarang Foundation, an organization I work with closely. Akash and Arman, the editors at the podcast are alumni of Antarang Foundation. They do everything from cleaning up the audio, editing it, sequencing it, overlaying it with music, doing the visual elements and much more. Antarang Foundation is a not for profit that works with 1000s of young adults and helps them play to their potential. While the world of human potential, I believe, is uniformly distributed, the world of opportunity is unfortunately unevenly distributed. We may not realize it or acknowledge it, but the reality is that a lot of us are beneficiaries of the ovarian lottery that sets us up very differently. To know more, do visit the Pay it forward section at PlaytoPotential.com.

End of nugget transcription

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Staying relevant: How do we stay relevant as we go through our journey is something that keeps a lot of us awake. This is both in the context of refreshing and rejuvenating ourselves over time and

also ensuring that our skills and capabilities are fit for purpose in the world we live in and the future of work. You can access the playlist [here](#).

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Lynda Gratton - Nuggets

- 53.00 Lynda Gratton - The Full Conversation
- 53.01 Lynda Gratton - 100 year life
- 53.02 Lynda Gratton - Mid-life today: a double whammy
- 53.03 Lynda Gratton - From 3 stages to multiple stages
- 53.04 Lynda Gratton - Specialization versus Generalization (T to Pi)
- 53.05 Lynda Gratton - Cathedrals vs. Shopping malls
- 53.06 Lynda Gratton - Independent producer's vs. Entrepreneurs
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- 53.08 Lynda Gratton - The Power of Options

About Deepak Jayaraman

Deepak seeks to unlock 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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Podcast Transcript [53.01 Lynda Gratton - 100 year life](#)

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