ICTACADEMY®

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"EduTech Magazine of ICT Academy"

ISSN : 2394-3904

Volume 17 - Issue 10 | October 2026

The changing Face of work



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ICT Connect
A Monthly EduTech Magazine.
October 2026 – Volume 17 Issue 10

Published By
ICT Academy
Module No E6 -03, 6th floor Block – E, IIT Madras Research Park,
Kanagam Road, Taramani, Chennai – 600 113.
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AI Is Making "Job Security" the Wrong Question



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The World Economic Forum's 2026 research on early-career work makes the pressure particularly visible. More than one in three young workers globally are in occupations with medium to high exposure to AI-driven task change. The issue is not simply whether these workers will have jobs. It is whether organizations will redesign entry-level work so that people can still build the experience and judgment needed for future roles.



Kavitha Vinayagam
Senior Director – Human Resources,
Dexian India

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BEYOND COST-CUTTING:

HOW FINANCE LEADERS BALANCE EFFICIENCY AND GROWTH IN A VOLATILE 2026



Savings from bad costs should not simply flow to the bottom line. The real value comes from redirecting a share of them into growth priorities. This creates a self-funding cycle in which efficiency pays for transformation.



Nirmal Nath
Vice President – Finance – Dexian India

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BUILDING INDIA'S NEXT GENERATION OF INTELLIGENT FARMING

India is increasingly recognized as a leading destination for agrifood technology investment. According to the AgTech Investment in Emerging Markets 2025 report, India has led agritech funding among emerging markets since 2023 and has been identified as a commercial frontrunner due to its strong digital infrastructure, entrepreneurial ecosystem, domestic capital, and supportive policy environment.



Venkat Lakshminarasimha
Executive Director, Solutions – India & Middle East at Dexian India

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Modernizing Inside Sales with Agentic AI in 2026

A traditional workflow might automatically send an email after a form submission. An agentic system can instead assess the lead's fit, enrich available data, determine the most relevant engagement path, personalize outreach, respond to questions, schedule a meeting when appropriate, update the CRM, and alert a seller when human judgment is required.



Rohit Tiwari
Sr. Director – DISC Sales Management, Dexian India

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In an article in The Guardian (8 Aug), Katherine Rundell writes about the impact of AI on developing minds by "halting learning before it can take flight." She cites research that shows that people who were first given "10 minutes of AI-assisted problem-solving" tended to give up sooner and made more errors when the bot was taken away from them. In contrast, people in the control group who did not first use AI, tended to persevere for longer and made fewer errors.



Aruna Sankaranarayanan
Psychologist and Author

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Candidate experience deserves a place on the scorecard as well. Skilled professionals now weigh how they are assessed as closely as what they are offered. A transparent process, relevant assessments and timely feedback signal that the center values capability, and that reputation travels quickly across a connected talent market.



Vishal Chaudhary

Executive Director-Dexian India Solutions and Consulting – India sales

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STOP MEASURING PRODUCTIVITY BY HOW BUSY YOUR PEOPLE LOOK

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The problem becomes more serious as work becomes more digital. Communication tools create a constant stream of visible activity. Dashboards make work appear measurable. AI can generate drafts, summaries, analysis, and other outputs at a speed that would have been impossible a few years ago. But more output does not automatically mean more value.



Kavitha Vinayagam
Senior Director-Human Resource,
Dexian India

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The Future Is Distributed:

WHY GLOBAL ENTERPRISES ARE BETTING ON INDIA'S GCC-LED GROWTH



Advances in cloud computing, AI, automation, and real-time collaboration have enabled organizations to build products, analyze customer behavior, secure digital infrastructure, and manage operations across multiple geographies simultaneously. Resilience, speed, and innovation now depend on distributed capability rather than centralized control.



Kumar Rajagopalan
Vice President, Strategic Initiatives and Country Head India

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Why Companies Can FIND HER, But Struggle to KEEP HER

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Organizations must move beyond recruitment targets and focus on creating transparent career pathways, meaningful professional development opportunities, structured reskilling programs, and strong leadership sponsorship. It also emphasizes the importance of ensuring that workplace flexibility does not negatively affect career growth or access to important assignments.

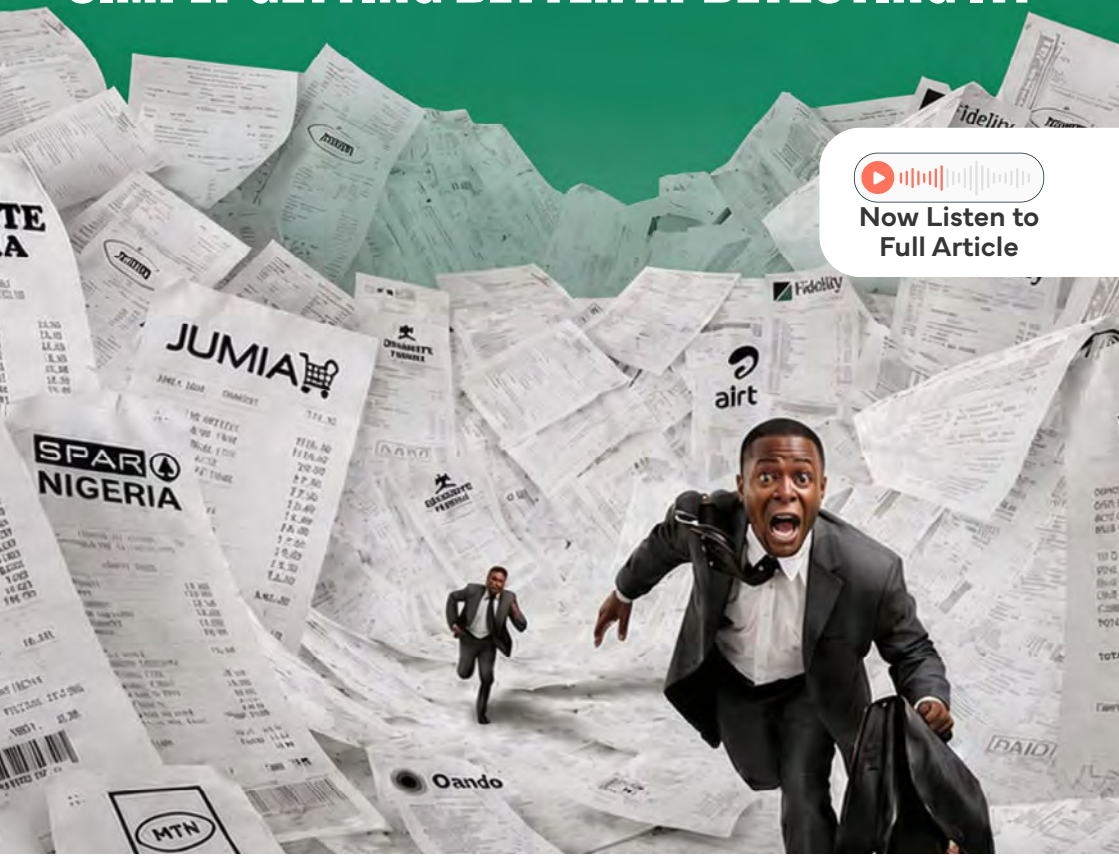


Swati Singh
Senior Director Business Transformation

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BANKING FRAUD:

ARE WE DOING ENOUGH TO PREVENT IT, OR SIMPLY GETTING BETTER AT DETECTING IT?



The Bank for International Settlements' Project Hertha demonstrated the potential of this approach. In experiments using synthetic data, payment-system analytics helped identify 12% more illicit accounts and improved identification of previously unseen financial crime patterns by 26%. While experimental, the findings highlight the potential of connected intelligence.



Anil Khabiya
Senior Director, DISC Solution Management

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Building Continuous Learning

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