The following competencies need to be developed for learning organizations to be ready for stage I:

- Good visioning skills-spotting what are the likely scenarios in the future and what will be our role?

- Kaleidoscope thinking-an ability to combine concepts, competence and connections to make some present and future patterns

- "Imagineering"-Skills in imagining the future which calls for willingness to speculate in areas in which one is not an expert.

- Competency of finding out "white spaces"-spotting opportunities that reside between or around existing product-based business definitions. An example of this is Honda-a company which started in the motorcycle business. They later conceived themselves later as a world leader in engines and power trains and leveraged that competence into cars, lawn movers, tractors, marine engines and generators. Mobile phone manufacturers saw themselves not only as offering equipment for communication, but also as offering equipment for entertainment and business. This led to breakthrough products like a mobile phone cum email cum camera.

- "Intersectional Innovation"-combining two unrelated things to make something new. Peter Drucker has said that all new things are a combination of two or more existing things. Real innovators are able to visualize "connections' and come out with complete new products combining these unrelated things. An example of intersectional innovation is a building constructed by Mike Pears in Zimbabwe. The challenge given to Mike Pears was to construct a building which would remain cool even in the heat of Zimbabwe, but without using air-conditioning! Mike Pears took inspiration from termites after studying how they manage to keep their mounds cool during the day and warm at night. This is now known as "bio-mimicry"-using nature's not so apparent intelligence to solve everyday problems.

- Fair amount of unlearning of past mental make up and frames, giving up old ways of looking at things and acquiring new mindsets.

Stage II-Shortening the migration path:

To shorten the migration path, every company should also have a strategic architecture[2]. This is a high-level blueprint on developing new functionalities, acquiring new competencies and changing the way we currently interact with the customer. This strategic architecture is not a very detailed plan, but is detailed enough to mark out the important references and milestones. It identifies what we should be doing right now to intercept the future. It is an essential link between today and tomorrow.

The following competencies need to be developed for learning organizations to be ready for stage II:

- Managers need to be "Janusian"-named after the Roman God having two heads-one looking at the past and another looking at the future. Managers need to be ready to preside over beginnings and endings. They ask questions to themselves like "What did I learn about management throughout my career that will serve me well into the future? What have we collected learnt that we can teach others so that they can benefit from our experience?"