

RACE WEEKLY INTELLIGENCE BRIEF

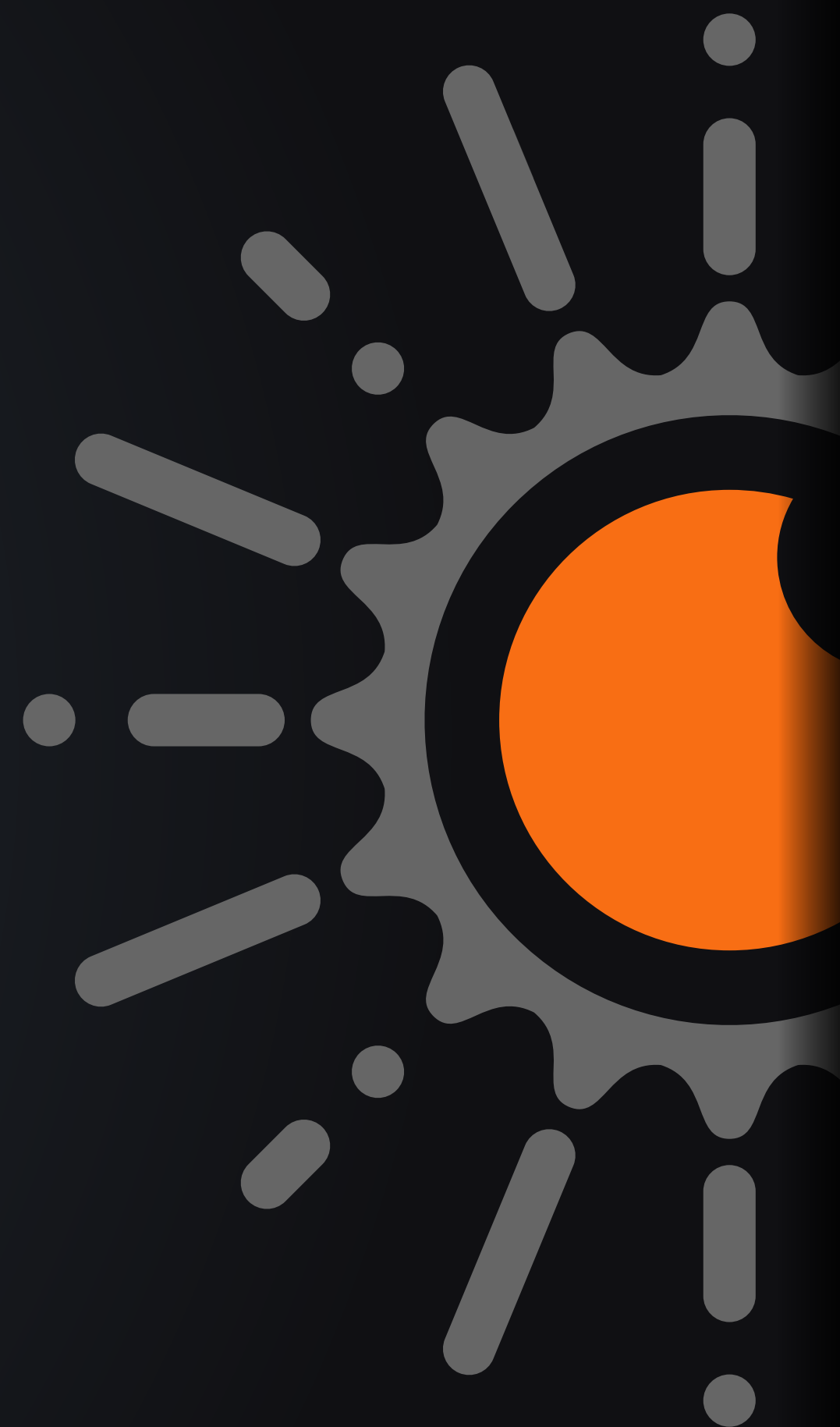
RETINA

AI · CYBERSECURITY · CLOUD · LEADERSHIP

THIS WEEK'S COVER:

YOUR SKILLS NOW HAVE A SHELF LIFE

For most of a career, a skill you learned stayed useful for decades. That era is over. The World Economic Forum says 39 percent of core work skills will change by 2030, and nearly 6 in 10 workers will need to reskill. As AI takes over the doing, the skills that fade are the ones about execution, and the skills that rise are about judgment, direction, and learning itself. This is not a threat to fear. It is a map of where to invest, in your people and in yourself. Here is what is fading, what is rising, and what to do about it.



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FROM THE EDITOR'S DESK

The skill you spent years mastering may be worth less than the speed at which you can learn the next one.

For most of the last century, a skill was a durable asset. You learned a trade, a language, a software package, and it paid you back for a decade or more. Careers were built on the quiet assumption that what you knew at thirty would still be valuable at fifty. That assumption is now breaking in plain view. The World Economic Forum, surveying more than a thousand employers, finds that 39 percent of workers' core skills will change by 2030, and that nearly 6 in 10 workers will need to reskill or upskill to keep up. A hard-won technical skill can now lose much of its value in about 18 months.

It is easy to read that as bad news. It is more useful to read it as a sorting. AI is very good at the parts of work that are about execution, the steps, the syntax, the standard process, and it is getting better fast. So the skills tied to execution are the ones losing value. What AI is not good at, and shows little sign of mastering soon, is judgment: deciding what is worth doing, framing the real problem, telling a good answer from a plausible one, and directing the machine to do the rest well. Those skills are rising in value, and they are rising sharply.

Here is the part that matters for a leader. This sorting runs straight through your workforce and your competitors' too. Your hiring, your training, and your promotions were mostly built for the old world, where you learned a skill once and used it for years. In the new world, the most valuable thing a person brings is not a fixed stock of knowledge but the speed at which they learn and the quality of their judgment. For a country like India, with the largest young workforce on earth, this is the single biggest opportunity and the single biggest risk of the decade, and which one it becomes is a choice. This issue maps what is fading, what is rising, and the moves to make now.

THE WORLD IN 5

GLOBAL HEADLINES A CXO SHOULD BE ABLE TO REFERENCE

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Five signals from the past fortnight, worth a note at your next leadership table.

1. SKILLS NOW EXPIRE INSIDE A CAREER

The World Economic Forum's Future of Jobs report finds that 39 percent of core work skills will change by 2030. The decay is fast at the technical end, where a hard-won skill can lose much of its value in about 18 months. Learn once and coast is no longer a viable career strategy, and it is no longer a viable workforce strategy either.

2. THE RESKILLING BILL IS ENORMOUS

Nearly 6 in 10 workers will need to reskill or upskill by 2030, and the WEF has set a goal of helping 1 billion people do it. Employers feel the gap acutely: 63 percent say the skills shortage is the single biggest barrier to transforming their business. This is now a board-level constraint, not an HR line item.

3. AI FLUENCY IS THE FASTEST-RISING SKILL

AI and big data is the fastest-growing skill in the entire WEF survey, with 90 percent of employers expecting demand to rise by 2030. The important shift is that it is going

organisation-wide. Working with AI, directing it and checking it, is becoming a baseline skill for finance, marketing and operations, not a specialism locked inside the tech team.

4. BUT THE TOP SKILL IS A THINKING SKILL

For all the focus on AI, the single most-demanded skill is analytical thinking, called essential by about 7 in 10 employers. Resilience, flexibility, creative thinking, curiosity and leadership round out the top of the list. As machines take the routine, the distinctly human skills rise in value rather than fall. The future is not less human. It is more.

5. INDIA: THE LARGEST STAKE IN THE GAME

No country has more riding on this than India, home to the world's largest young workforce and a vast base of technical talent. That talent now has to shift from executing tasks to exercising judgment and directing AI, the same move reshaping the IT

services industry. Done well, it is the biggest skills dividend on the planet. Done slowly, it is a mismatch at scale. The deciding factor is how fast and how affordably the country can reskill.

Source:

- <https://www.weforum.org/publications/the-future-of-jobs-report-2025/>
- <https://initiatives.weforum.org/reskillin-g-revolution/home>



 SIGNAL

THE SKILLS SHIFT, BY THE NUMBERS

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39%

of workers' core skills will change by 2030
(WEF Future of Jobs 2025)

59%

of the global workforce will need
reskilling or upskilling by 2030

63%

of employers say the skills gap is the
biggest barrier to transforming their
business

90%

of employers expect rising demand for
AI and big data skills, the
fastest-growing of all

1 billion

workers the WEF aims to reskill by 2030
through its Reskilling Revolution

~18 mo

how fast a hard-won technical skill can
now lose much of its value (widely cited)

Source:

<https://www.weforum.org/publications/the-future-of-jobs-report-2025/in-full/3-skills-outlook/>



HYPERFOCAL

WHAT IS REALLY GOING ON

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PERISHABLE SKILLS AND DURABLE SKILLS

Picture every skill you or your people hold on a single line. At one end sit the perishable skills. These are tied to a specific tool, a syntax, a standard process, a particular piece of software. They were valuable because doing them well took time and practice, and not everyone could. At the other end sit the durable skills. These are not about any one tool. They are about judgment, framing a problem, reading a situation, telling a good answer from a plausible one, communicating, and learning something new quickly. For most of history we rewarded both, and the perishable end was often where the money was, because execution was scarce.

AI is collapsing the value of the perishable end, fast. The things that took years to master, the clean code, the polished draft, the standard analysis, are exactly what a capable model now produces in seconds. This is why the familiar skills feel suddenly less safe. It is not that they stopped being useful. It is that they stopped being

scarce. And value lives in scarcity. As the perishable skills become abundant, the premium moves to the durable end, to the person who knows which problem is worth solving, whether the machine's answer is actually right, and how to direct it to do better.

Two things follow, and leaders should hold both. First, the durable skills are not soft. Analytical thinking, systems thinking, judgment under uncertainty, and the ability to direct and verify AI are hard, demanding, and entirely learnable, and they are now the scarcest things in the building. Calling them soft is how organisations under-invest in exactly what matters most. Second, the single most important skill is now the one that lets you acquire all the others: the speed at which you learn. When skills expire inside a career, the person and the company that learn fastest win, not the ones who knew the most on the day the music changed. Build for that, and the shelf life of any one skill stops being a threat.

RETINA TAKE

AI did not make skills worthless. It made the perishable ones abundant and the durable ones precious. The winners will stop hoarding knowledge that expires and start building the two things that do not: judgment, and the speed to learn whatever comes next.

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PANORAMA

FORCE 1

Skills now expire faster than careers

The half-life of a skill has fallen below the length of a working life. A person starting out today will see the core of their job rewritten several times before they retire. The old model, learn once at the start and draw on it for decades, is simply broken, for individuals and for the companies that train them.

The Move: Treat learning as permanent infrastructure, not a one-time event. Budget for continuous reskilling the way you budget for software, because it is now just as essential and just as recurring.

FORCE 2

AI eats execution, so value moves to judgment

As machines take over the doing, the premium shifts to deciding. What is worth doing, whether the output is right, how to frame the real problem, how to direct and check the AI. These are judgment skills, and they are rising in value precisely as execution skills fall. The org chart of the future has fewer people doing and more people deciding and directing.

The Move: Hire and promote for judgment and learning velocity, not for a static list of tools or a credential earned years ago. Ask what someone can figure out, not only what they already know.

FORCE 3

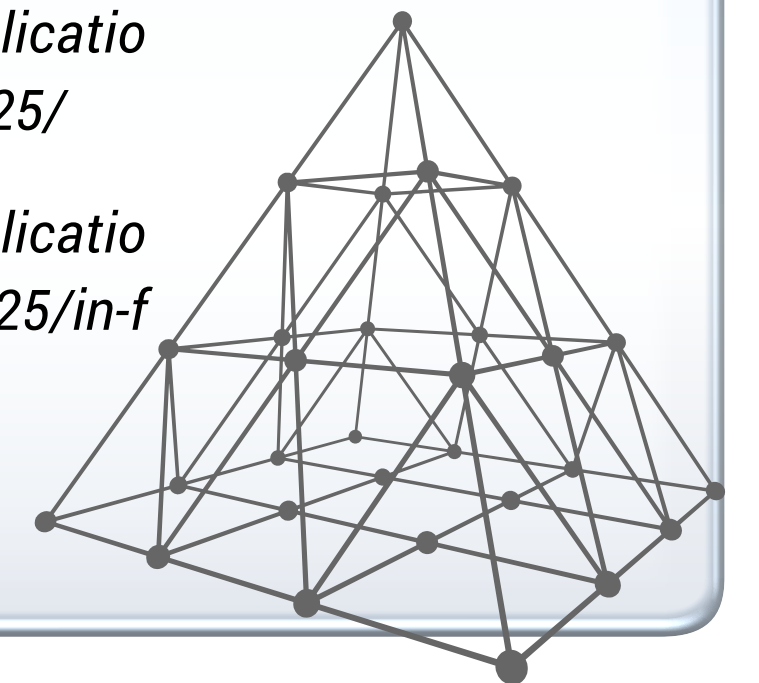
AI fluency becomes basic literacy

Knowing how to work with AI, to prompt it, direct it, verify it, and govern it, is becoming as fundamental as using a spreadsheet. And like spreadsheets, it will not stay inside the technical team. Every function, finance, HR, marketing, operations, will soon expect it as a baseline, and the people and firms without it will feel the gap quickly.

The Move: Build AI fluency into onboarding and into every role, not a tech silo. The goal is a whole workforce that can direct and check AI, not a handful of specialists who can.

Source:

- <https://www.weforum.org/publications/the-future-of-jobs-report-2025/>
- <https://www.weforum.org/publications/the-future-of-jobs-report-2025/in-full/3-skills-outlook/>



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THE HALF-LIFE OF EXPERTISE: WHY HUMAN JUDGMENT IS THE ULTIMATE MOAT



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When I trained as an engineer, professional value was closely tied to what you knew and how well you could apply it. Being exceptional meant possessing a deep, internalized understanding of programming languages, algorithms, frameworks, and the established ways of building systems. The engineer who could recall the right technique, solve a problem efficiently, and deliver reliable work without constant supervision had a clear advantage. This was a rational way to measure competence in an era when technical knowledge took years to acquire. I invested those years, and they served me well.

What has changed is not the value of knowledge itself, but the economics of applying it. Today, AI can generate code, explain algorithms, implement familiar patterns, and produce a plausible solution in minutes. Work that once required hours of searching, writing, debugging, and refining can now begin with a simple prompt. The result may still require considerable testing and correction, but the cost of producing a first draft has fallen dramatically. The advantage that came from knowing how to produce something is no longer as decisive as it once was. As AI makes technical execution increasingly accessible, the half-life of some specific skills is shortening, and the ability to adapt, evaluate, and apply knowledge in context is becoming more important.

The scale of this change is reflected in workforce research. The World Economic Forum's Future of Jobs Report 2025 estimates that employers expect 39% of workers' existing skill sets to be transformed

or become outdated between 2025 and 2030.¹ McKinsey Global Institute's 2023 research estimates that generative AI could raise the technical potential to automate work activities to approximately 60–70%.² Neither figure means that the same proportion of jobs will disappear, nor do these estimates measure how quickly individual skills lose their value. They point to a more fundamental change: the composition of work is shifting, and so are the capabilities for which organizations are willing to pay. When a machine can produce a reasonable first answer at very low cost, the differentiating advantage moves towards knowing what to ask, how to assess the answer, and what it takes to make the result work in the real world.

This is what I increasingly look for when evaluating talent to hire or mentor. Technical proficiency remains essential, but it is no longer sufficient. Can a person recognize a flawed assumption in an AI-generated solution? Can they turn an ambiguous



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business problem into something that can be investigated systematically? Can they learn an unfamiliar approach quickly and apply it to a problem that matters? Can they explain a complex technical decision in a way that helps others act on it? These capabilities—judgment, problem framing, learning agility, and communication—are not new. Exceptional professionals have always needed them. What is changing is their relative importance as AI takes on more of the routine work that once distinguished a technically capable professional.

Consider a data scientist asked to build a forecasting model. AI can generate the pipeline, recommend algorithms, write the code, and produce evaluation metrics. But has the model suffered from data leakage? Does the validation strategy reflect how the forecast will actually be used? Is the reported accuracy meaningful for the business, or is it concealing errors that could lead to costly inventory decisions? Has the model learned a genuine pattern, or exploited an accidental feature of the historical data? Answering these questions requires statistical understanding, domain knowledge, and the

discipline to challenge assumptions. AI can accelerate the modelling process, but someone must still establish whether the model is fit for its intended purpose. The value lies not simply in producing a forecast, but in knowing whether it deserves to influence a decision.

The same principle becomes even more consequential in legacy systems. COBOL, for example, continues to underpin important financial and government applications. AI can help generate, explain, and modernize COBOL code, but producing syntactically correct code is only one part of the problem. A seemingly minor change can interact with decades of accumulated business rules, undocumented dependencies, and assumptions embedded in existing systems. The real challenge is not merely to write the replacement code; it is to establish that the new system preserves the behaviour on which critical operations depend. This is where expertise becomes a bottleneck of a different kind. If AI makes implementation cheaper but the supply of people capable of verifying complex changes remains limited, the constraint shifts from writing code to

understanding and safely changing the system. You cannot reliably verify what you do not understand. Foundational knowledge is not dead; its role is changing from being the primary instrument of production to providing the basis for judgment.

This has important implications for education. My own formal training gave me a strong technical foundation, but the systematic development of problem framing and independent judgment was largely left to experience. We cannot assume that everyone will acquire these capabilities through years of trial and error, particularly when AI is changing the nature of work so quickly. Nor should we respond by replacing rigorous technical education with superficial courses on prompt engineering. Knowing how to operate today's AI tools is useful, but those tools and their interfaces will change. What endures is the ability to understand a problem, question a proposed solution, test it against evidence, and explain why a particular decision makes sense. These abilities develop through practical work, repeated experimentation, constructive feedback, and the experience of discovering

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why an apparently convincing answer fails. Education must combine foundational knowledge with projects in which learners use AI, independently validate its outputs, and defend their reasoning.

For India, this is more than an individual career challenge; it is an economic imperative. According to figures from NASSCOM reported by India's Ministry of Electronics and Information Technology, the Indian technology industry was estimated to generate approximately \$283 billion in revenue in FY2024–25, with exports accounting for roughly \$224 billion and direct employment reaching around 5.8 million people.³ This is a considerable achievement built on technical education, disciplined execution, a large skilled workforce, and competitive delivery costs. But the economics that supported that success are changing. If AI reduces the cost of routine coding, testing, documentation, and analysis, some activities that once justified large teams and substantial billing will become less differentiated. The risk is not that India's technology industry will suddenly disappear. It is that we may create

less economic value per professional if we continue to compete primarily on the volume and cost of execution.

Our opportunity is to build on our existing strengths and move further up the value chain. Indian professionals must be able to do more than implement specifications: they must understand why those specifications exist, challenge them when necessary, and design solutions that deliver measurable outcomes. This means combining technical capability with domain expertise, systems thinking, risk assessment, and the ability to work effectively with AI. It also means making reskilling continuous and accessible, rather than an expensive privilege available only to a small segment of the workforce. The objective should be to help more professionals use AI to extend their capabilities and take on higher-value work, not merely train them to operate tools that may soon become commonplace.

This is the thinking behind our approach to frugal, human-centric AI integration. Advanced AI should not be the exclusive advantage of organizations with the largest

budgets, and adopting AI should never become an end in itself. The real opportunity lies in applying accessible technology to meaningful problems, enabling people with domain knowledge to do more, and measuring success by the value created rather than the sophistication of the technology deployed. Frugality is not about settling for inferior solutions. It is about directing limited resources towards the interventions that produce the greatest impact, while ensuring that decisions requiring context, accountability, and ethical consideration receive appropriate human oversight.

The half-life of specific technical skills may be shrinking, but expertise itself is not becoming disposable. Some knowledge will need frequent renewal; other foundations will remain valuable for decades. The challenge is to know what must be relearned, what must be understood deeply, and what can safely be delegated to a machine. Neither technical depth without adaptability nor AI proficiency without understanding will be enough. The advantage will belong to professionals who can combine the two:



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using AI to increase their speed and reach while retaining the ability to question its conclusions and take responsibility for the outcome.

For India, the stakes are equally clear. We have spent decades building the capacity to execute at scale. The next phase must be about using that capacity to solve more valuable problems. Our competitive advantage cannot rest indefinitely on doing the same work more cheaply than others. It must increasingly rest on understanding the problem better, designing the right intervention, and delivering outcomes that others cannot easily replicate.

That is why I see human judgment as a potential moat in the age of AI—not because machines will never assist with judgment, but because reliable decisions require more than a plausible answer. They require context, evidence, experience, and accountability. AI can make producing an answer easier and faster. It does not absolve us of the responsibility to decide whether the answer is right, whether the problem is worth solving, or whether the solution will stand up

in the real world.

As execution becomes cheaper, the premium will increasingly belong to those who know what is worth doing, can judge whether it has been done well, and can turn that judgment into results.

References

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<https://www.weforum.org/publications/the-future-of-jobs-report-2025/>
2. McKinsey Global Institute (2023). The Economic Potential of Generative AI: The Next Productivity Frontier. The research estimates that integrating generative AI with existing technologies could raise the technical potential to automate work activities to approximately 60–70%. Technical potential does not equal actual adoption or job displacement.
<https://www.mckinsey.com/capabilities/tech-and-ai/our-insights/the-economic-potential-of-generative-ai-the-next-productivity-frontier>

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3. Government of India, Ministry of Electronics and Information Technology (26 March 2025). India's IT Industry Registers Significant Growth in Last Decade: Projected to Reach \$283 Billion in 2024–25. The release reports NASSCOM's estimates for industry revenue and exports. Direct employment figures are also reported in the government's subsequent August 2025 release.

<https://www.pib.gov.in/PressReleasePage.aspx?PRID=2115413&lang=2®=3>

Additional employment and industry figures: Government of India, Press Information Bureau (6 August 2025), Software Technology Park of India Network Fuels Tech Growth in Non Metros.

<https://www.pib.gov.in/PressReleasePage.aspx?PRID=2153114&lang=2®=48>

RACE perspective

The skills that expire are the ones we spent careers mastering. The skills that last, judgment and the speed to learn, are the ones most education never taught. The organisations and the individuals who close that gap on purpose, early, are the ones who come out of this decade ahead.

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THE SKILLS PLAYBOOK

BUILDING A WORKFORCE THAT LEARNS
FASTER THAN ITS SKILLS EXPIRE

Five moves, ordered from fastest to most strategic, that any leadership team can act on.

MOVE 1

SORT YOUR SKILLS BY SHELF LIFE

Take the skills your key roles depend on and sort them into two piles: perishable, tied to a tool or process AI can now do, and durable, about judgment and learning. Most organisations find they are heavily invested in the perishable pile and barely tracking the durable one. You cannot manage a risk you have not named.

THE MOVE: Map your critical roles by skill shelf life this quarter. The balance between the two piles tells you exactly where your workforce is exposed.

MOVE 2

MAKE LEARNING CONTINUOUS, NOT AN ANNUAL EVENT

A single training course a year cannot keep pace with a skill half-life under two years. Learning has to move into the flow of work: short, frequent, tied to real problems, and available on demand. The firms that treat reskilling as a steady habit, not a yearly ritual, are the ones whose skills stay current.

THE MOVE: Shift your learning model from annual courses to continuous, on-demand, work-linked learning. Measure how current your skills are, not how many courses were completed.

MOVE 3

HIRE AND PROMOTE FOR LEARNING VELOCITY

When skills expire fast, the person who learns quickest beats the one who knows most today. Yet most hiring still screens for a fixed stock of knowledge and a credential earned years ago. Start weighing how fast someone learns, how well they handle an unfamiliar problem, and how curious they are, because those predict future value far better than a static skill list.

THE MOVE: Add learning velocity and judgment to how you hire and promote. Test for what a person can figure out, not only what they already know.



THE SKILLS PLAYBOOK

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MOVE 4

MAKE AI FLUENCY A BASELINE FOR EVERY ROLE

Directing and checking AI is becoming as basic as using a spreadsheet, and it belongs in every function, not just technology. A finance analyst, a marketer and an operations lead all now need to work fluently with AI and judge its output. Leaving that to a specialist team creates a gap that widens every month.

THE MOVE: Put AI fluency into onboarding and into every role's expectations. The target is a whole workforce that can direct and verify AI, not a small group that can.

MOVE 5

INVEST DELIBERATELY IN THE DURABLE CORE

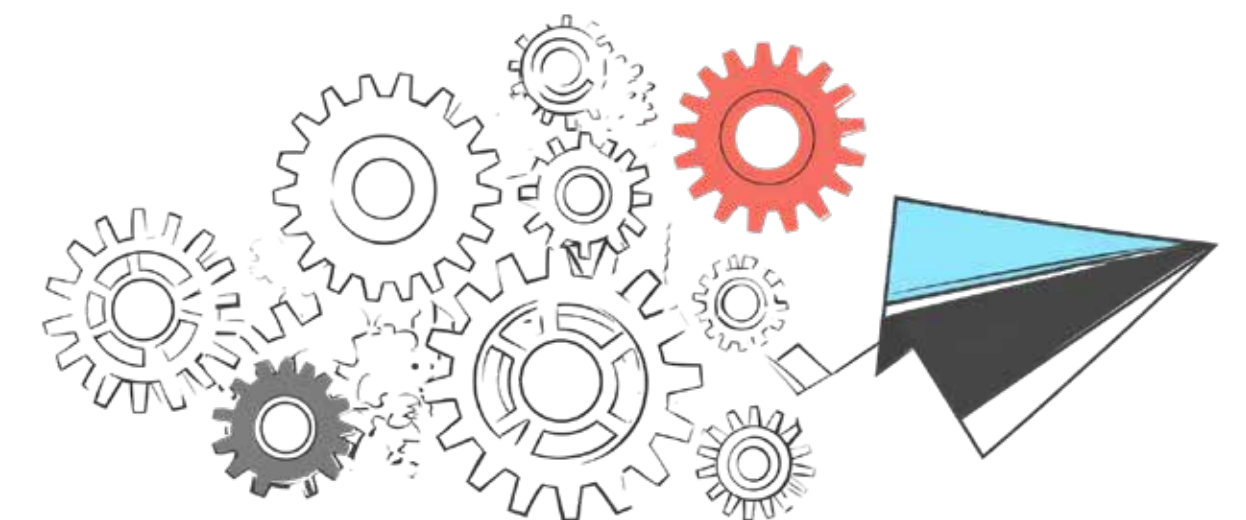
Analytical thinking, systems thinking, judgment, communication and the ability to learn are the skills that survive every tool change. They are not soft, and they are not fixed at birth. They are learnable, and they are now the scarcest assets you have. Fund them on purpose, rather than hoping they show up on their own.

THE MOVE: Make durable, human-plus-AI skills the backbone of your development plan, not an afterthought. They are the one investment no future tool will make obsolete.

Source:

<https://www.weforum.org/publications/the-future-of-jobs-report-2025/in-full/3-skills-outlook/>

https://www3.weforum.org/docs/WEF_Future_of_Jobs_Report_2025.pdf



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METRIC OF THE WEEK

ONE NUMBER, PROPERLY UNDERSTOOD

7 in 10 employers call analytical thinking essential. In the age of AI, the most wanted skill is not a tool. It is a way of thinking.

WHAT IT IS: In the WEF's survey of more than a thousand employers, analytical thinking is the single most-demanded core skill, named essential by about 7 in 10. It sits above every technical skill on the list, including AI itself, which is the fastest-growing but not the most essential.

WHY IT MATTERS NOW: It is a quiet correction to the panic. As AI takes over

execution, the skill employers want most is not another tool to learn but the human ability to break down a problem and judge an answer. The durable, thinking skills are not being displaced by AI. They are being made more valuable by it.

HOW LEADERS USE IT: When you plan training, do not spend it all on tools that will change again next year. Put real weight on

the thinking skills that sit above every tool, because they are what makes the tools useful and they do not expire.

Source:
<https://www.weforum.org/publications/the-future-of-jobs-report-2025/in-full/3-skills-outlook/>

FUN FACT

SOMETHING TO REPEAT AT DINNER

When the pocket calculator arrived, it did not end the careers of people who worked with numbers. It ended the value of doing long division by hand, and then it quietly made numerate work more common, because more people could now do it. The spreadsheet did the same a generation later. In both cases a hard, respected skill became worthless almost overnight, and the demand for people who could think with numbers went up, not down. AI is the biggest calculator moment yet. The skill it retires is execution. The skill it rewards is judgment, and there has never been more demand for it.

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CANDID



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Q1. The WEF says 39 percent of core skills change by 2030 and nearly 6 in 10 workers need reskilling. How should a board respond when skills now expire faster than careers?

Ans: Stop treating reskilling as an HR programme and start treating it as risk management. A skill that expires in 18 months is a depreciating asset, so budget for it like one, continuously, not once a year. The board's real job is to set the expectation that learning is now part of everyone's role, including its own. The firms that fall behind will not be the ones that lacked talent. They will be the ones whose talent went stale while no one was watching.

Q2. As AI takes over execution, value moves to judgment and direction. How does that change who you hire, who you promote, and how you measure a good employee?

Ans: We used to hire for what a person already knew. Now I hire for how fast they learn and how well they judge. Can they frame a messy problem, read an AI's output and sense when it is wrong, and pick up a new tool over a weekend. Promotions should follow the same logic. Reward the people who keep learning and who make good calls, not the ones sitting on a skill

that is quietly going out of date.

Q3. Is AI fluency now a baseline skill for every role, like using a spreadsheet, or still a specialism, and what is the fastest way to build it across a whole workforce?

Ans: It is a baseline, not a specialism. Working with AI, directing it and checking it, is becoming as basic as using a spreadsheet, and it belongs in finance, HR and operations, not just the tech team. The fastest way to build it is not a one-off workshop. It is hands-on practice on real work, little and often, with people learning on the actual tasks they do every day. Fluency comes from use, not from slides.

Q4. For India, with the world's largest young workforce, is this reskilling wave the biggest opportunity or the biggest risk, and what single decision tips it one way or the other?

Ans: It is the biggest opportunity and the biggest risk at the same time, and the same people decide which. We built a generation that could execute brilliantly. If we define ourselves by that, AI reprises us down. If we teach those same people to direct and judge AI instead of competing with it, they become more valuable, not less. The single decision that tips it is whether we make reskilling continuous, affordable and at scale, now, or wait until the gap is too wide to close.

Note: CANDID features direct contributions from CXO leaders.
To contribute, contact: retina@reva.edu.in



BOOK SHELF

RETINA'S READ OF THE WEEK

- From The Editor's Desk
- The World In 5
- Signal
- Hyperfocal
- Panorama
- Perspectives
- The Skills Playbook
- Metric Of The Week
- Fun Fact
- Candid
- **Book Shelf**
- Research Radar
- RACE Pulse
- RACE Programs

RETINA RECOMMENDS · THIS WEEK'S THEME

Range: Why Generalists Triumph in a Specialized World

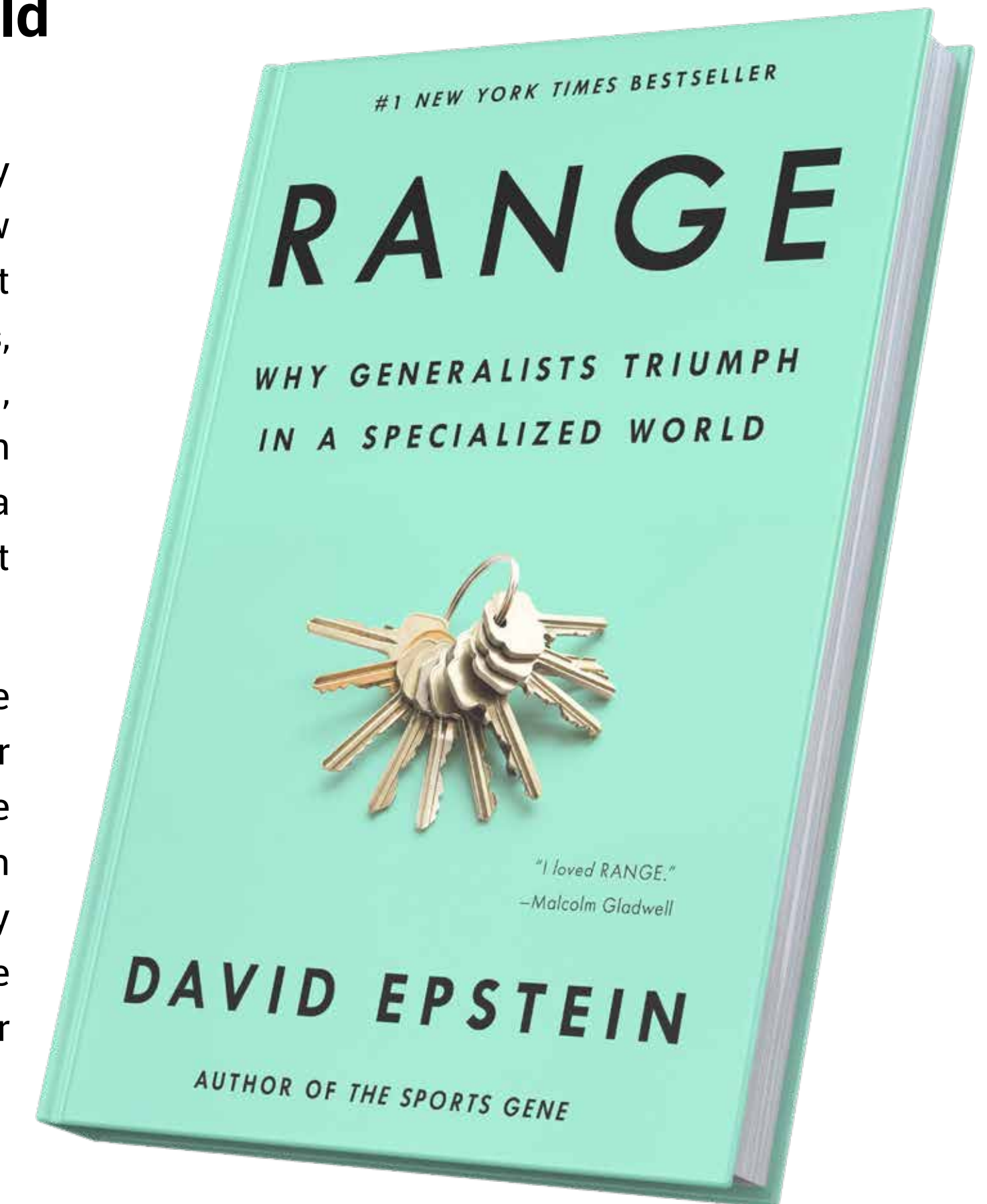
David Epstein · Riverhead Books, 2019

Epstein's argument runs against the grain of the last few decades, which told everyone to specialise early and deep. He shows, across sport, science, music and business, that in worlds that are complex and fast-changing, the people who thrive are often the ones with range: broad experience, the habit of learning across fields, and the flexibility to connect ideas others keep in separate boxes. Read against this week's cover, the fit is uncanny. When any single specialism can expire inside a career, the durable advantage is exactly the range and adaptability Epstein describes.

What it gives a leadership team is permission, and a reason, to value

something hiring systems usually punish: the broad learner over the narrow expert. In a stable world, the specialist wins. In the world this issue describes, where the specialism keeps changing, the fast, flexible generalist who can learn the next thing wins more often. That is a different person to hire and a different person to become.

It is not a book about AI, and that is the point. It was making the case for adaptability before AI made the case urgent. Read it as the human companion to this issue, the argument for why learning to learn beats learning any one thing, now that the one thing no longer lasts.





RESEARCH RADAR

RACE PUBLICATIONS THIS WEEK

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Deep learning · medical imaging · brain mapping

Optimized Brain Region Identification Using Adaptive Total Variation Denoising and Precision Semantic Segmentation

Prashant Jha; J. B. Simha; Shinu Abhi

Reading a brain scan accurately depends on clean images and sharp boundaries, and noise in the scan blurs both, which is where older methods struggle. This work pairs an improved denoising step, Total Variation denoising tuned by a dual-optimization algorithm, with modern semantic segmentation, so brain regions are mapped with high precision even when the imaging conditions are poor. Measured on standard image-quality metrics, PSNR and MSE, it delivers strong noise reduction and reproducible, precise boundaries, while staying computationally efficient.

Enterprise relevance: For healthcare and medtech, cleaner inputs mean more reliable diagnosis, and reproducible boundaries mean results a clinician can trust and defend. The wider lesson travels: fixing the data quality problem first, before the fancy model, is often what turns an AI pilot into something safe enough to deploy.

Proceedings of ITAI 2025 · Lecture Notes in Networks and Systems, vol 1505, pp 285–295 · Springer, Singapore, 2026

https://link.springer.com/chapter/10.1007/978-981-96-8687-2_21

Deep learning · medical text recognition · data augmentation

CNN, GAN and BiLSTM Integration (Handwritten Medical Prescription Recognition)

N. M. Jyothi; J. B. Simha; K. V. Kiran Kumar

Doctors' handwriting is famously hard to read, for people and machines alike, and the shortage of labelled samples makes it harder. This work combines three models to solve both halves. A GAN generates realistic synthetic handwriting to enlarge a thin dataset, a CNN extracts the visual features, and two BiLSTM layers read the text in sequence to capture how prescriptions are actually written. The result reaches about 93 percent accuracy, with precision, recall and F1 all around 92 to 93 percent, beating prior models.

Enterprise relevance: This is a template for any business stuck with too little data and messy, high-stakes handwriting: pharmacy, insurance claims, logistics dockets, field forms. Generating synthetic data to train on, then reading sequence and context rather than single characters, is how you push accuracy to a usable level, and in a prescription that accuracy is also a safety control.

2024 Second International Conference on Networks, Multimedia and Information Technology (NMITCON) · IEEE

<https://ieeexplore.ieee.org/document/10698946>

The CXO takeaway: both papers show AI earning its place in healthcare by getting the unglamorous things right, clean data and accuracy you can trust, which is exactly what turns a promising model into one safe enough to put near a patient.

Explore the full RACE research archive at <https://raceresearch.reva.edu.in>. For collaboration or research-partnership enquiries: race@reva.edu.in

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RACE PULSE

EVENTS · COMMUNITY · WHAT'S COMING

THIS ISSUE IS OUR DAY JOB

If the cover argues that continuous, affordable reskilling is now a survival skill for every organisation, that is precisely the work RACE exists to do. We turn working professionals from people who execute into people who can direct, judge and govern AI, which is the shift this whole issue is about.

Certified Agentic AI Engineer

New batch starting on 7th
November 2026

The most direct path from executing tasks to directing agents. LLMs, AI agents, multi-agent systems, agentic workflows, governance, and a capstone that ships a deployable agent. Built for professionals whose roles are moving up the value chain.

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<https://race.reva.edu.in/certified-agenticai-engineer>

Master's and PG programmes

Inauguration of the new batches on
31st October 2026

Applications are open across RACE's Master's and PG programmes: Business Analytics (ranked #1 in India), Artificial Intelligence (#3), Cybersecurity (#5), and Cloud Architecture and Security. Weekend format, AICTE and UGC approved, built for working professionals investing in durable, future-proof skills.

To know more, call:
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RACE Sandbox and CXO Circle

RACE Sandbox, the on-campus career-simulation open day, returns through the term: sit in a live class, walk the AI, Cybersecurity and Cloud labs, and take a 1:1 on where your career goes next. For senior leaders, the CXO Circle breakfast continues as a closed-door peer conversation on the shifts RETINA covers.

Reserve your slot:
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Master's & PG Programmes

New Batch: November 2026 · 12–24 months ·

Weekend · For Working Professionals

#1 IN INDIA · ANALYTICS INDIA MAGAZINE

ANALYTICS

PG Diploma / M.Sc. in
BUSINESS ANALYTICS
AWS Academy · Microsoft Azure

12–24 Months

#3 IN INDIA · TECHGIG

ARTIFICIAL INTELLIGENCE

PG Diploma / M.Sc. in
ARTIFICIAL INTELLIGENCE
AWS Academy · Microsoft Azure

12–24 Months

#5 IN INDIA · ANALYTICS INDIA MAGAZINE

CYBERSECURITY

PG Diploma / M.Sc. in
CYBERSECURITY
EC-Council · Microsoft Azure · Terralogic.

12–24 Months

#3 IN INDIA · TECHGIG

ARTIFICIAL INTELLIGENCE

M.Tech. in
ARTIFICIAL INTELLIGENCE
AWS Academy · Microsoft Azure

24 Months

#5 IN INDIA · ANALYTICS INDIA MAGAZINE

CYBERSECURITY

M.Tech. in
CYBERSECURITY
EC-Council · Microsoft Azure · Terralogic

24 Months

CLOUD

PG Diploma / M.Sc. in
CLOUD ARCHITECTURE & SECURITY
AWS Academy · Microsoft Azure

12–24 Months

Short-Term Certification Programmes

100 Hours · Project-Driven · Customisable for Organisations

AGENTIC AI | 4–6 weeks

AGENTIC AI SYSTEMS DESIGN

Multi-agent systems using LangChain, LangGraph, CrewAI. Capstone: deployed autonomous agent.

AI ENGINEER | 8–12 WEEKS

AI ENGINEERING CERTIFICATION

Data pipelines, model training, LLMs, deployment. Real production projects every batch.

CLOUD | 8–12 WEEKS

CLOUD ARCHITECTURE & DEVSECOPS

Multi-cloud, IaC, secure CI/CD on real AWS/Azure/GCP environments. Not demos.

CYBERSECURITY | 8–12 WEEKS

CYBERSECURITY & SOC OPERATIONS

Threat detection, incident response, SIEM/SOAR. Hands-on in RACE's live Security Operations Centre.

DATA & AI | 12 WEEKS

DATA SCIENCE & BUSINESS ANALYTICS

Statistics to ML to BI. Python, SQL, Power BI, Tableau on real business datasets.

LEADERSHIP | 8–12 WEEKS

TECHNO-FUNCTIONAL LEADERSHIP

Executive presence, decision-making, leading tech-driven teams. Built for mid-to-senior managers.

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RETINA

AI · CYBERSECURITY · CLOUD · LEADERSHIP

THIS WEEK, ASK YOUR LEADERSHIP TEAM

“Of the skills our business runs on, how many are perishable, the kind AI is already learning to do? And are we investing more in those, or in the judgment and learning speed that outlast every tool?”

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RETINA PUBLISHES EVERY SUNDAY · FORWARD TO A CXO YOU RESPECT



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