



COLLABORATION FOR
THE INTELLIGENT AGE:

Toptal's Key Learnings From the 2025 World Economic Forum Annual Meeting in Davos

Toptal's leadership team attended the World Economic Forum Annual Meeting in Davos, Switzerland, to explore global challenges shaping the future of business and society.

This year's theme, "**Collaboration for the Intelligent Age**," featured discussions among leaders across business, technology, government, and nonprofits. Here, we share key insights, including strategies for navigating the convergence of technological, geopolitical, and environmental shifts.



The World Economic Forum 2025 Annual Meeting brought together global leaders to discuss geopolitical instability and technological innovation challenges. The event included panel discussions, workshops, and informal conversations—a blend of structured and unstructured learning.

Key Areas of Focus

- + **Rebuilding Trust**
Strengthening collaboration frameworks to build trust across global systems.
- + **Reimagining Growth**
Building strategies for resilient economies and identifying growth opportunities amid projected global growth of 3.3%, which falls short of the needed 4% to support sustainable economic development (ample job creation, infrastructure investments, debt management, and social and environmental progress).
- + **Investing in People**
Emphasizing the importance of workforce development, skill transformation, and demographic shifts.
- + **Safeguarding the Planet**
Advancing sustainable energy ecosystems and addressing climate change through innovative partnerships.
- + **Industries in the Intelligent Age**
Exploring how industries can adapt to geo-economic shifts and disruptive technologies while achieving long-term transformation.

Key Discussions

- + **Geopolitical Climate and Economic Implications**
Global fragmentation poses challenges to economic stability. Leaders emphasized the need for systemic thinking and frameworks that enable private sector growth supported by government policies. Structured long-term planning alongside short-term agility was highlighted as a critical leadership skill.
- + **Technological Advancements and AI Integration**
AI is a strategic priority for 83% of executives. Discussions centered on integrating AI with other emerging technologies—quantum computing, robotics, and edge computing—to create scalable, systemic value.
- + **Climate Change and Sustainable Practices**
Environmental sustainability is an ongoing concern for the business community, with leaders discussing energy equity, security, and green technologies. The energy sector is leveraging AI to build resilient and predictive infrastructures, paving the way for energy security.

**Bridging the Gap:
How Entrepreneurs
Can Drive
Meaningful Change**



The role of entrepreneurs in driving meaningful change is more crucial than ever. While business is often seen as a force for progress, large companies may struggle to move at the necessary pace.

At Goals House Davos “Entrepreneurs as Positive Forces for Good” lunch discussion, Toptal CEO Taso Du Val joined other guest speakers to explore how startups and established businesses can collaborate effectively to accelerate impact.



The discussion emphasized the importance of agility, innovation, and strategic partnerships in bridging the gap between big and small players. By working together, businesses of all sizes can drive sustainable and lasting change.



At WEF 2025, the theme “Collaboration for the Intelligent Age” sparked discussions on global challenges and opportunities. Conversations centered on driving sustainable growth, leveraging technological advancements, and fostering resilience in a rapidly evolving world.

The Future of Growth

- + **Balancing Short-and Long-term Goals**
Companies must adopt structured planning horizons to balance immediate results with sustained growth.
- + **Technology as a Growth Driver**
Leaders agreed that leveraging scalable technology—rather than endless pilots—is critical to accelerating global economic growth and meeting key targets for resilience and competitiveness.
- + **Diverse Ecosystems**
Continuous collaboration across industries and regions will be essential to drive innovation and resilience.

Technology Interdependence

- + **Emerging Technologies**
Quantum computing, robotics, and edge computing were spotlighted as complementary technologies to AI.
- + **Trust in Technology**
A “trust layer” must be developed to ensure the efficacy and ethical use of integrated technologies.
- + **Platforms for Integration**
Open, vendor-neutral platforms are essential for coordinating diverse technologies and achieving cohesive outcomes.

Skills in the Workplace

- + **Workforce Transformation**
By 2030, 39% of core skills will require transformation according to WEF's Future of Jobs Report 2025. Technical skills in AI/ML, software development, and cybersecurity will dominate, but critical thinking and agility remain paramount.
- + **Human-digital Workforce Management**
As AI adoption grows, businesses face challenges integrating human and digital workforces, requiring new management strategies and training programs.



Discussions at WEF 2025 highlighted the transformative potential of technology and innovation across industries, including strategies to adapt and thrive in an era of rapid change.

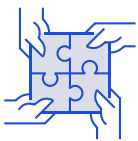
Industries in the Intelligent Age

- + **Hyper-personalization**
Consumer demand for tailored experiences is driving supply chains and augmented product offerings in industries like fashion and retail.
- + **Energy Security**
AI-driven solutions play an important role in energy resilience and sustainability. Key investments in predictive infrastructure highlight the industry's commitment to transformation.
- + **Transportation Revolution**
The rise of EVs and autonomous vehicles signals a major shift in mobility. BloombergNEF reports that passenger EV sales are expected to surpass 30 million per year in 2027 and 73 million by 2040. As a result, robotic drivers could outnumber humans in the next decade, and several large cities are already seeing this transition.
- + **Banking Innovation**
Hyper-personalization and actionable insights are reshaping banking. Discussions centered on balancing regulation as a growth enabler rather than a constraint.
- + **Circular Economy in Fashion**
Demographic changes are accelerating the push for sustainable practices and circular business models.

Supply Chain Resilience

- + Leaders debated the balance between regional and global value chains, with the aim of improving cost-effectiveness and adaptability.
- + Cross-industry collaboration is essential for resilient, flexible supply chains in an era of geopolitical and environmental uncertainty.

Conclusion:
**Shaping the
Future Through
Collaboration**



The World Economic Forum 2025 in Davos was a powerful reminder to business leaders of the opportunities and challenges shaping our shared future. A recurring theme emerged throughout the event: Progress in the Intelligent Age depends on collaboration, innovation, and a shared commitment to resilience.

The discussions reflected the urgency of today’s global challenges and the optimism for solutions within collective action. From bold strategies to emerging trends, the insights shared in Davos highlighted the pivotal choices organizations and leaders must make to navigate the year ahead.

Key Takeaways for Business Leaders in 2025

- + **Embracing Technology Interdependence**
Combining AI with emerging technologies to achieve transformative results.
- + **Investing in People**
Prioritizing skill development and workforce agility to meet the demands of a changing world.
- + **Rebuilding Trust**
Strengthening global frameworks and cross-sector partnerships to foster collaboration and stability.

By embracing innovation, inclusivity, and a systems-wide perspective, businesses can adapt and thrive in an era of rapid transformation. The road ahead will demand resilience and collaboration, but it also offers an opportunity to drive meaningful, sustainable change on a global scale.



**Inspired by these topics
but not sure where to start?**
**Schedule a consultation with
a Toptal representative.**

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