

Organizer



Creator



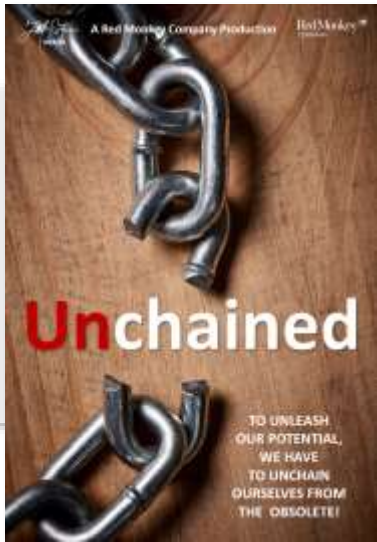
GENERATIONS

UNCHAINED

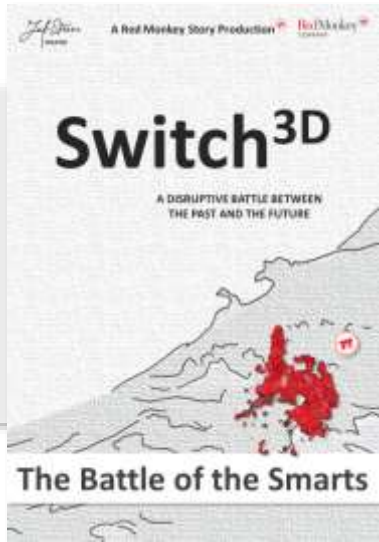


It's an
“Awakening”

I'm not responsible
for any mental discomfort
during or after the
session!



Let's Start ...



What is happening with the world?

INFORMATION

UNCHAINED

2D-Age

2D-Trends

3D-Age

3D-Trends

Switch^{3D}



Battle of the Smarts

3D-Smarts

3D-Education & 3D-Work

2D-Smarts

2D-Education & 2D-Work

Continuous Disruptive Innovation powered by Information Luxury

Continuous Destruction powered by Unsustainable Innovations

Powerful 3D-Chaos

2D-Information Shortage

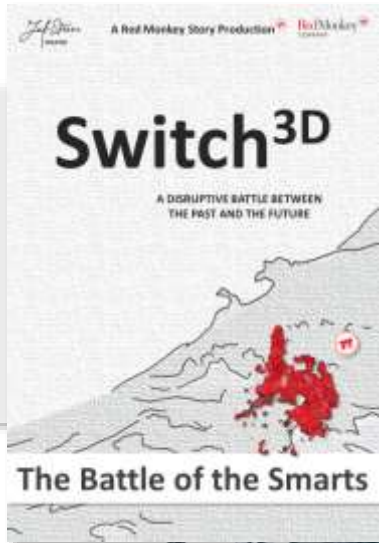
Info Fueled

3D-Information Luxury



You, Me, Education, Companies, Organizations, Regions ...

**We must face the Switch^{3D} Drama
of Leaving '2D' & Entering '3D'!**



What was the impact of Information Shortage on Education & Work?

PASSION & TALENTS

CHAINED

Information Shortage

2D-Smarting

INFORMATION^{STRUCTURED-MEASURED}

DISCIPLINE^{REPETITION-REPETITION}

INTELLIGENCE^{ABLE2COPY}

“ACTION”^{ABLE2APPLY}

2D-DIPLOMAS

Ranking • ‘Waterfall’ • Too Long • Status • ‘Easy’

Diplomas
on the Wall

Copy Certificates

Discipline & Intelligence
was needed!

The practice of making sure that people
obey rules and do not cause problems!

‘Copies’

2D-Smarts



“Settling for less”

***In 2D-Schools
you don't get a
diploma based on
passion for your
talents but on your
intelligence &
discipline to study
stuff without
passion & talent.***

***In 2D-Organizations
you don't get a
function description
based on passion for
your talents but on
your intelligence
& discipline to
work without
passion & talent.***

“If you put fences around people, you get sheep!

William McKnight • former CEO of 3M





2D-Work Space

2D-Sheep Management



2D-Sheep Teaching





2D-Human Resources Management

2D-Student Management



>80%

Not Engaged

**“Not Passionate
about Evolution”**

GALLUP CONSULTING

2D-Age

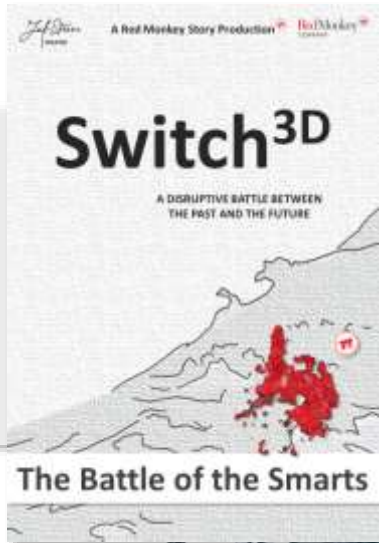
3D-Age



We need much more
Passion for our Talents!

2D-Information Shortage

3D-Information Luxury



What should be the impact of Information Luxury on Education & Work?

PASSION & TALENTS

UNCHAINED

“Real learning only happens when you are in the groove with your talents.”

Jef Staes

Passion & Talent is needed!

3D-Smarts

‘Originals’



Information Luxury

3D-Smarting

TALENTS

DIVERSITY • VALUE
INGREDIENTS

PASSION

EVOLUTION • SUFFERING
ENVISIONING • COOKING

INFORMATION

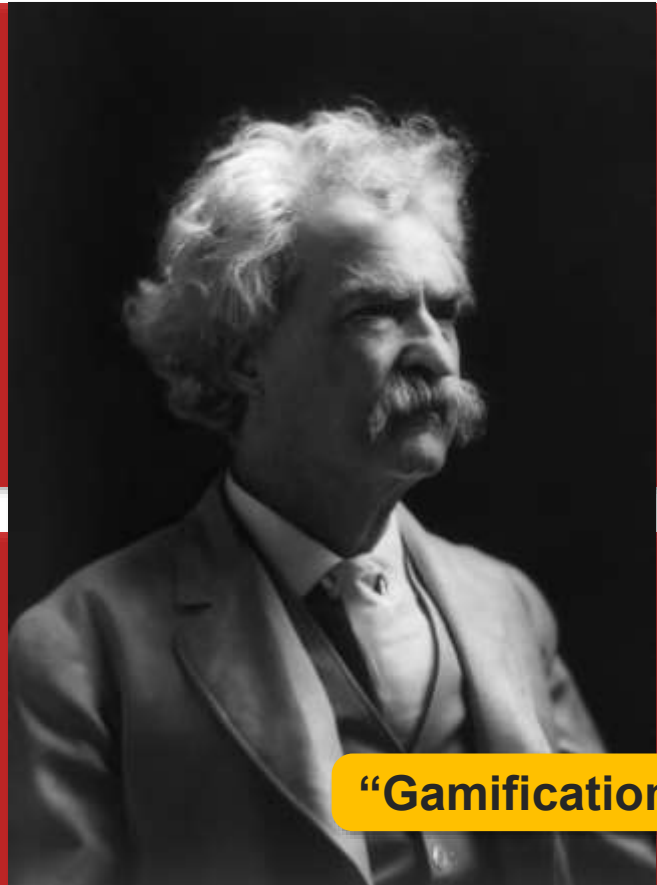
LEARNING

ACTION

RESULT • DOPAMINE

3D-COMPETENCE PLAYLIST

Gamification • Social Validation • 3D-Guilds • Universal



“Gamification”

The two most important days in
your life are the day you are born
and the day you find out why ...

Mark Twain

... because you became
addicted to your talents.

Jef Staes



2D-Age

3D-Age



We must reinvent
'Training & Education'!

2D-Information Shortage

3D-Information Luxury

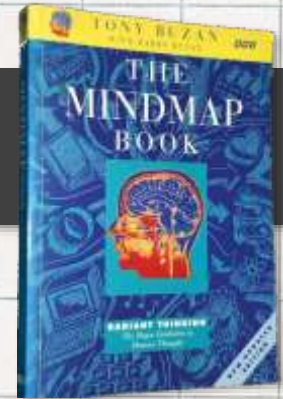


What's the real impact of 'Passion & Talent' on learning?

LEARNING

UNCHAINED

What is 'Learning'?





Learning is a physical process

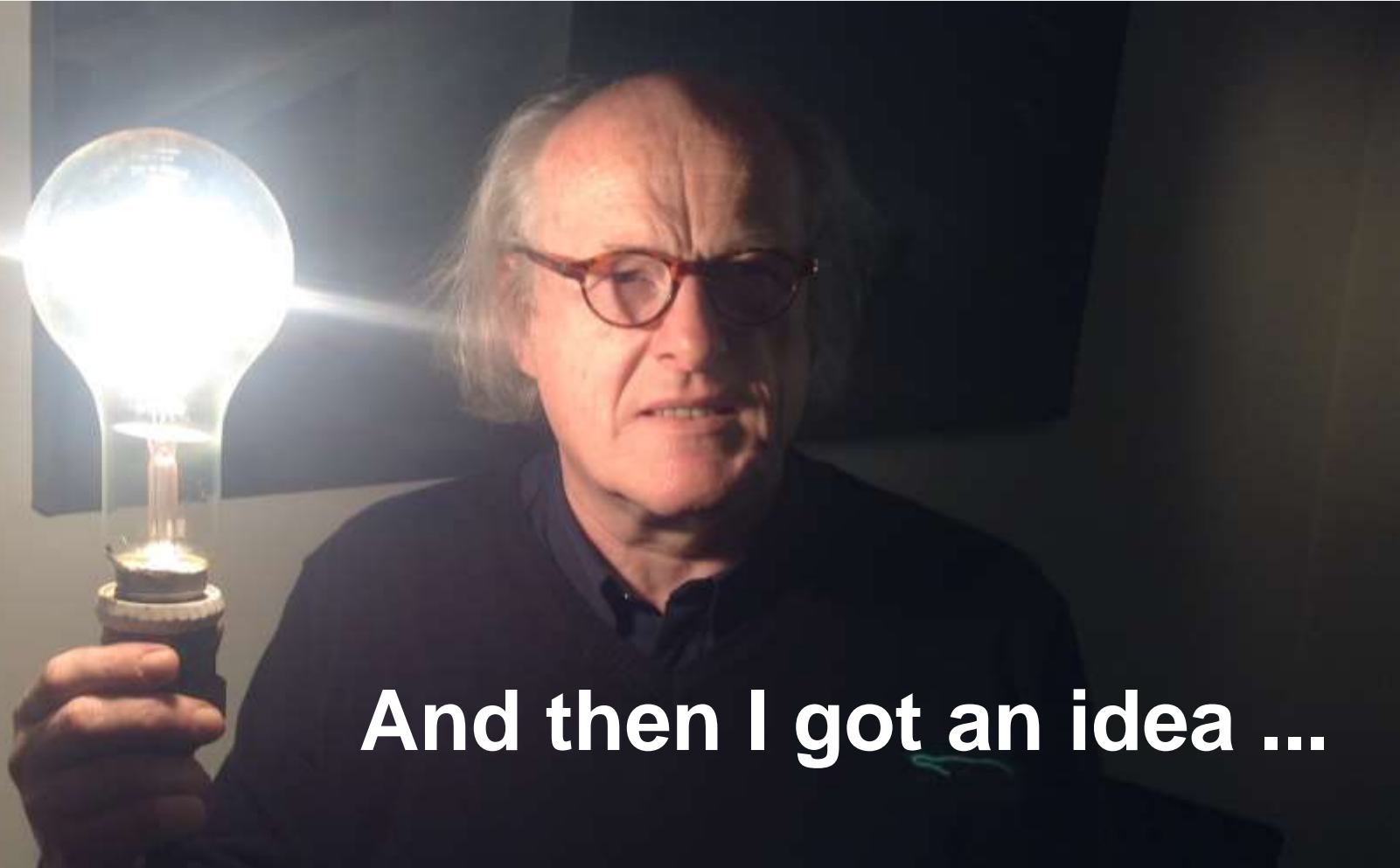




OpenAI

Learning Competences

Enable
the brain to
inhale & exhale
information!



And then I got an idea ...



“3D-Smarts are Bright”

The Electricity of Learning

‘Jeff’s Law’ a new paradigm for Learning Power • A Preview



What are some 'Unintended Consequences' of 3D-Learning?

DIVERSITY

UNCHAINED

3D-Smarting results in 'Competence Divergence'



Information Shortage

Information Luxury





CRIME SCENE DO NOT CROSS • CRIME SCE

People (all ages) with passion & talents, should have the freedom to accelerate their learning dramatically.

People (all ages) without passion or talents in something, should have the 'freedom' to slow down or choose something else.

Education & Work without these 'freedoms' build prisons instead of organizations.

**EDUCATION & WORK FAIL TO EMBRACE
'TECHNOLOGY' TO MAKE THIS HAPPEN!**

Jef Staes

• CRIME SCENE

People (all ages) with passion & talents, should have the freedom to accelerate their learning and

People (all ages) without these 'freedoms' build

WHY?

prisons instead of organizations.

**EDUCATION & WORK FAIL TO EMBRACE
'TECHNOLOGY' TO MAKE THIS HAPPEN!**

Jef Staes

2D-Age

3D-Age



We must reinvent
'Employment'!

2D-Information Shortage

3D-Information Luxury

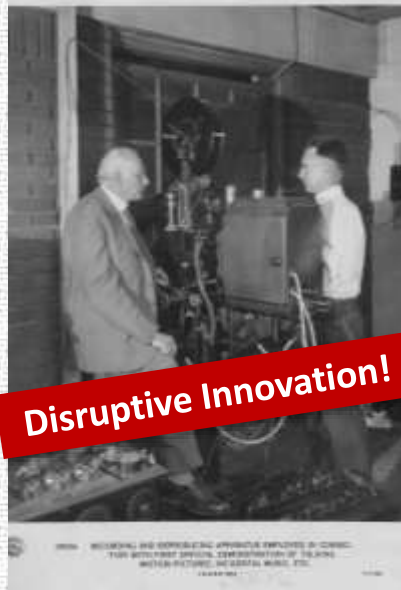


What's the impact of Technology on Employment?

EMPLOYMENT

UNCHAINED

Silent Movies

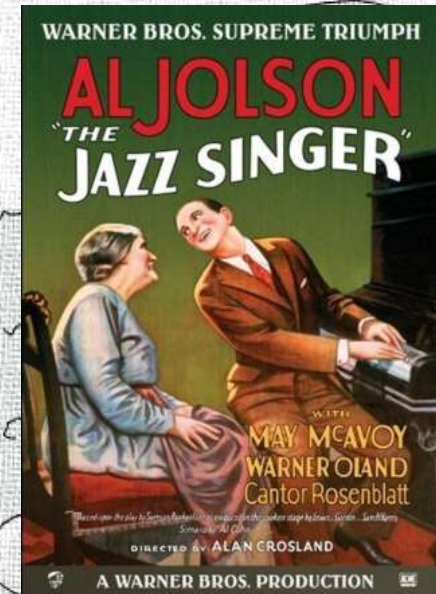


Disruptive Innovation!

Talking Movies



Conflicts!



Success by casting actors with the right Passion & 'Talent Backpack'!

Switch^{3D} Fracture



“Our biggest challenge is not disruptive technologies, it is the resulting disruption in employment!”

Jef Staes

My Conclusions

We need a Learning & Working Paradigm Shift

Switch^{3D} Fracture

Too many 2D-Experts,
Managers & Executives have
become incompetent
... 'suddenly' ...
and it is not their fault!



Switch^{3D} Fracture



POLARIZATION!

“Disruptive innovation does not fail because of too disruptive ‘business’ ideas but because of no courage in casting.”

Jef Staes

The number of conflicts will increase ...



POLARIZATION!

Switch^{3D} Fracture

“Disruptive innovation
does not fail

IN EVERY SECTOR!

because of no
courage in casting.”

Jef Staes

The number of conflicts
will increase ...



POLARIZATION!

Switch^{3D} Fracture

“Disruptive innovation
does not fail

FAILURE IS AN OPTION!

... because of no
courage in casting.”

Jef Staes

The number of conflicts
will increase ...

Switch^{3D} Fracture

**The ability & freedom to do fast
passion & talent based casting (at
the right moment) will be mandatory
to survive as an organization.**

Jef Staes

Casting will beat Training & Education

Switch^{3D} Fracture

The ability & freedom to do fast

**The Gap between
Different Generations in the Workplace
and Ways to Bridge the Gap.**

Jef Staes

Casting will beat Training & Education

Switch^{3D} Fracture

The ability & freedom to do fast
passion & talent

HOW?

as an organization.

Jef Staes

Casting will beat Training & Education

2D-Age

3D-Age



We must
reinvent 'Management'!

2D-Information Shortage

3D-Information Luxury



What's your team (organizations) 'EOI Agility Score'?

MANAGERS

UNCHAINED

But first ...

What is 'Management'?

What is a 'Manager'?

The Art of Management

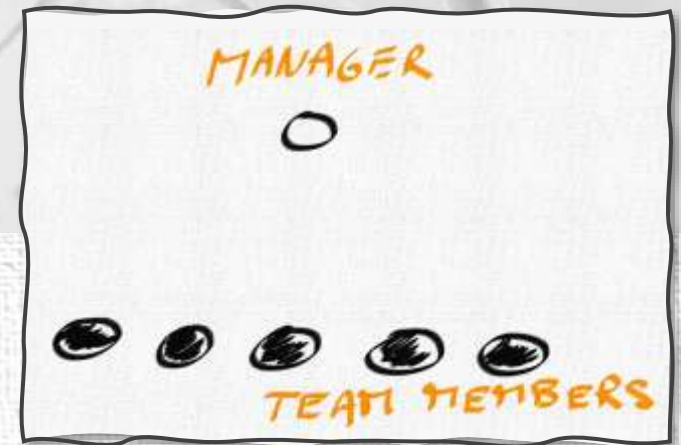
manage

verb

manage *verb* (SUCCEED)

to succeed in doing or dealing with something, especially something difficult:

‘Internet’





**HOUSTON,
WE HAVE A PROBLEM**



2D-Age • 2D-Trends

3D-Trends • 3D-Age

Switch^{3D}



Battle of
the Smarts

2D-Managers
2D-Smarts

The Switch^{3D}
Management Fracture

3D-Managers
3D-Smarts

The Art of 'Management'

Manage *verb* ... to succeed in doing or dealing with something difficult!

2D-Information Shortage

3D-Information Luxury

Survey Optional

What's the
Competence Playlist of 3D-Managers?





Team Dopamine

Able to Balance • List Dopamine Moments • Team Innovation History • High valued 3D-Teams

The EOI Agility Compass

Boosting the Innovation Power of 3D-Teams

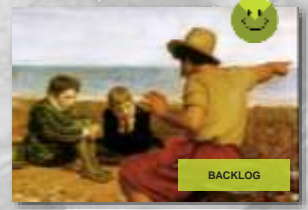
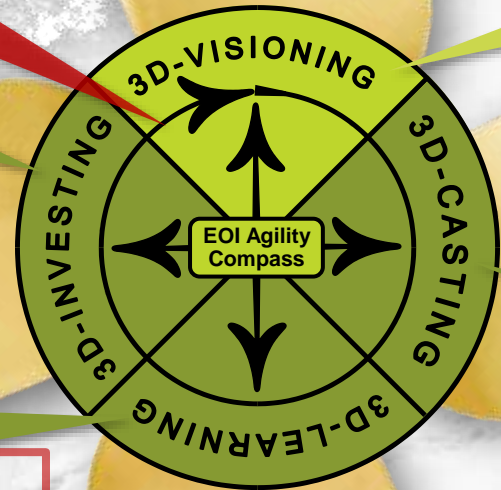


Clockwise
In Search for a 'New Balance'
Actions in the groove with Vision • 3D-Evolution

Power of Vision • F.v

3D-Leader

Power to Act • η
 3D-Investor



3D-Info Coach

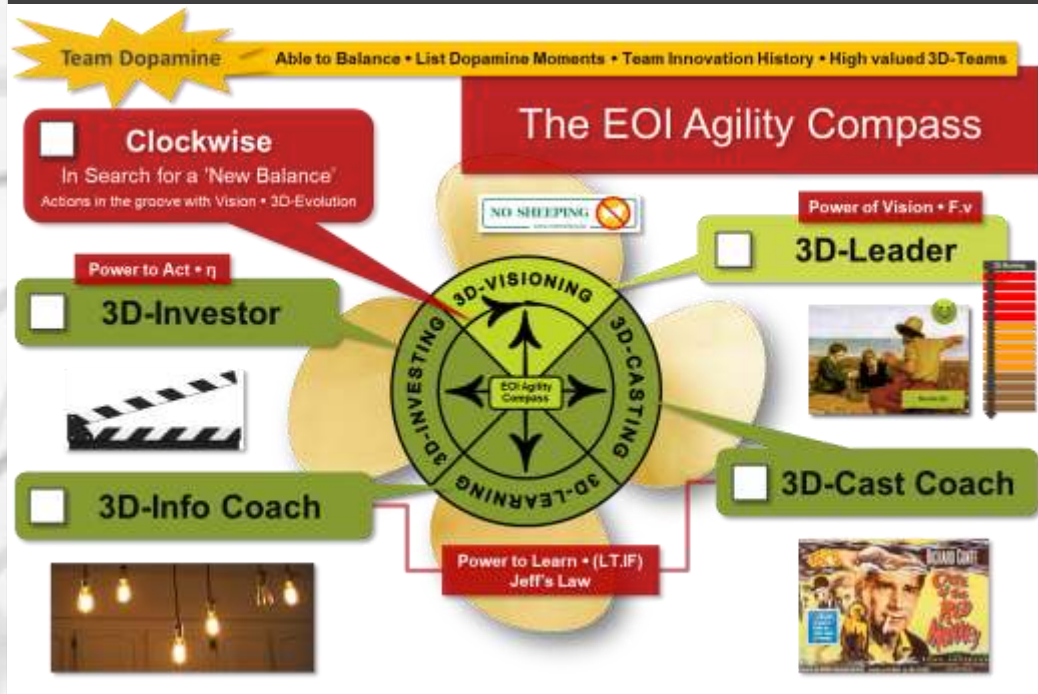


Power to Learn • (LT.IF)
Jeff's Law

3D-Cast Coach



Show the result ...



In Front ...

F

5

A

0

E

4

B

1

D

3

C

2

In Back ...



MOST important sticker ...



NO SHEEPING

www.redmonkey.be



We need 3D-Heroes

The Day **After**

www.jefstaes.com/after

Handouts • Info • Contact

