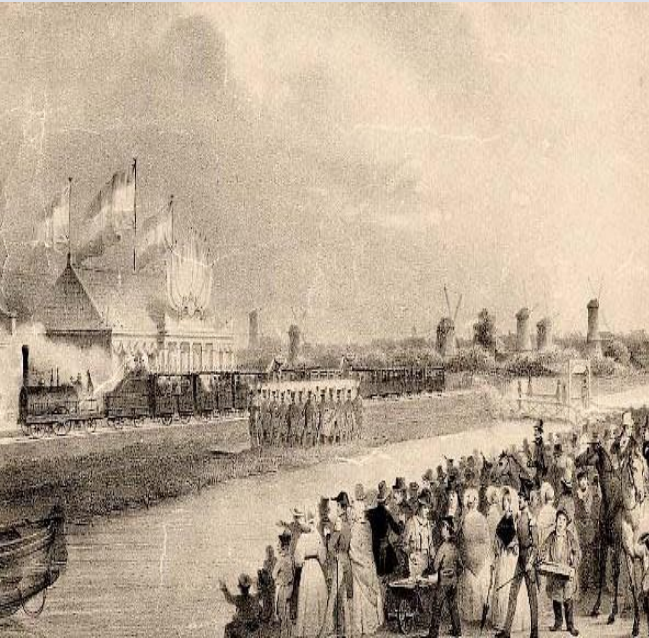


DISRUPTION AHEAD



The Industrial Revolution

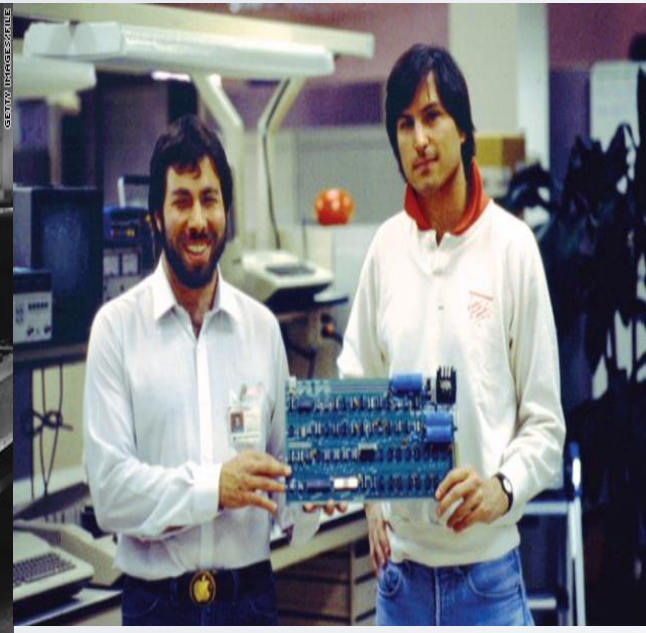
1st Industrial Revolution (1760-1840)



2nd Industrial Revolution (1870-1914)



3rd Industrial Revolution (1970 – 2000)



The Fourth Industrial Revolution: New generation of disruptive technologies



Technological breakthroughs are speeding up

Mobile Internet

First phone call
1876



115 years



First website
1991



16 years



First iPhone
2007



Advanced robotics

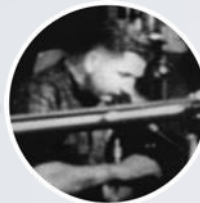
Hargreaves' Jenny
1764



198 years



GM's unimate
1962



48 years



Google's Schaft
2010



3D Printing

Printing press
1448



505 years



Computer printer
1953



31 years



3D printer
1984

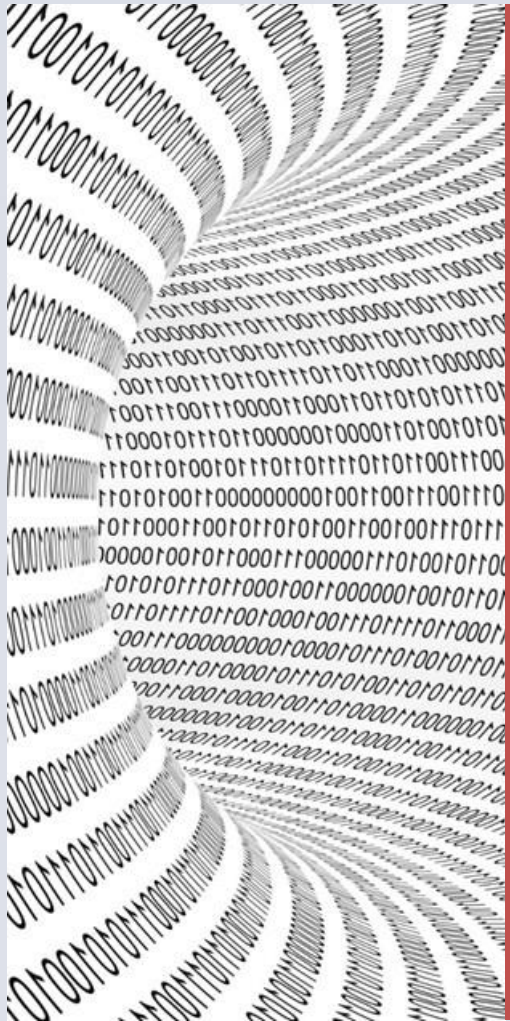


Adoption of new technologies is also accelerating

Time to reach 50 million users



Examples of application of disruptive technologies



ADIDAS: 3D Printing



Self Service



Robots in hotels



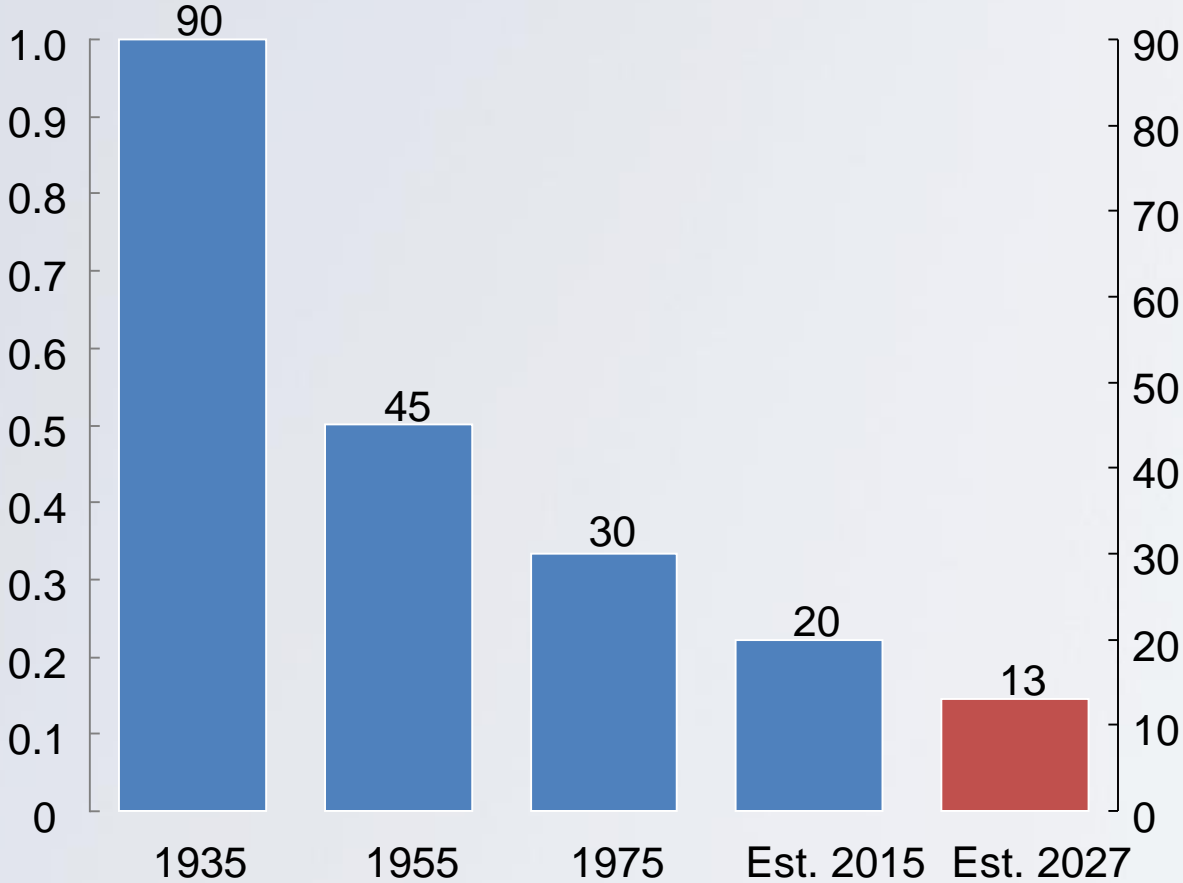
Drone package delivery



Uber – Autonomous Car

Disruptive Technologies: Autonomous Trucks

Lifespan of S&P 500 companies has declined dramatically over time



THE FUTURE OF JOBS



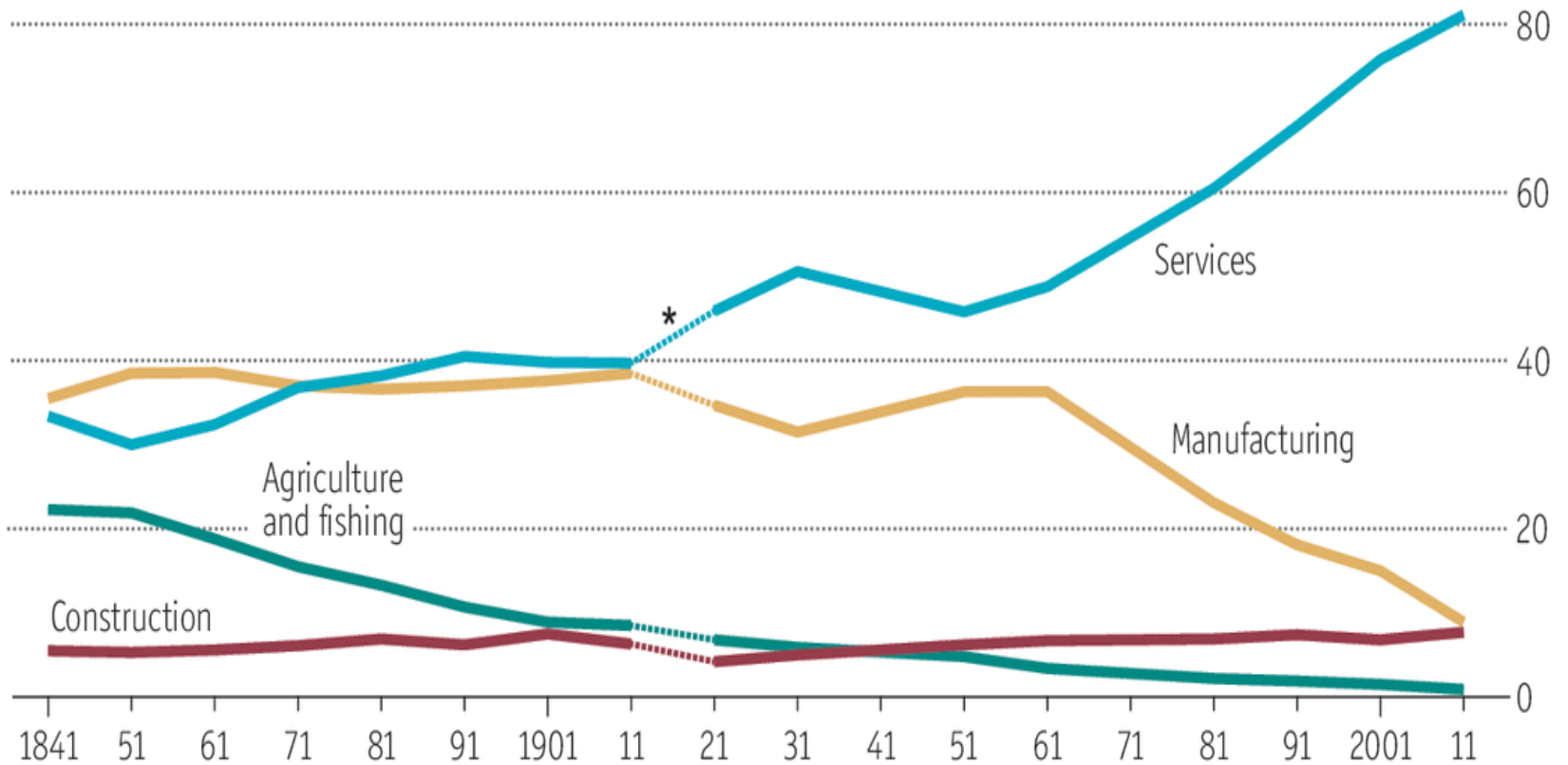


MIT Initiative on the Digital Economy



Jobs come and go

Share of employment in Britain by industry, %



Source: ONS

Economist.com

*England and Wales after 1911

US: Net change in private sector employment

Thousands

Jobs lost: 2008-2010

Jobs gained: 2010-2014

Higher-wage industries
(\$20.03 - \$32.62)

-3,579

2,603

Mid-wage industries
(\$13.73 - \$20.00)

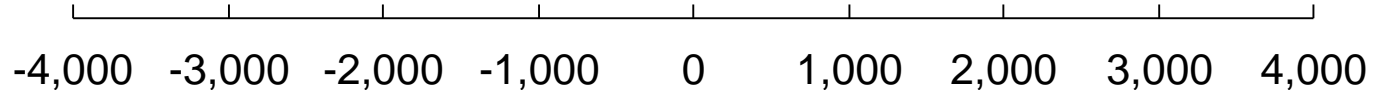
-3,240

2,282

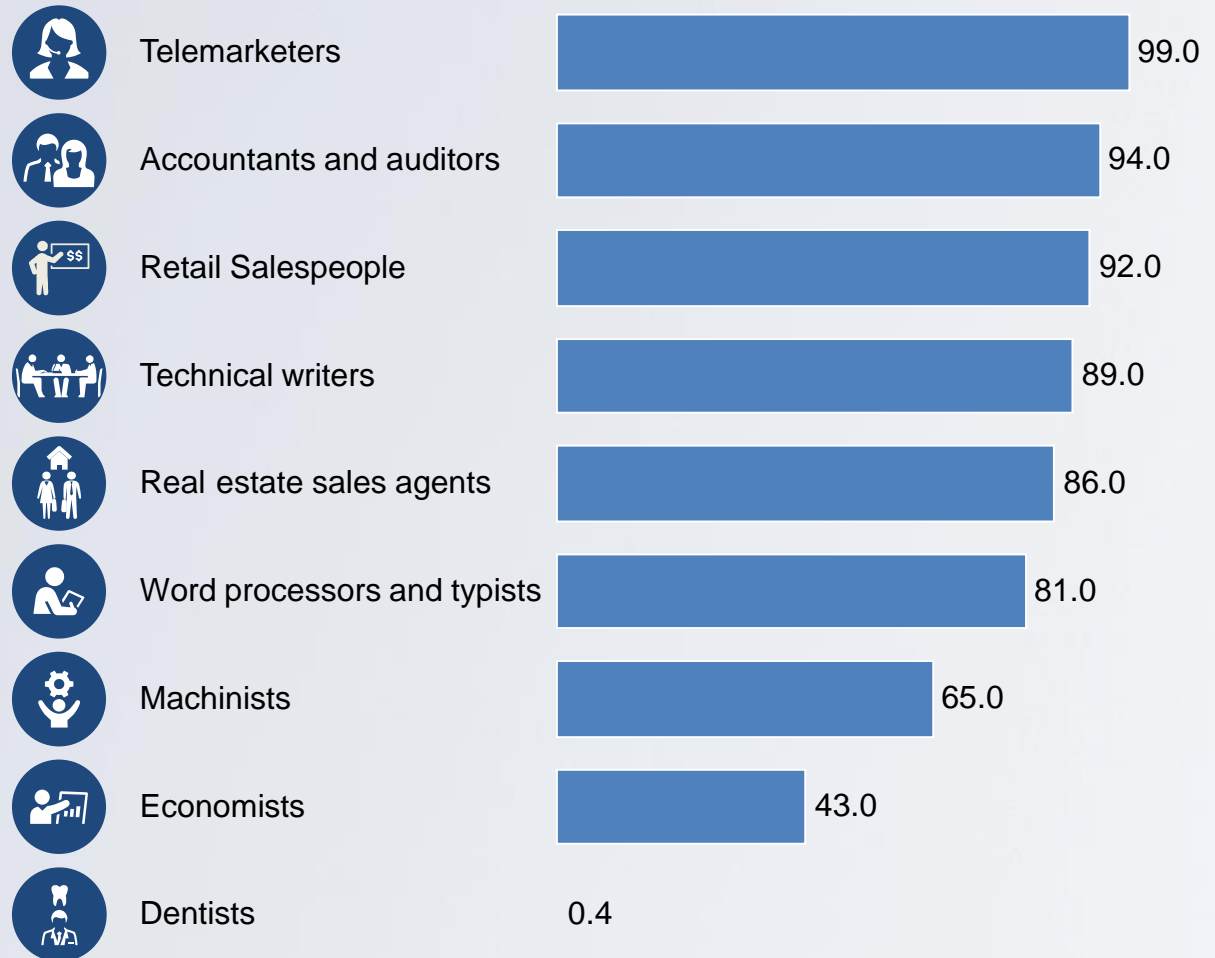
Lower-wage industries
(\$9.48 - \$13.33)

-1,973

3,824



Probability of computerization of different occupations in percentage



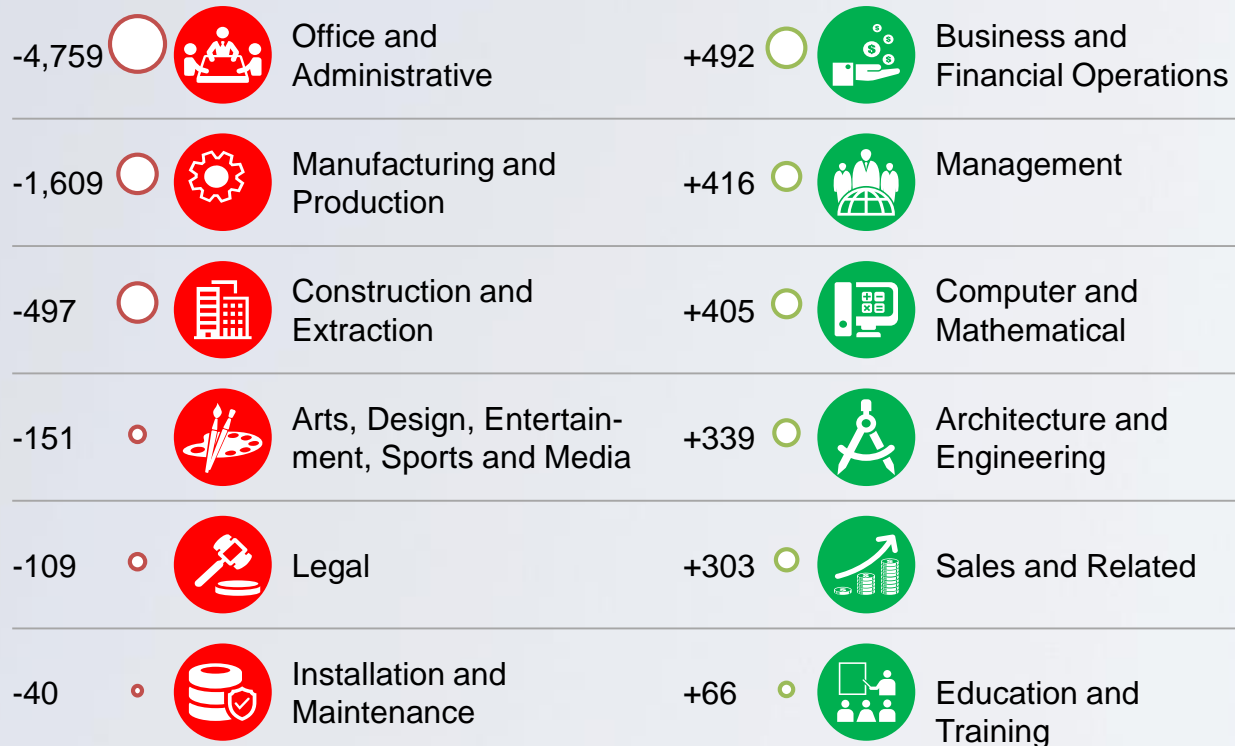
SOURCE: Frey & Osborn, Oxford University, 2013

NYENRODE. A REWARD FOR LIFE

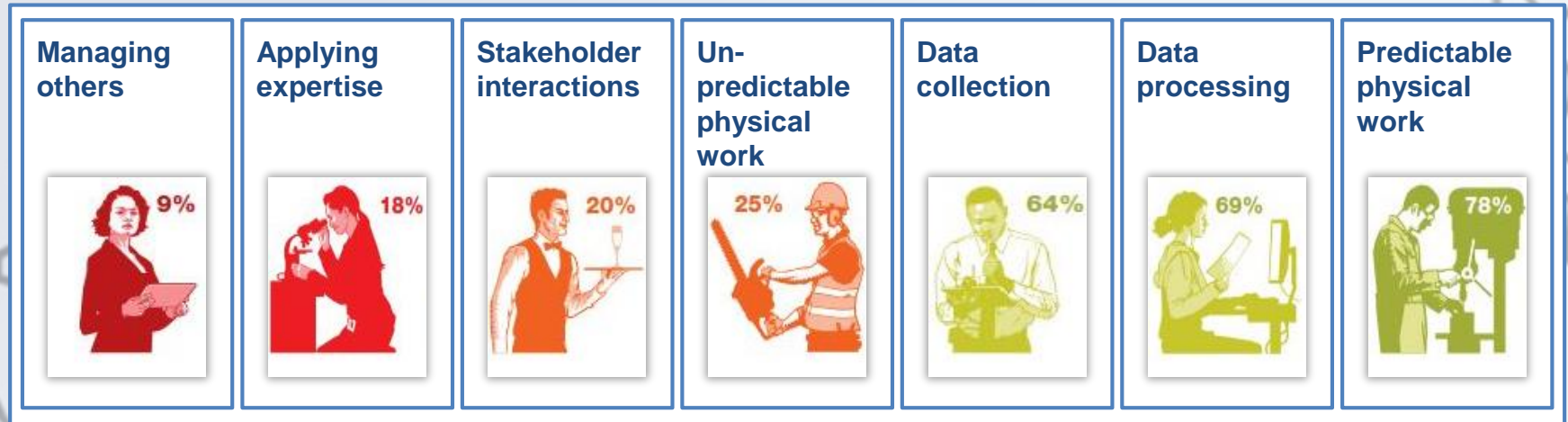
Global Net employment outlook by job family: 2015-2020



Employees (thousands, all focus countries)



Types of activities that have the potential to be automated



60% of all occupations could see 30% or more of their activities automated.(2016)

McKinsey&Company

Jobs impacted by the Fourth Industrial Revolution

47% of all jobs in the US have a 70% probability of disappearing over the next 2 decades. (2013)



Global Net Employment outlook 2015-2020 will be negatively impacted by 5.1 million jobs. (2016)



Estimated decline of jobs in the Netherlands between 2016-2021. (2016)

- Financial Services : 22.000
- Industry : 16.000



Sociaal en Cultureel Planbureau

The share of jobs that are vulnerable to automation in Europe ranges between 45% and 60%. (2013)



Employers in the Netherlands expect that 22% of existing jobs will be automated over the next three decades. (2016)

Dutch employees anticipate that 37% of jobs will be displaced by 2046. (2016)



OECD predicts that just 10% of work in the Netherlands has a high risk of being automated.. (2016)



IMPACT OF TECHNOLOGIES ON THE CHANGE IN SKILLS



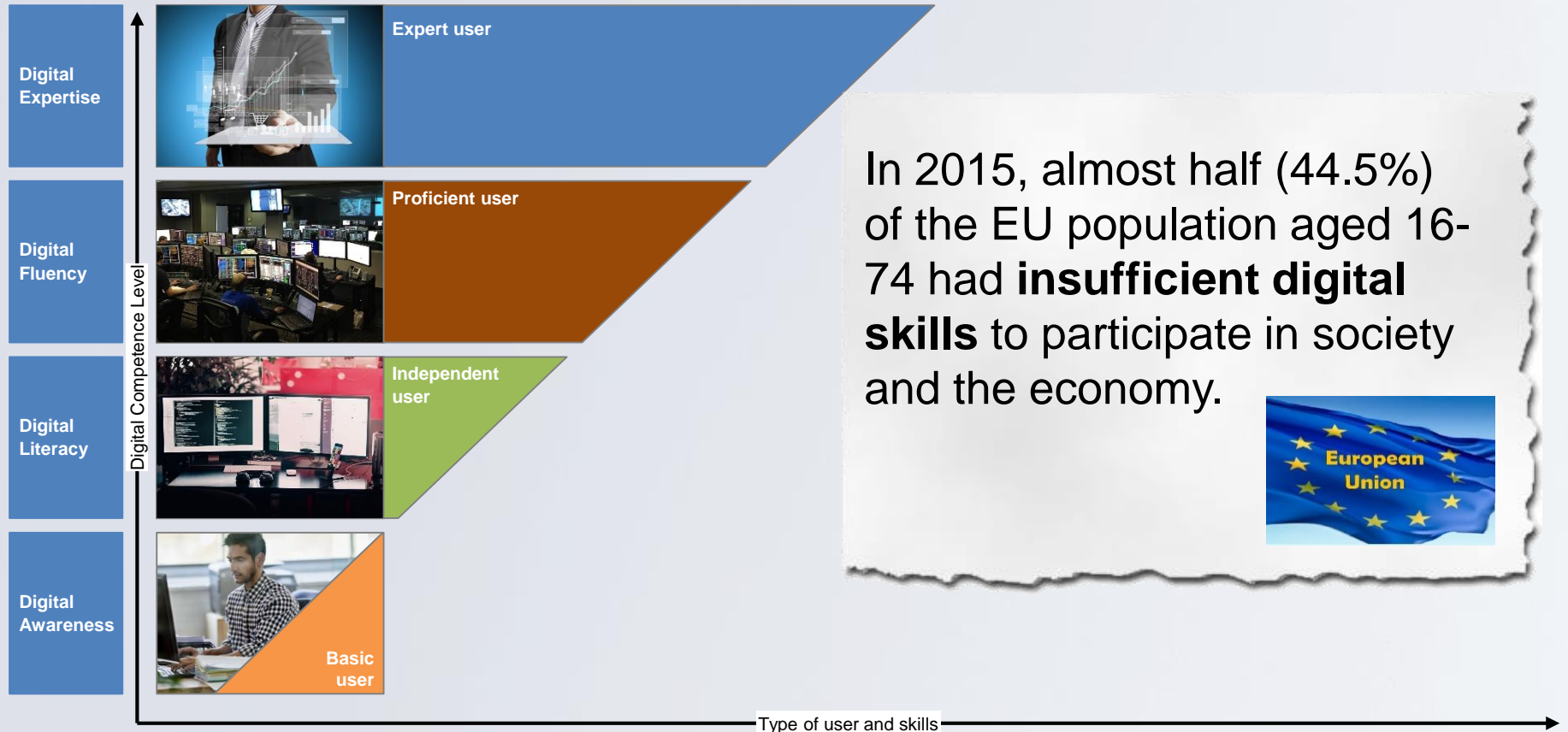
The top 10 skills in 2020



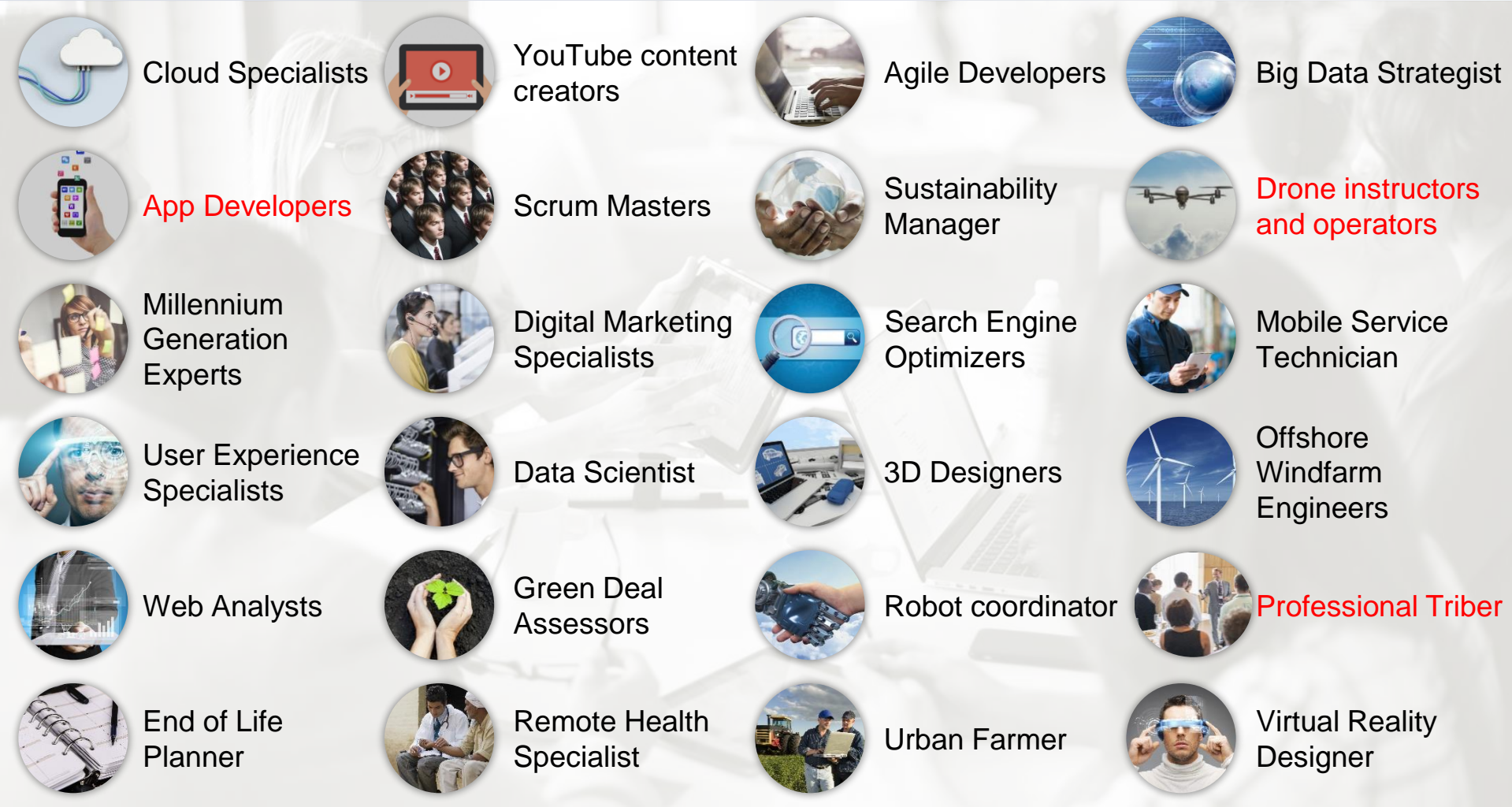
 <p>1. Complex Problem Solving</p>	 <p>2. Critical Thinking</p>	 <p>3. Creativity</p>
 <p>4. People Management</p>	 <p>5. Coordinating with Others</p>	 <p>6. Emotional Intelligence</p>
 <p>7. Judgment and Decision Making</p>	 <p>8. Service Orientation</p>	 <p>9. Negotiation</p>
 <p>10. Cognitive Flexibility</p>		
<p>DIGITAL COMPETENCE</p>		

SOURCE: WEF, 2016 & EU 2015

The Fourth Industrial Revolution requires people to develop digital competencies.



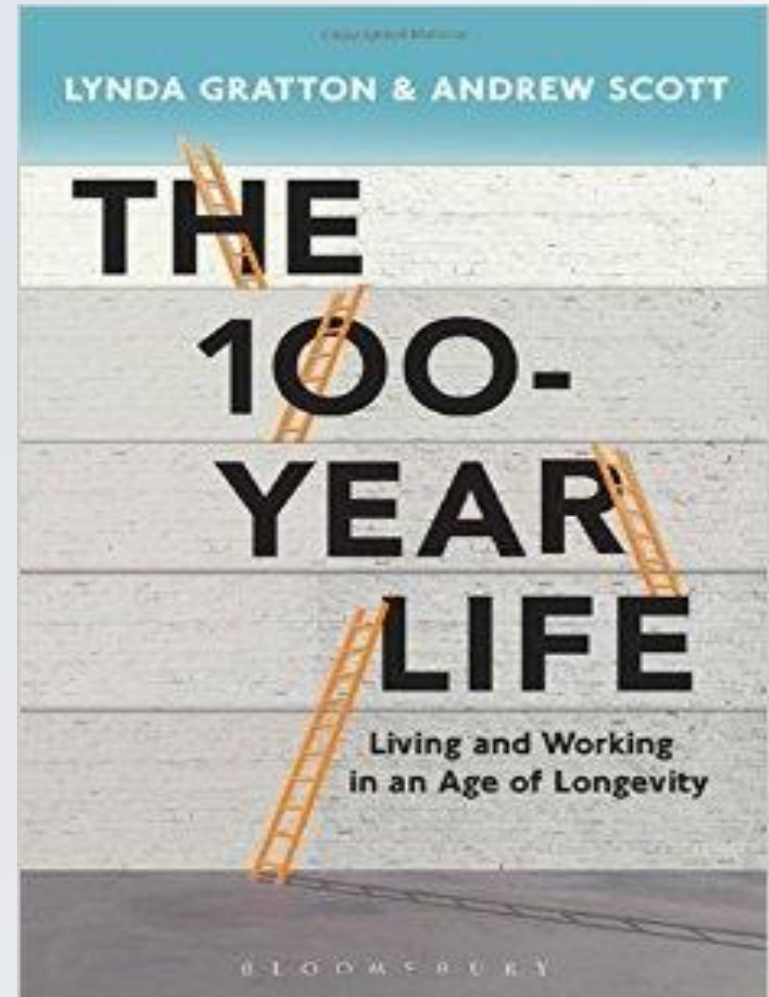
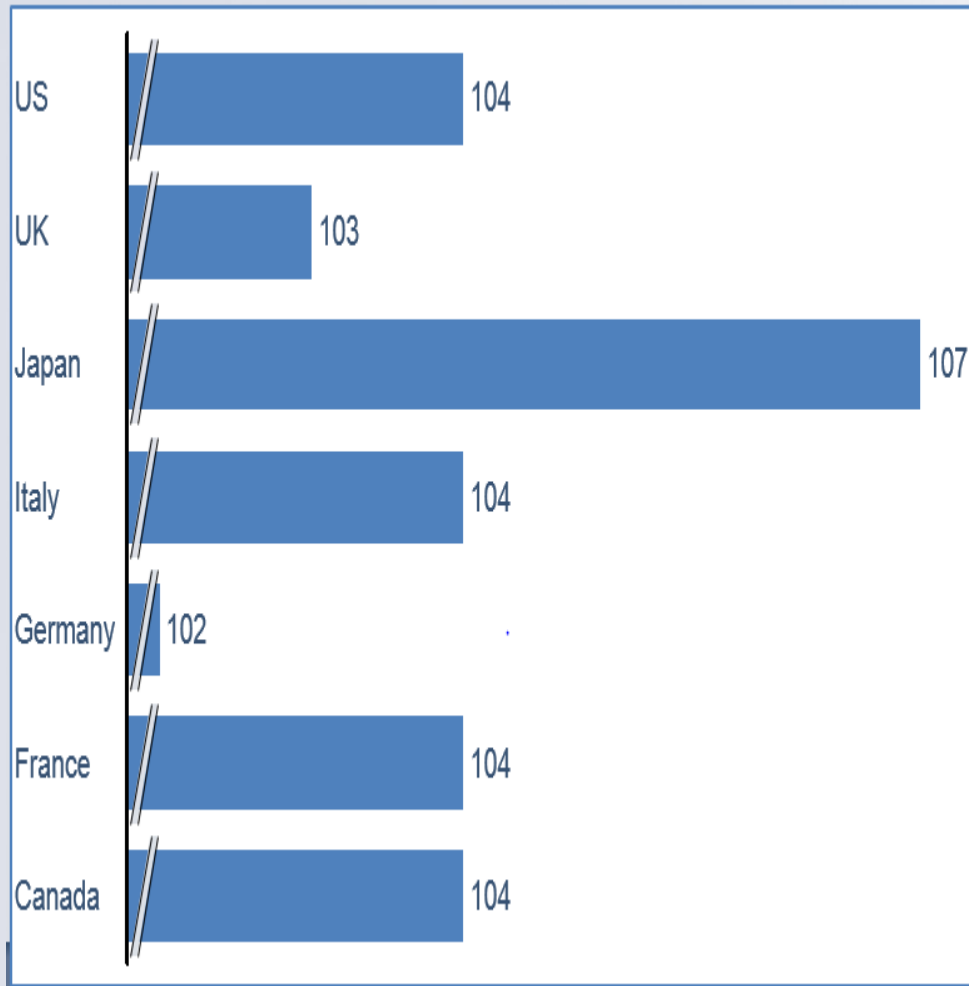
Examples of new and future jobs



THE INCONVENIENT TRUTH ABOUT LIFELONG LEARNING



Oldest age at which 50% of babies born in 2007 are predicted to be alive



2016 Report Card



The Netherlands – Lifelong learning

Performance Indicator	Grade
20% of employees have completed a study or earned a certificate over the last 3 years <i>(Source: intelligence group, 2016)</i>	Poor
22% Decline of the number of people over age 30 who participated in a HBO/WO study: 2011 – 2015. <i>(Source: pwgids, 2016)</i>	Poor
20% Of temporary employees and 37% of self-employed workers participated in any kind of formal learning. <i>(Source: Intelligence group, 2016)</i>	Poor
18% Of underspending of the formal learning budget. In companies. (Euro 1083 is average budget). <i>(Source: TvOO, 2016)</i>	Poor
62% Of people learning nothing or a little bit by doing their job. <i>(Source: CPB, 2016)</i>	Poor
4 Places dropped on the 2015 World Economic Forum Human Capital ranking on the level of education and skills and on the employment available to people. <i>(Source: WEF, 2016)</i>	Poor
16% Of people in the Dutch workforce participate in learning programs outside their daily work. <i>(Source: WRR, 2013)</i>	Poor
18% Of the Dutch population aged 25-64 participated in education and training. <i>(Source: European Union, 2016)</i>	Poor

A CALL TO ACTION: LEARN OR LOSE



A call to action for companies and individuals

Companies

Individuals



A call to action

Companies

Embrace
lifelong
learning
practices



ENHANCE THE STRATEGIC ROLE OF L&D

HBR.ORG
Harvard Business Review
JULY-AUGUST 2015
106 **The HBR Interview**
Sony's Michael Lynton on the Hacking Debacle
38 **The Big Idea**
Intel's Employer-Led Health Care Revolution
Patricia A. McDonald et al.
118 **Managing Yourself**
Job Search: Ace the Assessment
Tomas Chamorro-Premuzic

People Before Strategy

McKinsey & Company

85 % of market value of a S&P 500 is the results of intangible assets.

capital 
ASSET MANAGEMENT

The business impact of Learning & Development

Learning & Development

- Formal
- Informal

	Attracting the best people
	Support the employee value proposition (EVP)
	Building people capabilities and networks
	Improve employee motivation, job satisfaction and retention
	Enhance employee commitment and retention
	Boost the implementation and adoption of new technologies
	Building a value based culture and sense of community
	Support the implementation of the business strategy

Financial Performance

- Sales
- Profit
- ROI
- Market Value
- Growth

Organizational Performance

- Productivity
- Employability
- Quality
- Innovation
- Customer Satisfaction
- Employee Turnover

In-house-Training at Corporate Universities

What Makes Apple, Apple

Resurrecting
Steve Jobs
at Apple University



Crotonville, our global leadership institute, is both a place and an ideal

40,000
PARTICIPANTS

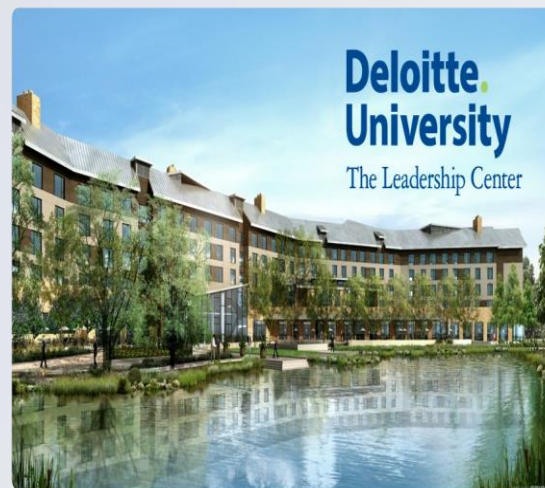
4,200
CUSTOMERS

200
LOCATIONS

2,100
SESSIONS



ALPINE UNIVERSITY
McKinsey & Company, Inc.



Deloitte University
The Leadership Center



Deploy a Full Portfolio of Learning & Development Solutions

10% Formal Learning



Physical Classroom



Virtual Classroom & Webinars



Live Virtual



Digital Course



SPOC & MOOC

Planned Learning

Design for an Immersive classroom



Deploy a Full Learning & Development Portfolio

10% Formal Learning



Physical Classroom



Virtual Classroom & Webinars



Live Virtual



Digital Course



SPOC & MOOC

Planned Learning

90% Informal Learning



Turn the workplace into a learning place

Work:
1800+ hours

Semi-spontaneous Learning On-The-Job

MOOCs: Nanodegrees & Certification Credential Programs



University of Michigan
Successful Negotiation:
Essential Strategies and...



Yale University
Financial Markets



The University of Chicago
Sales Strategies:
Mastering the Selling Process



University of Pennsylvania
Business Foundations



University of Virginia
Design Thinking
for Innovation



Artificial Intelligence



VR Developer



Self-Driving Car Engineer



Wharton
DigitalMarketing1.1x
Digital Marketing, Social
Media and E-Commerce for
Your Business

Starting Soon
Starts: September 12, 2016

Enroll Now



AdelaideX
Cyber101x
Cyberwar, Surveillance and
Security



www.edx.org

Enroll Now



IIMBx
QM901x
Predictive Analytics



www.edx.org

Enroll Now



UC3Mx
IT.1.1x
Introduction to Programming
with Java, Part 1: Starting to
Code with Java



www.edx.org

Enroll Now

Deploy a Full Learning & Development Portfolio: Social Learning

10% Formal Learning



Physical Classroom



Virtual Classroom & Webinars



Live Virtual



Digital Course



SPOC & MOOC

Planned Learning

90% Informal Learning

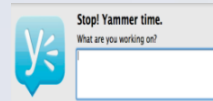
Social Learning



Social Networking & Expert directories



Gaming & simulations



Micro-sharing & Tweet Chats



Online communities



Interactive video eMentoring



Co-Create with Wiki's



Publish and Feedback on Blogs



Innovation and crowdsourcing



Video Blogs

On-Demand Learning



Audio and eBooks



Performance Learning apps Support



Learning Videos



MOOCs & Digital Courses

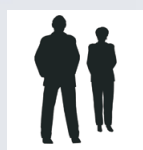


Virtual Reality

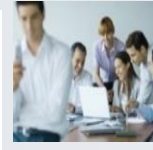
Career Learning



Career Moves & Assignments



Shadowing Others



Special Projects



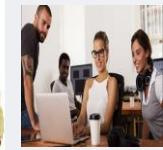
Real-Time Feedback



Coaching & Mentoring



Buddy System



Learning Exchange

Spontaneous Learning On-The-Job

A Call to Action: The Other Side of the Coin

Individuals

Companies

Embrace
lifelong
learning
practices



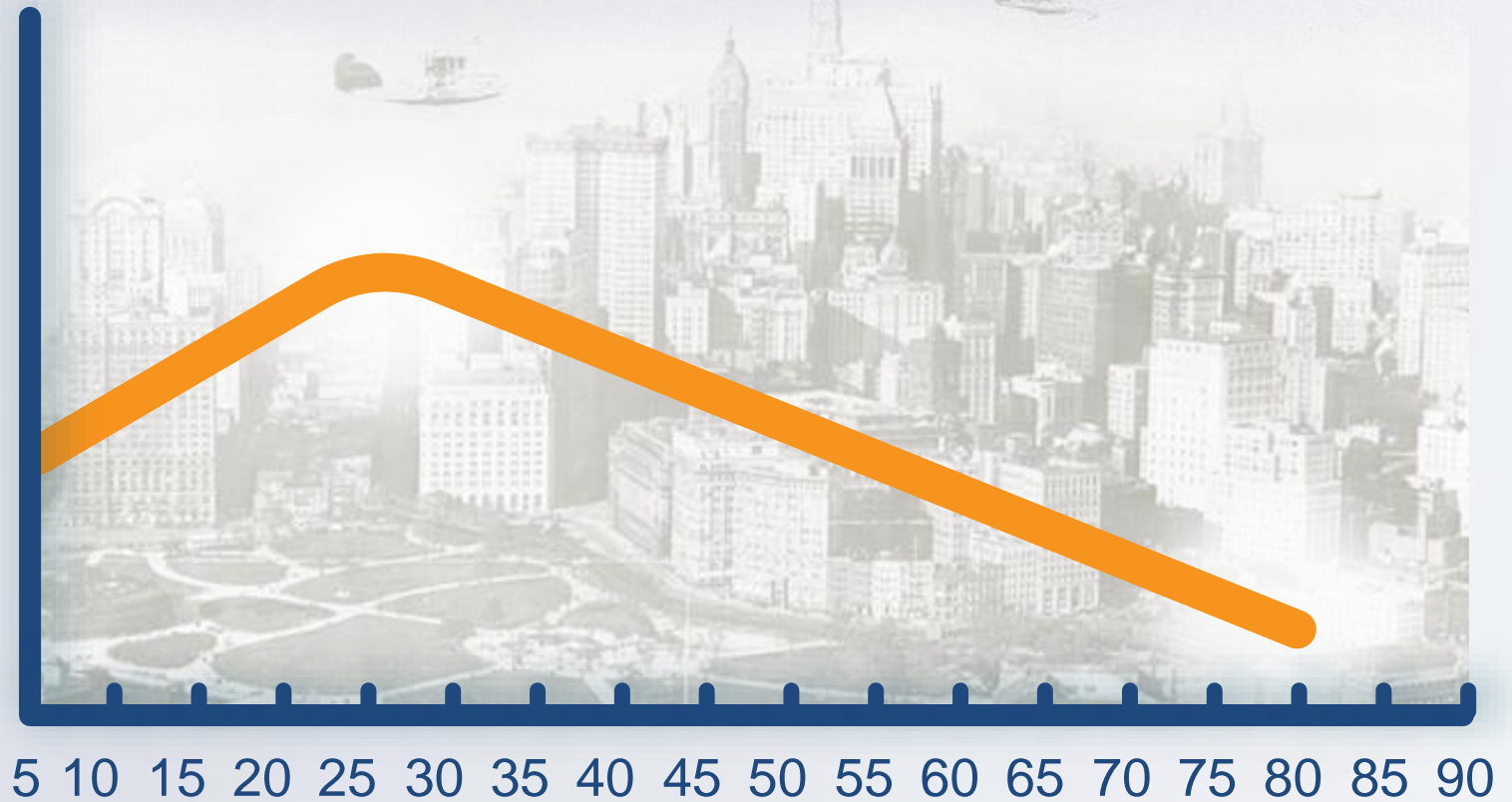
Become
lifelong
learners

Individuals: Become Lifelong Learners



Age and mental complexity: the view in 1927

Mental
complexity

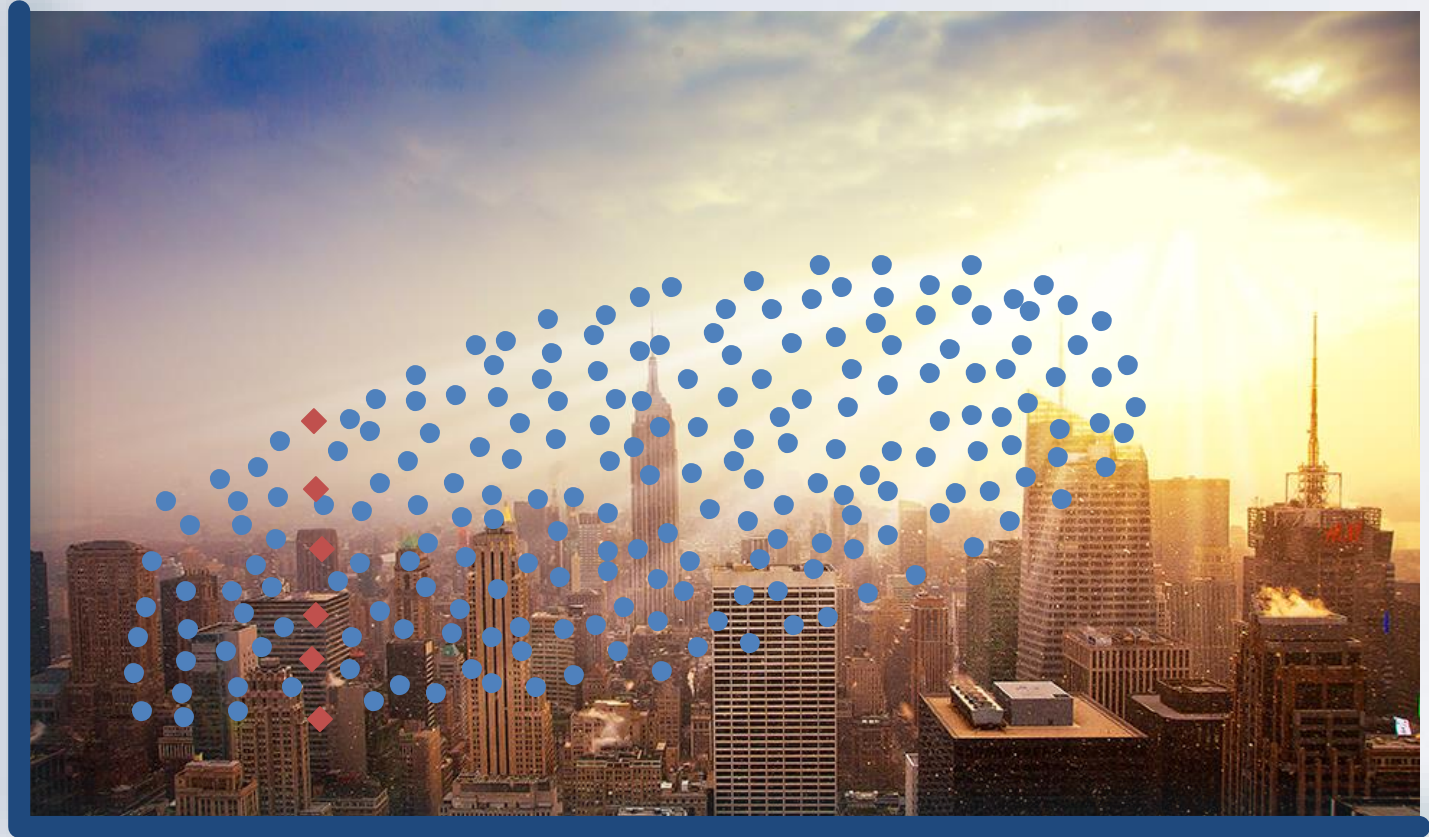


Age

Age and mental complexity: today

Mental complexity

High



Low

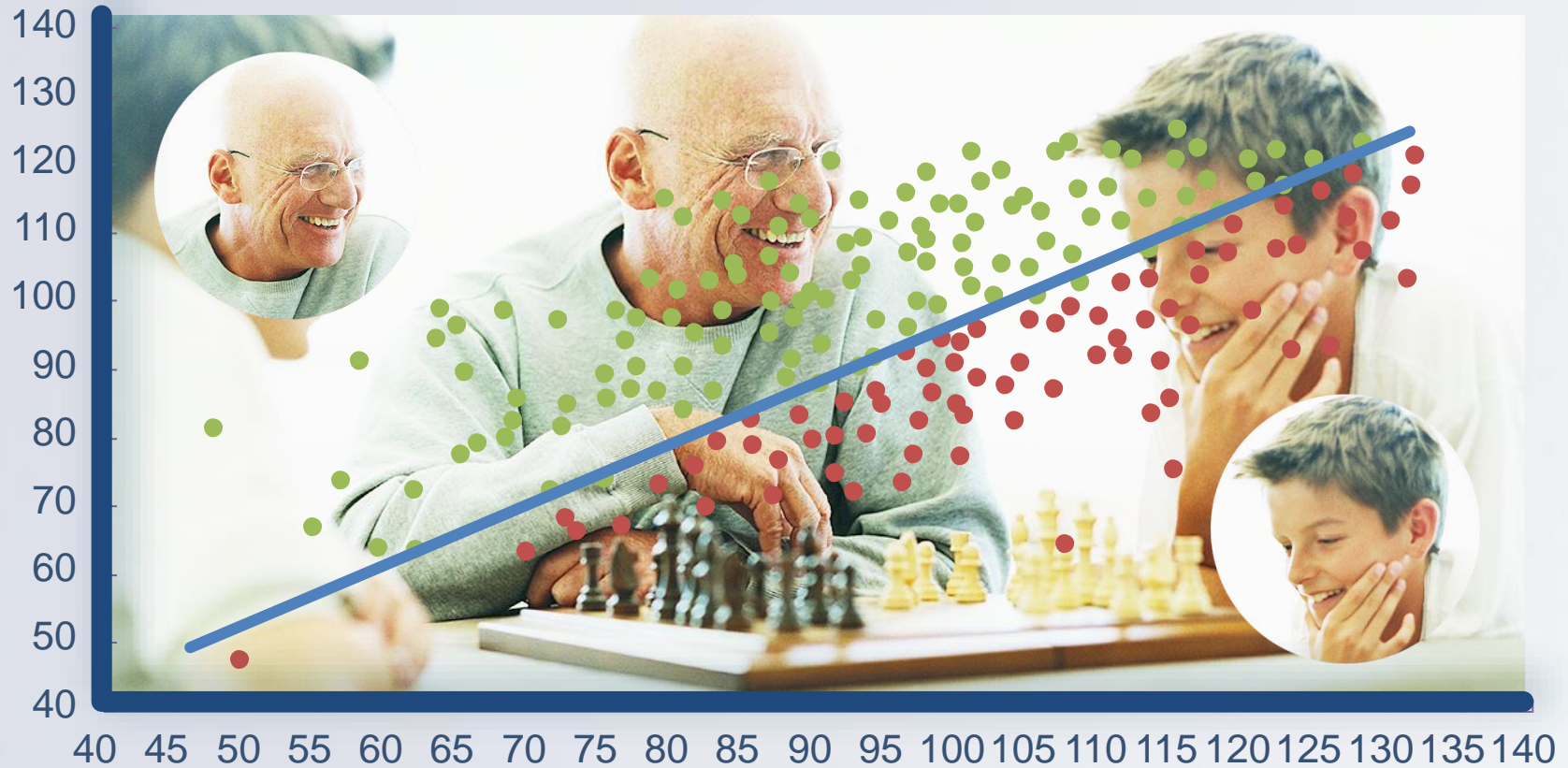
0 20 30 40 50 60 70 80 90

Age

IQ test Scottish People at age 11 and 80

1. Focus on growth

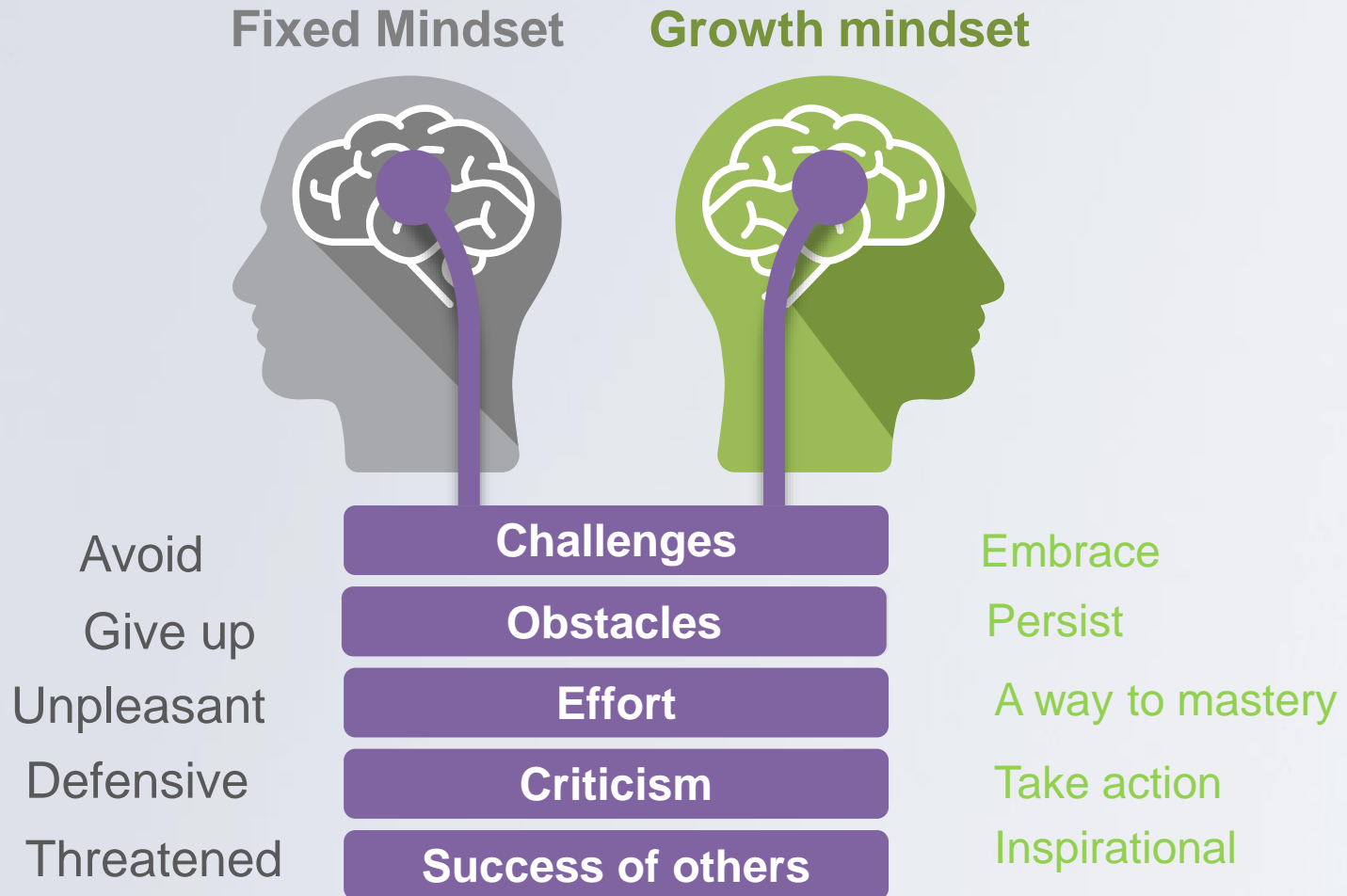
IQ at age 80 years



IQ at age 11 years

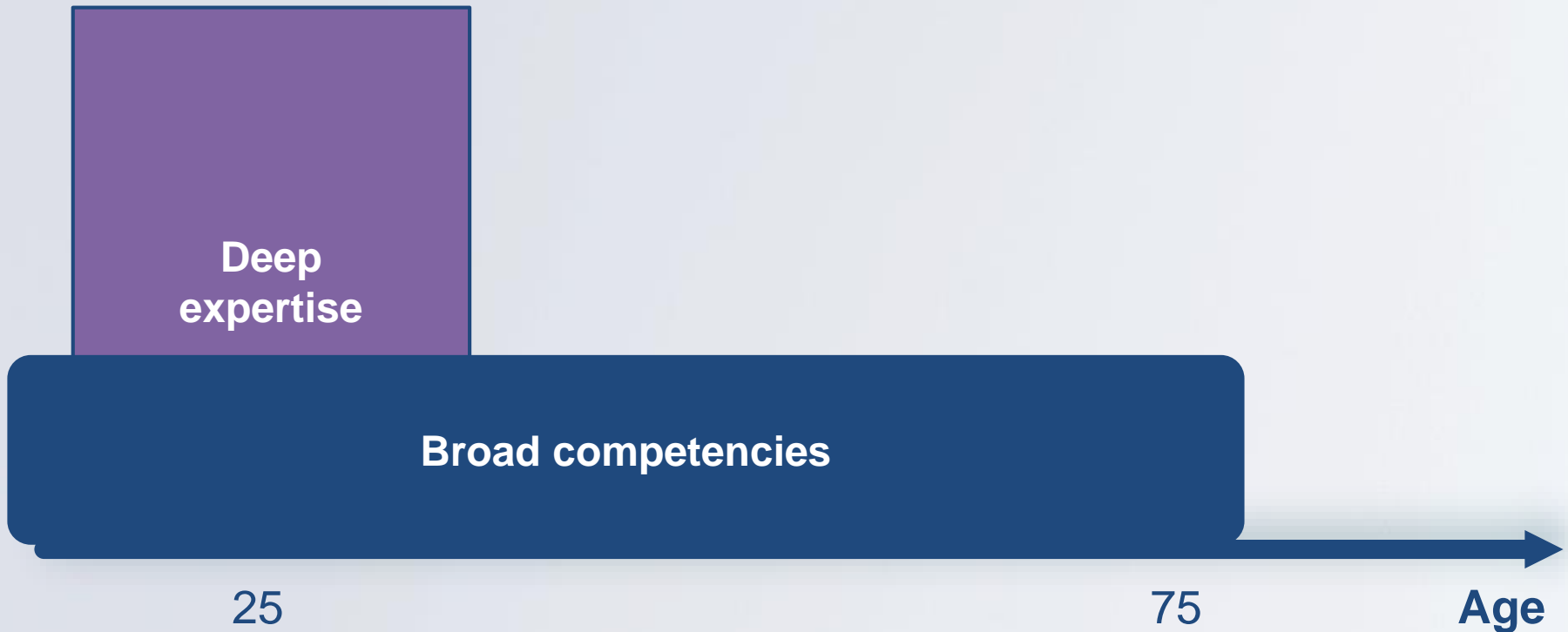
Mindsets for lifelong learners:

1. Focus on growth



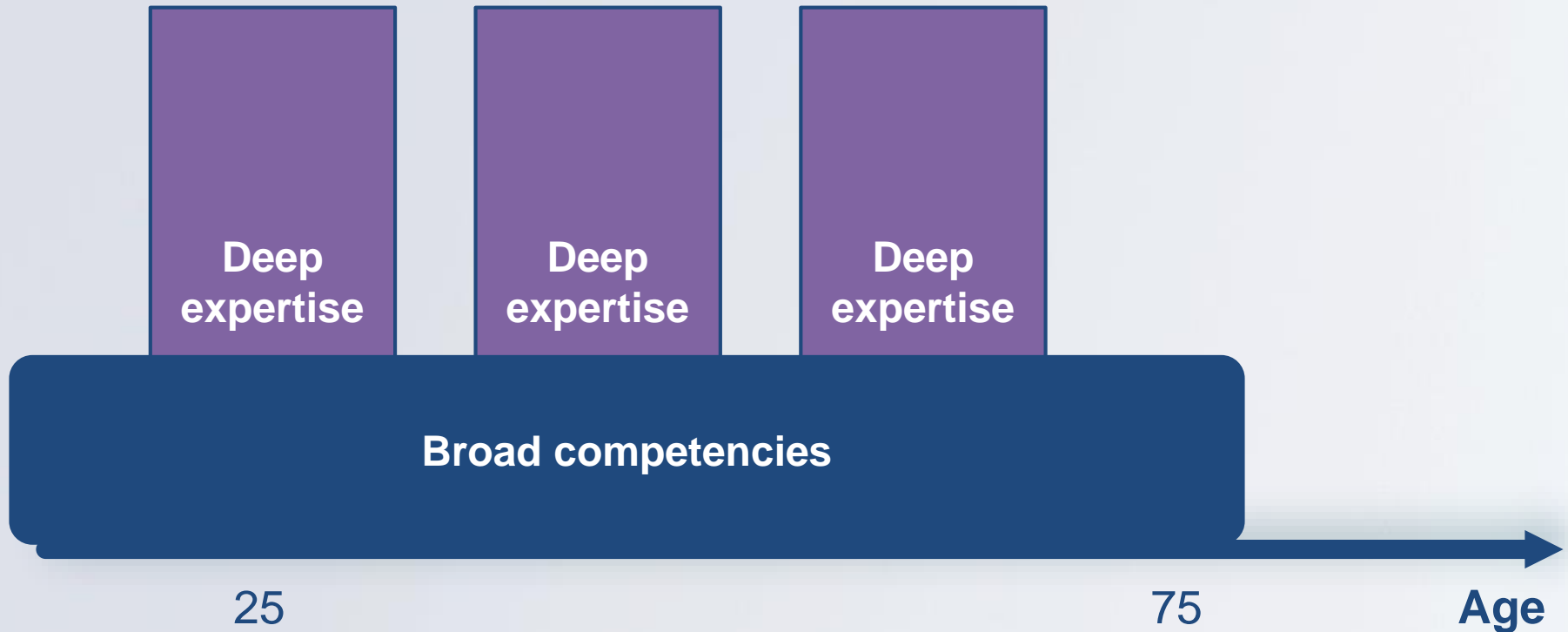
Mindsets for Lifelong Learners:

2. Become a Serial Master



Mindsets for Lifelong Learners:

2. Become a Serial Master



Mindsets for Lifelong Learners

3. Stretch

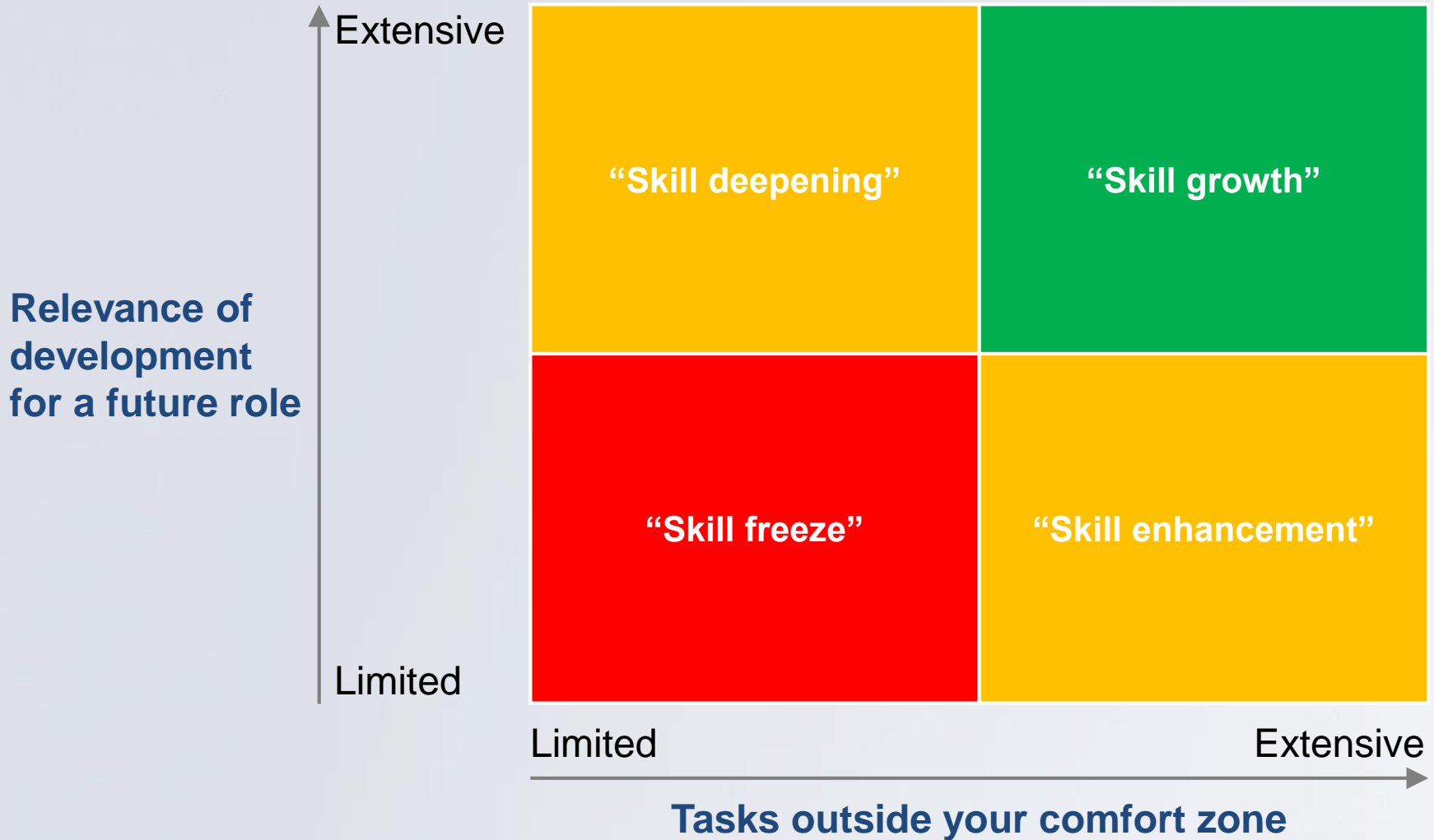


Yerkes-Dodson law

Optimal stress



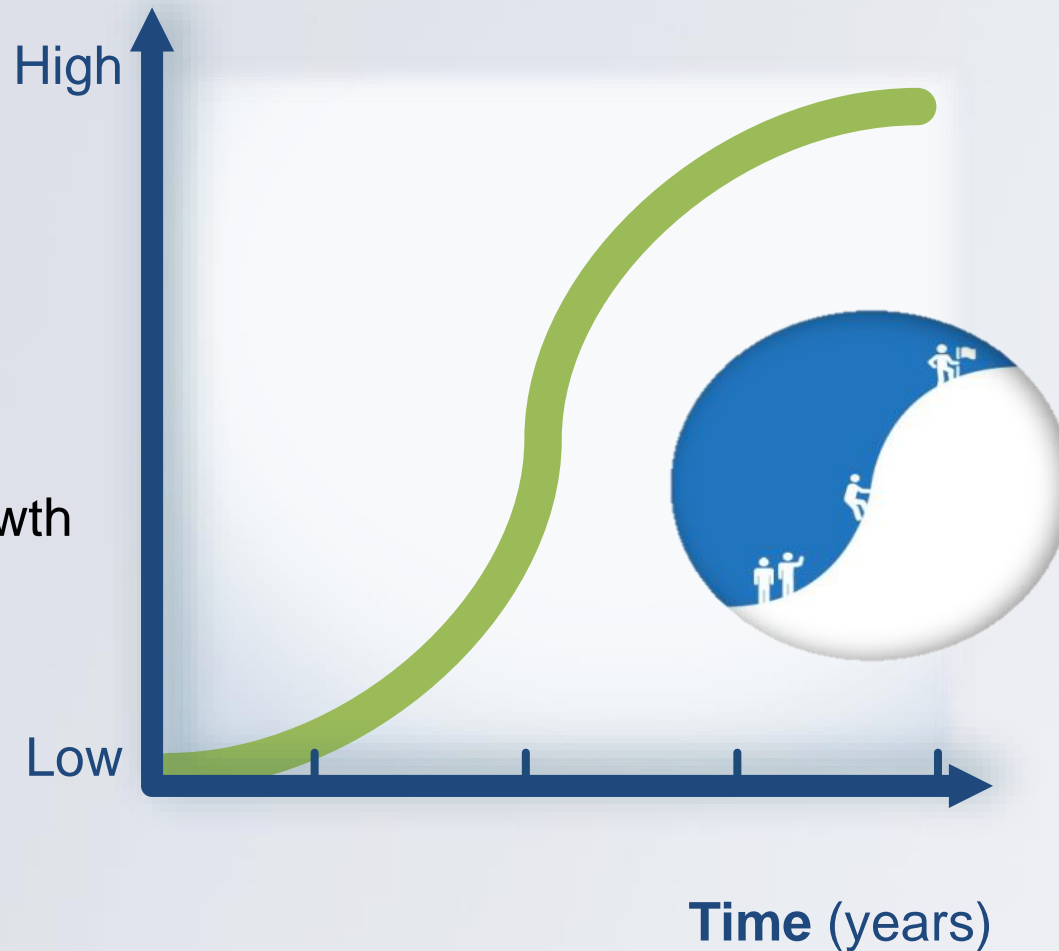
Assessing Work Assignments



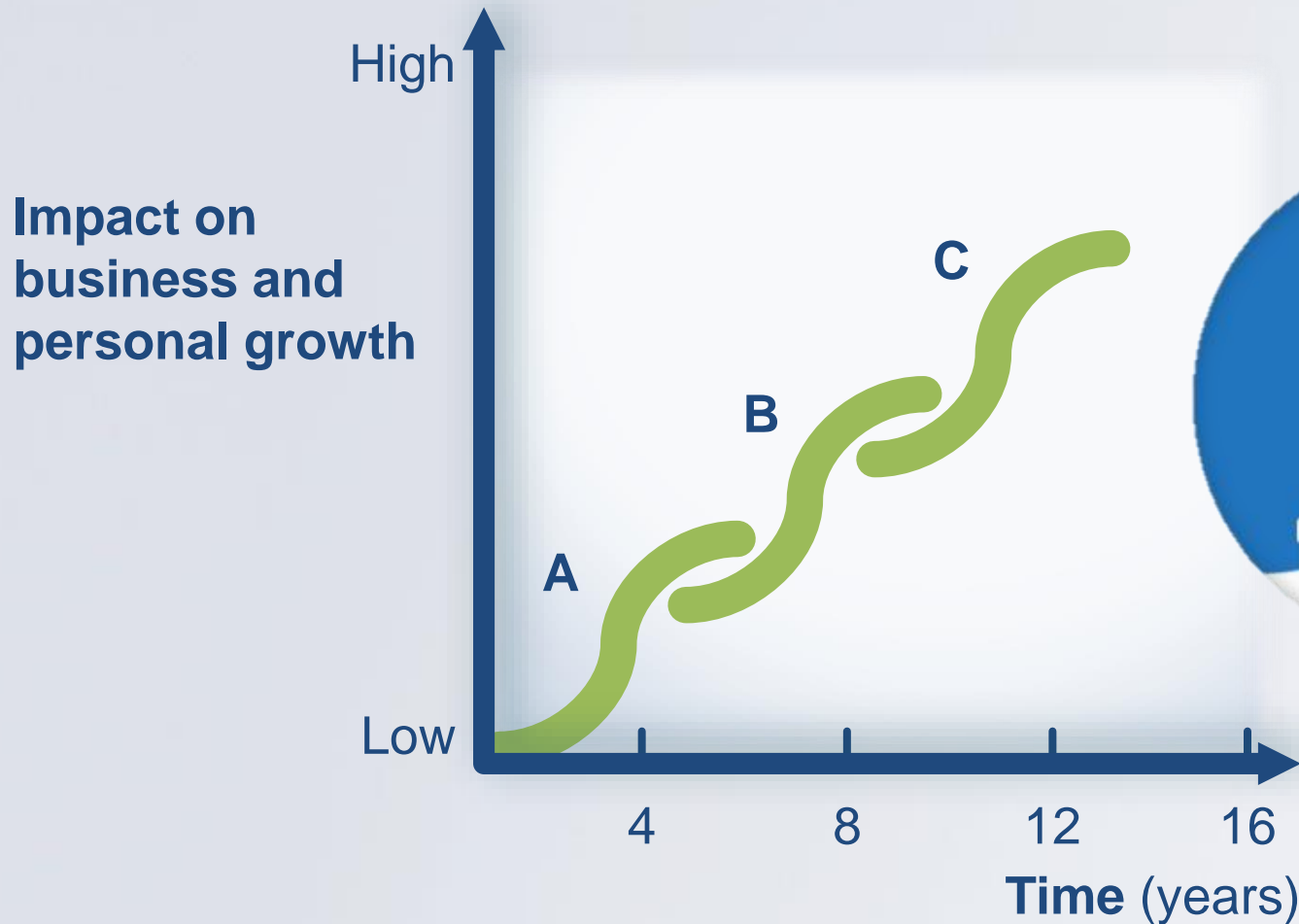
S-curves support renewing of personal growth

Overall

- Impact on business and society
- Personal Growth



S-curves each expanding impact and renewing of personal growth

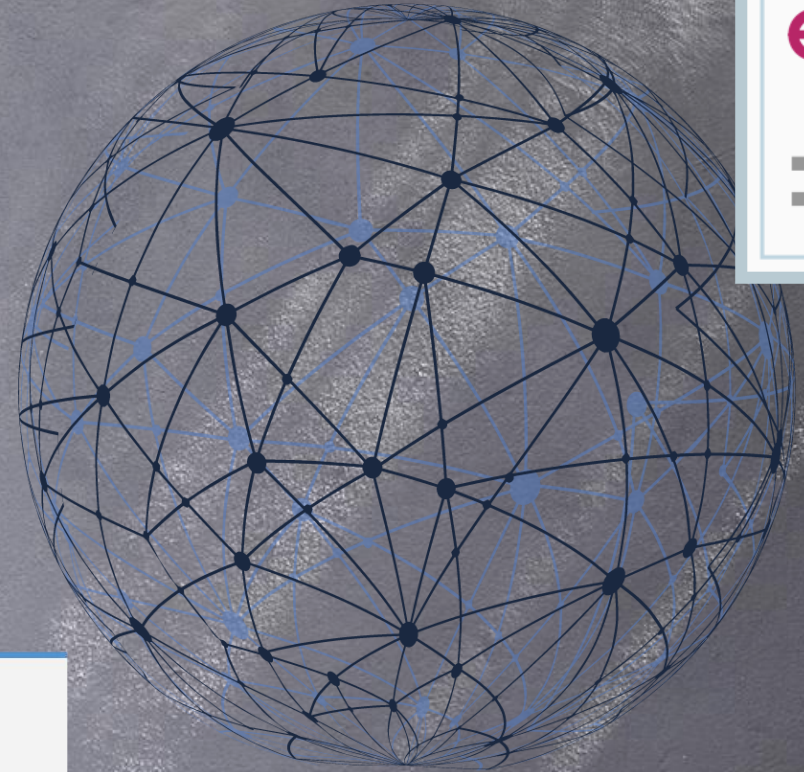


Mindsets for Lifelong Learners

4. Build your personal brand & network

 Instagram

Linked in



Martin, congratulations!

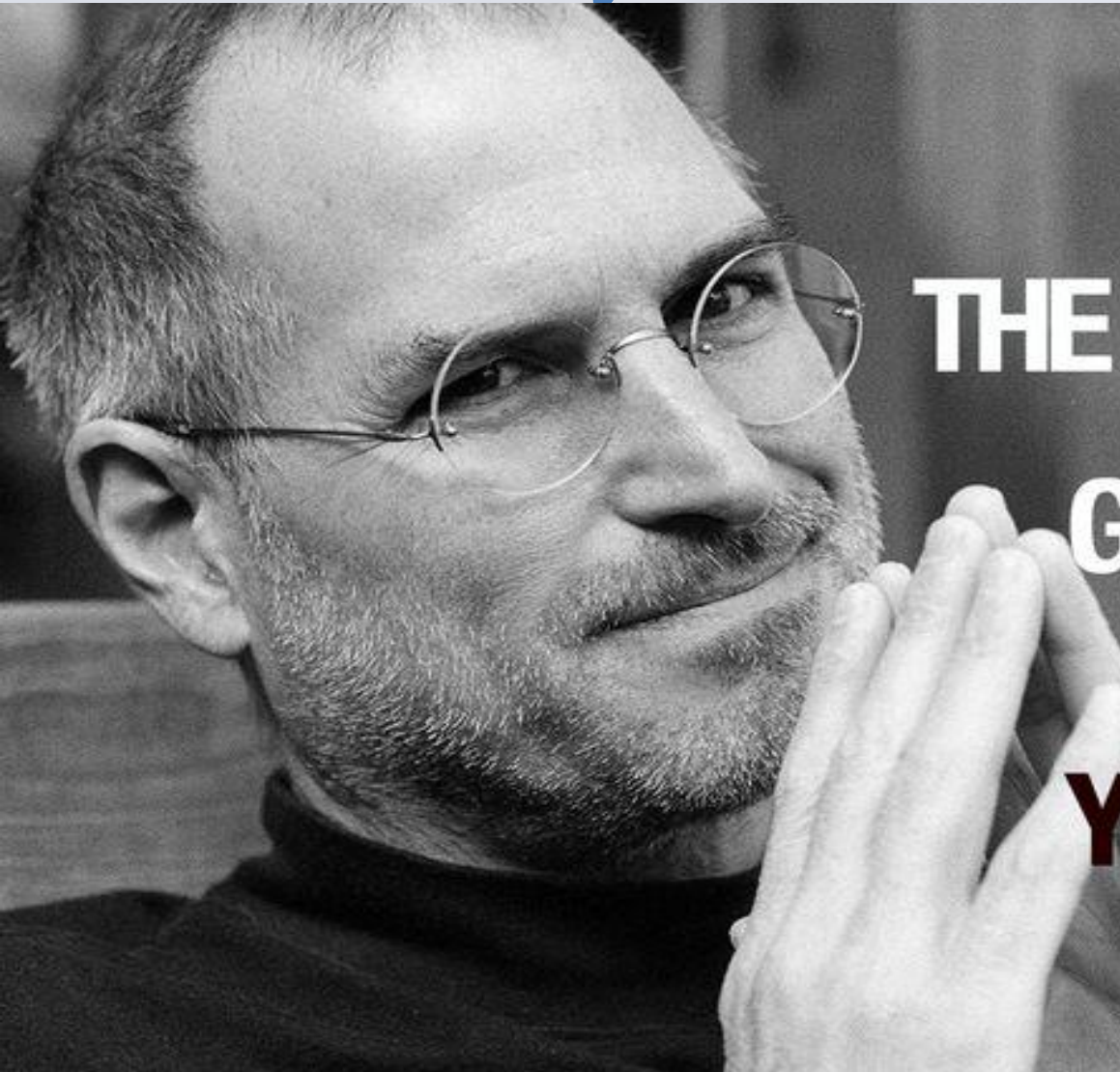
Mindsets for the Lifelong Learner:

5. Own Your Development Journey



Mindsets for Lifelong Learners

6. Do what you love and find your Ikigai



**THE ONLY WAY
TO DO
GREAT WORK
IS TO LOVE
WHAT
YOU DO.**

STEVEN JOBS



Mindsets for lifelong learners

6. Do what you love



IN CONCLUSION





Contact info: Prof. Dr. Nick van Dam
LinkedIn

n.vdam@nyenrode.nl

www.reachingyourpotential.org

 **e-learning for kids. founding dreams**