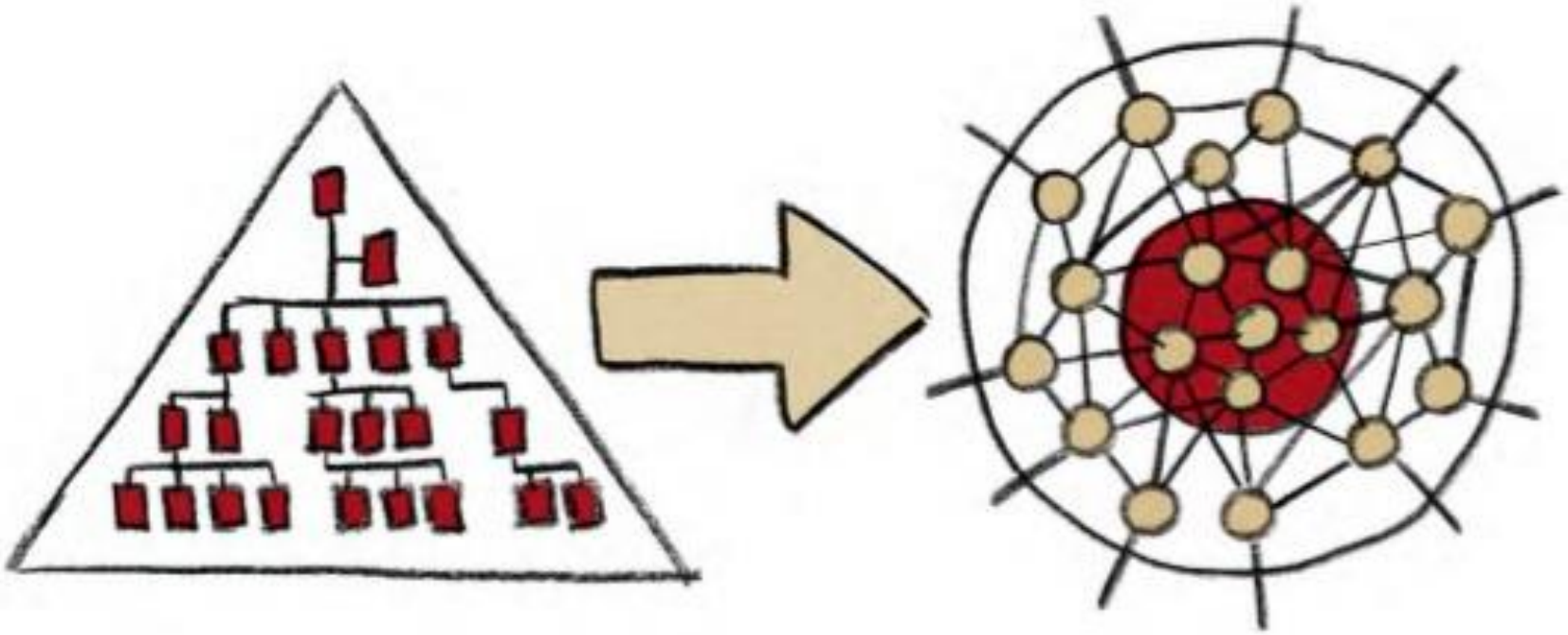
Jan Laurijssen - SD Worx - 2 juni 2016

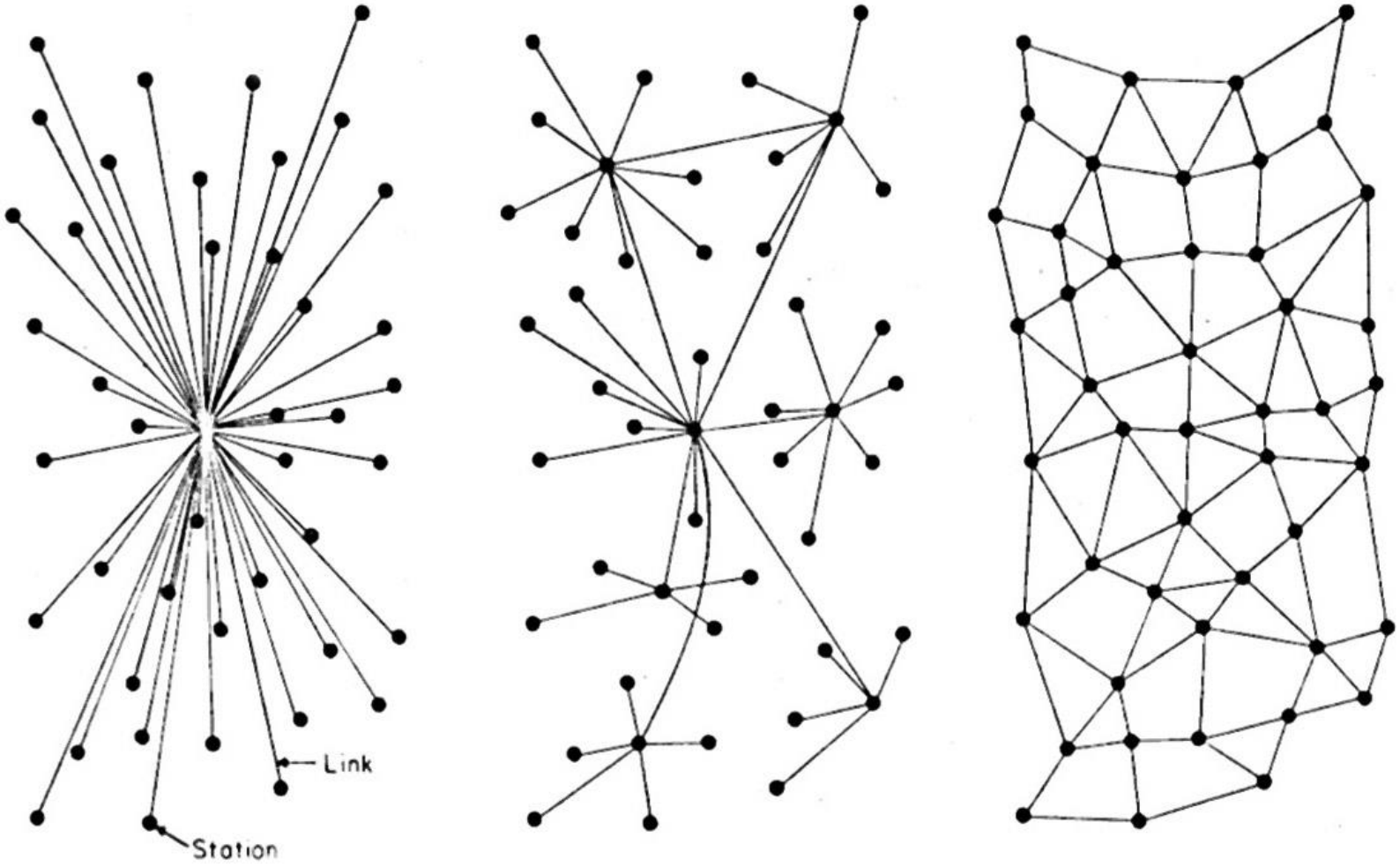
THE FUTURE OF THE PROFESSIONS

HOW TECHNOLOGY WILL TRANSFORM THE WORK OF HUMAN EXPERTS

Employment outlook across job families

jobs change in thousands, 2015-2020





CENTRALIZED
(A)

DECENTRALIZED
(B)

DISTRIBUTED
(C)

HOW?

CHANGE 3

WHAT GOT YOU
HERE
WON'T GET YOU
THERE

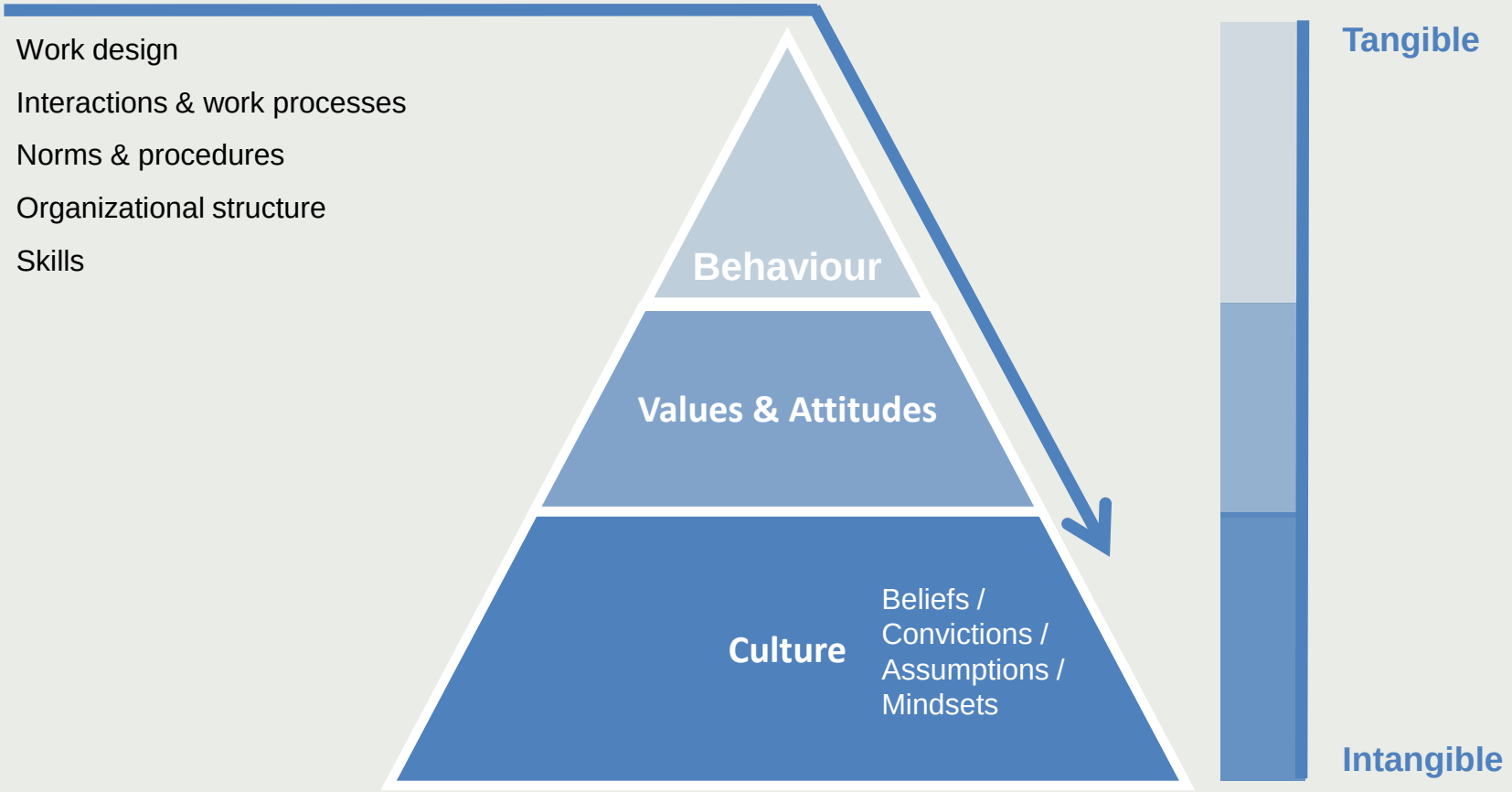
FOKKE & SUKKE
MAKEN ALTIJD EEN STRAKKE PROJECTPLANNING

20
40
60
80
100
120
140
160
180
200
220
240
km/h

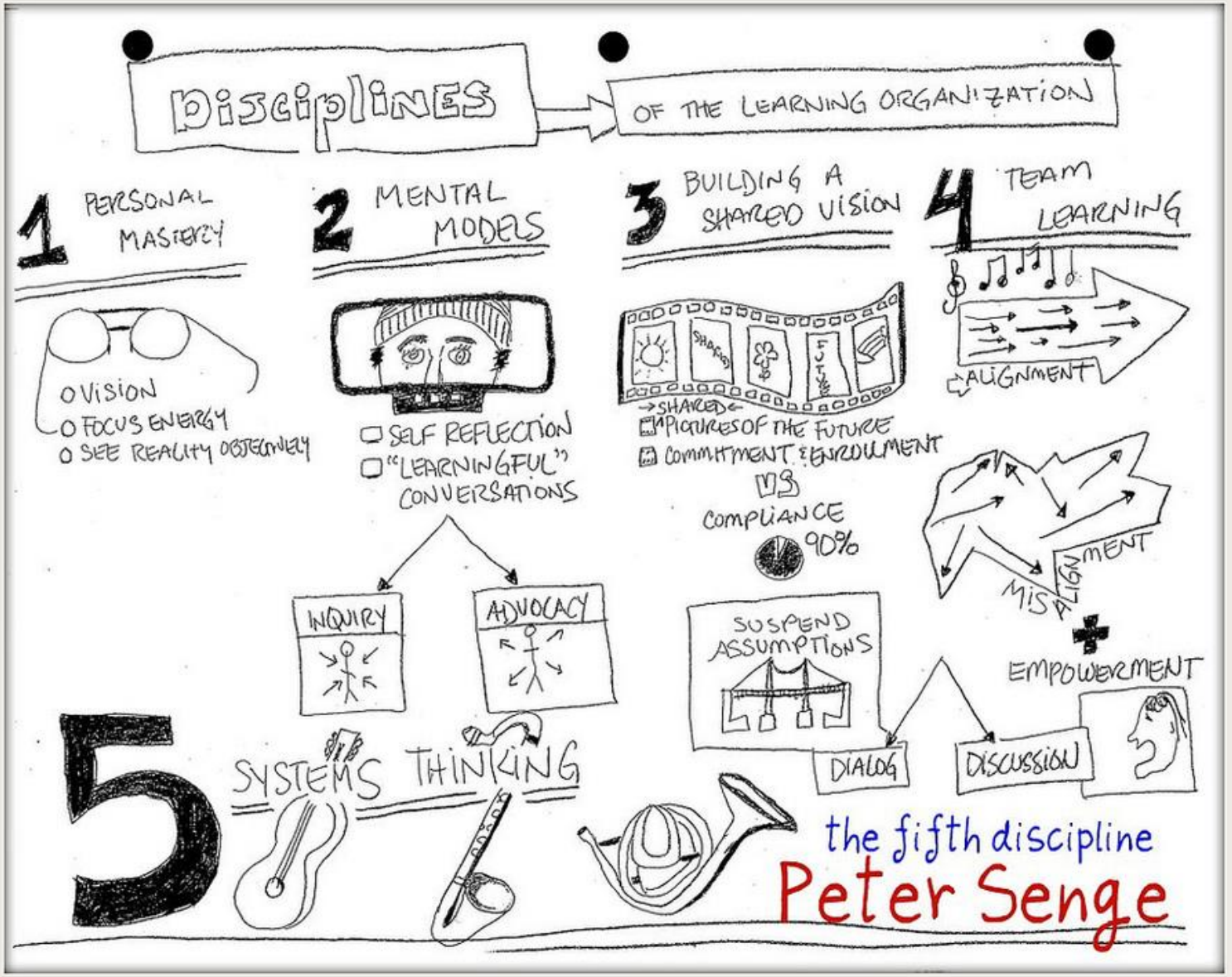
Action
Changes
Things

Transformation (Shook)

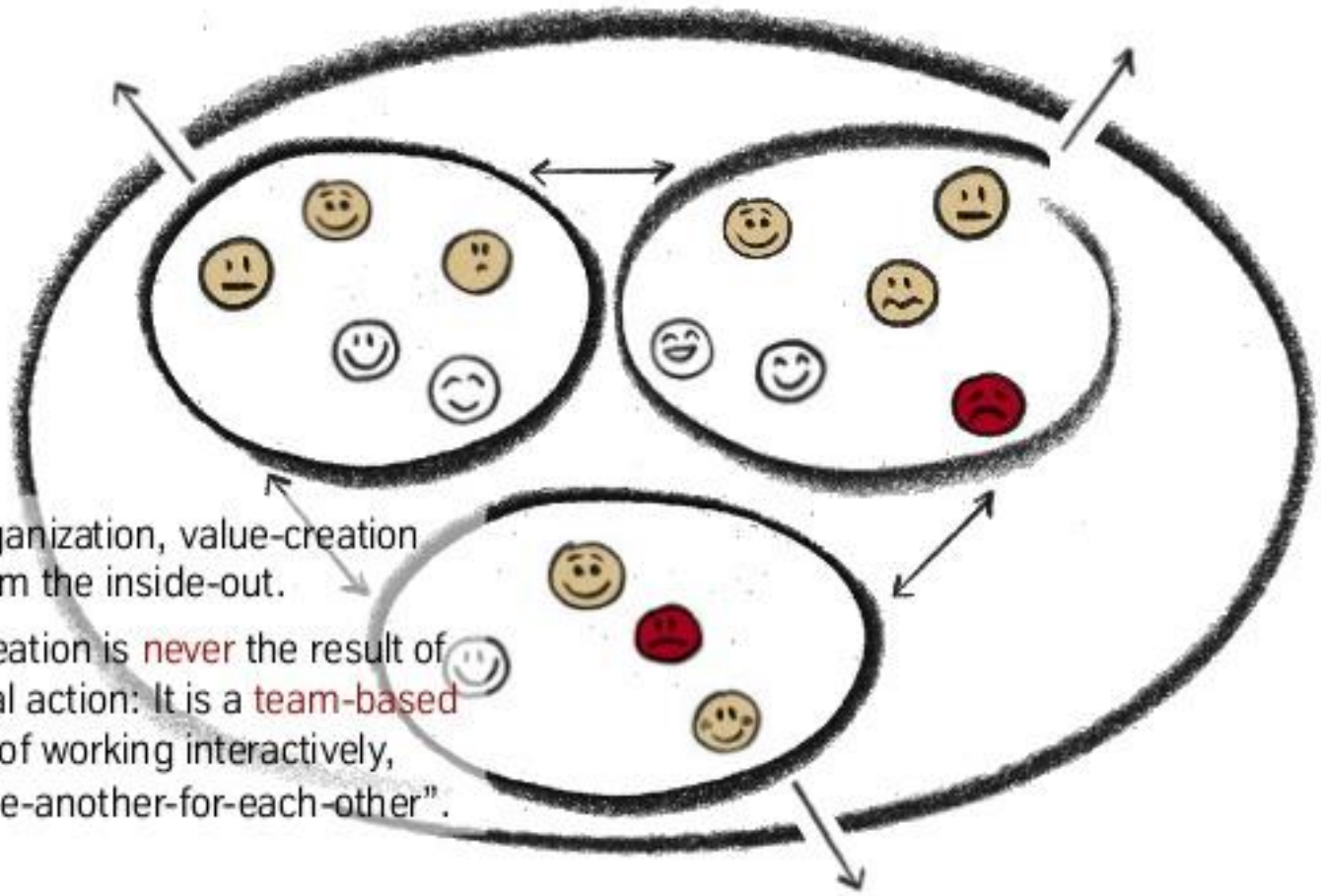
"It's easier to act your way to a new way of thinking than to think your way to a new way of acting." - John Shook @MIT Sloan



GOL:
DEVELOP RE
BANK.
SHARING RESOURCES
STRENGTHENING IN TEACHER EDUCATION
INCREASING LEARNING CAPACITY


Disciplines
OF THE LEARNING ORGANIZATION
1 PERSONAL MASTERY
VISION
FOCUS ENERGY
SEE REALITY OBJECTIVELY
2 MENTAL MODELS
SELF REFLECTION
"LEARNINGFUL" CONVERSATIONS
INQUIRY
ADVOCACY
3 BUILDING A SHARED VISION
SHARED
FUTURE
→SHARED←
PICTURES OF THE FUTURE
COMMITMENT & ENROLLMENT
VS
COMPLIANCE
90%
4 TEAM LEARNING
ALIGNMENT
MISALIGNMENT
EMPOWERMENT
SUSPEND ASSUMPTIONS
DIALOG
DISCUSSION
5 SYSTEMS THINKING
the fifth discipline
Peter Senge

The workplace is networked: The organization's value creation structure, based on team interaction

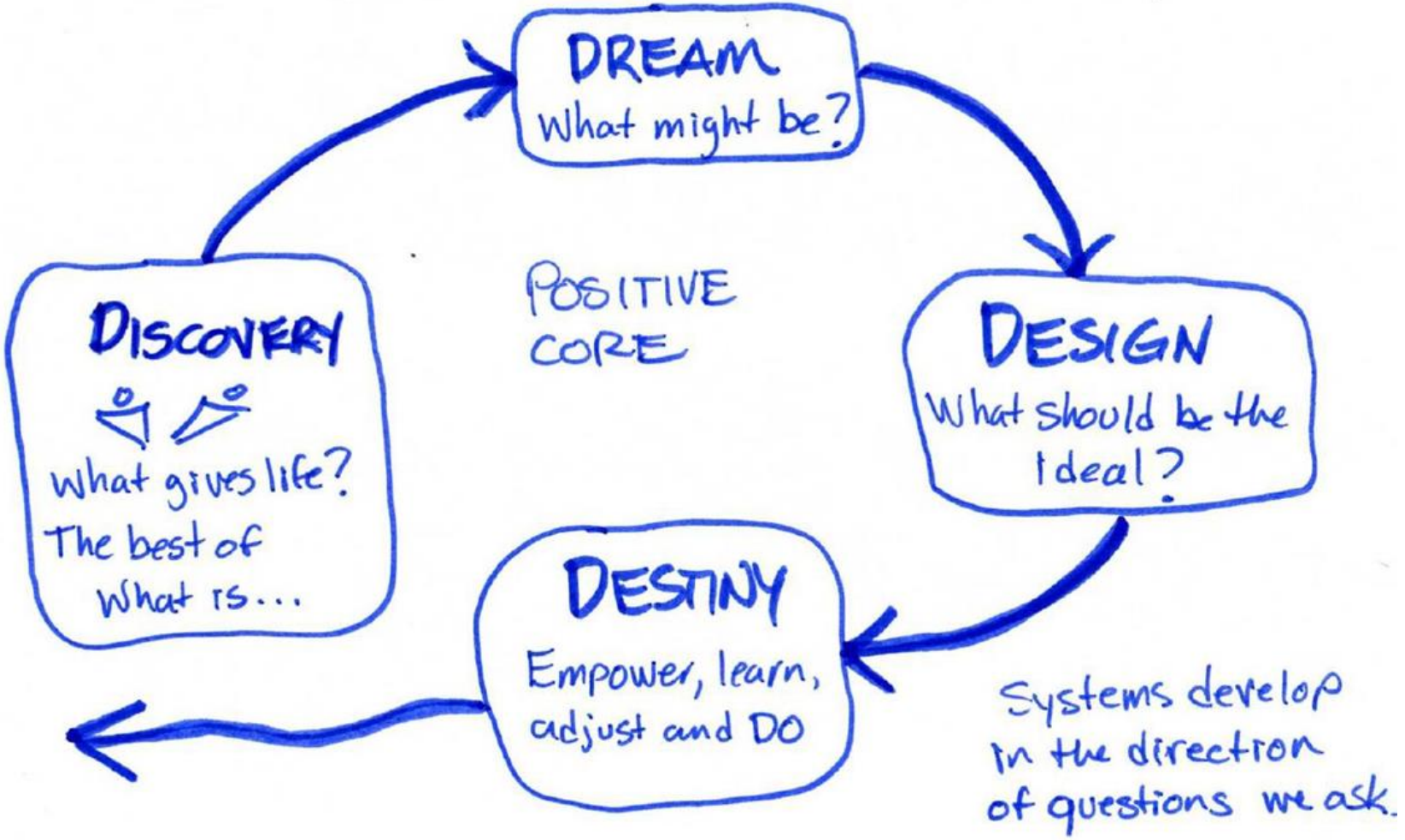


In an organization, value-creation flows from the inside-out.

Value creation is never the result of individual action: It is a team-based process of working interactively, "with-one-another-for-each-other".

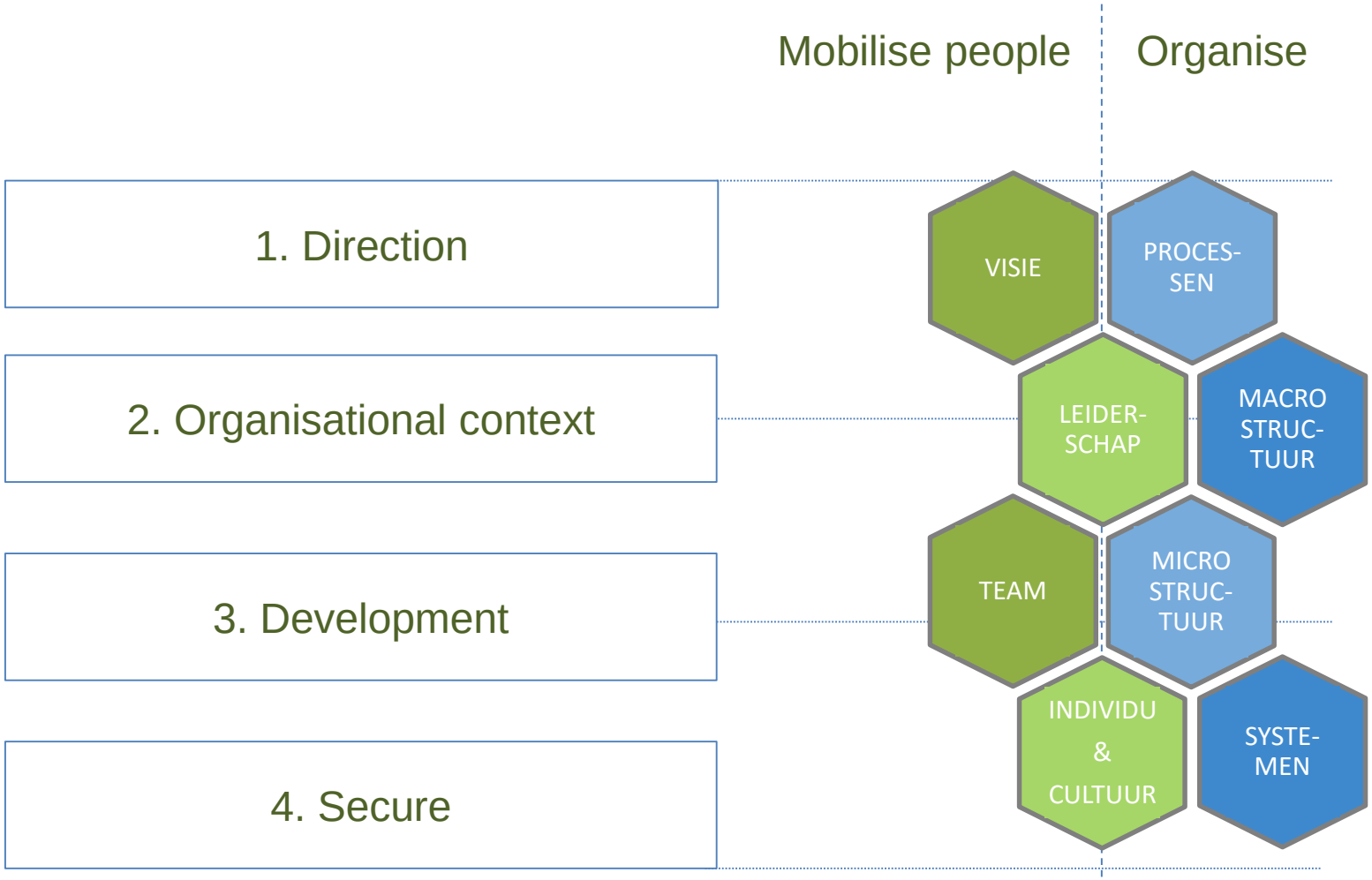
saworx

APPRECIATIVE INQUIRY



Source: Cooperrider et.al

Building bricks



Dank u! Vragen?

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