



**Katja Schipperheijn**

Author Learning Ecosystems

Founder Habit of Improvement and sCooledu

**Has the future of work  
and learning caught up with us?**

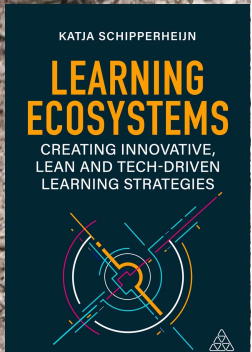
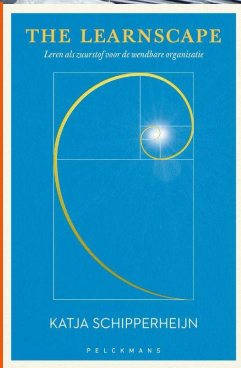
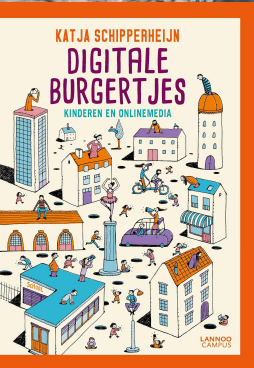
**CHR**  
ASSOCIATION

Cyprus  
Human Resource  
Management Association

**ANNUAL  
CONFERENCE  
18 MAY 2023**

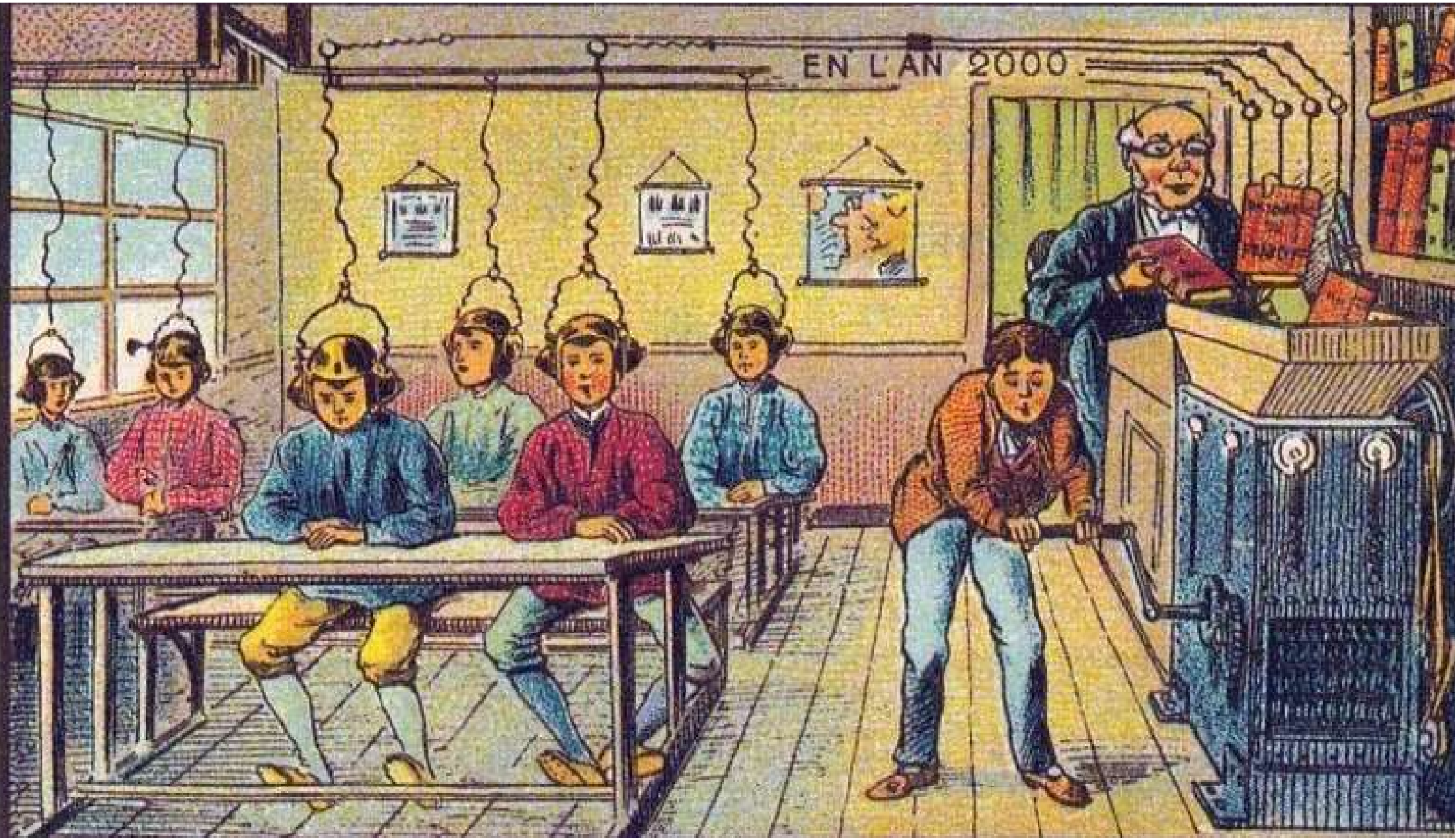
Ktima Kousioumi Oriental







EN L'AN 2000.

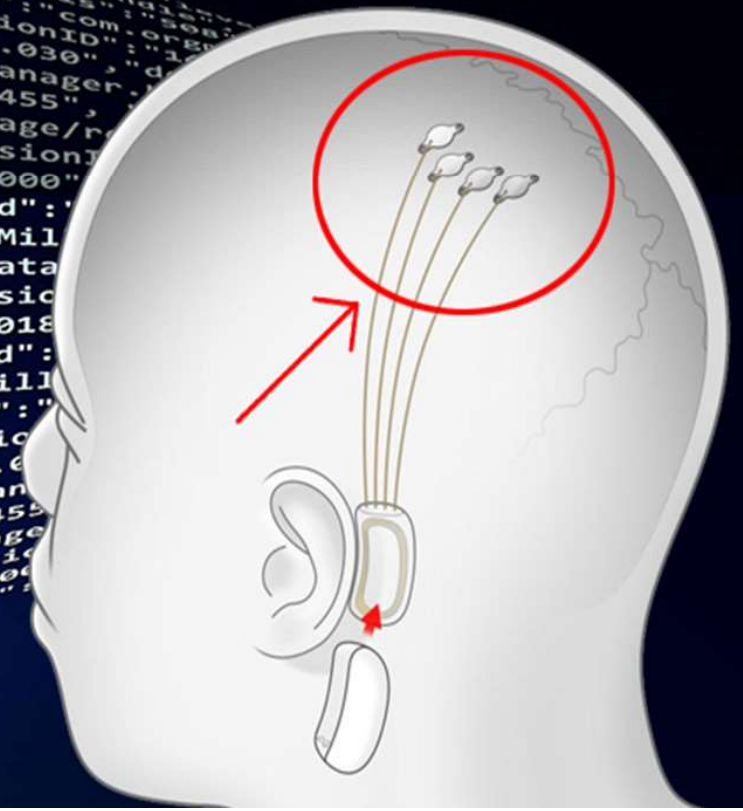




The hypes and hope  
of digital innovation



# NEURALINK





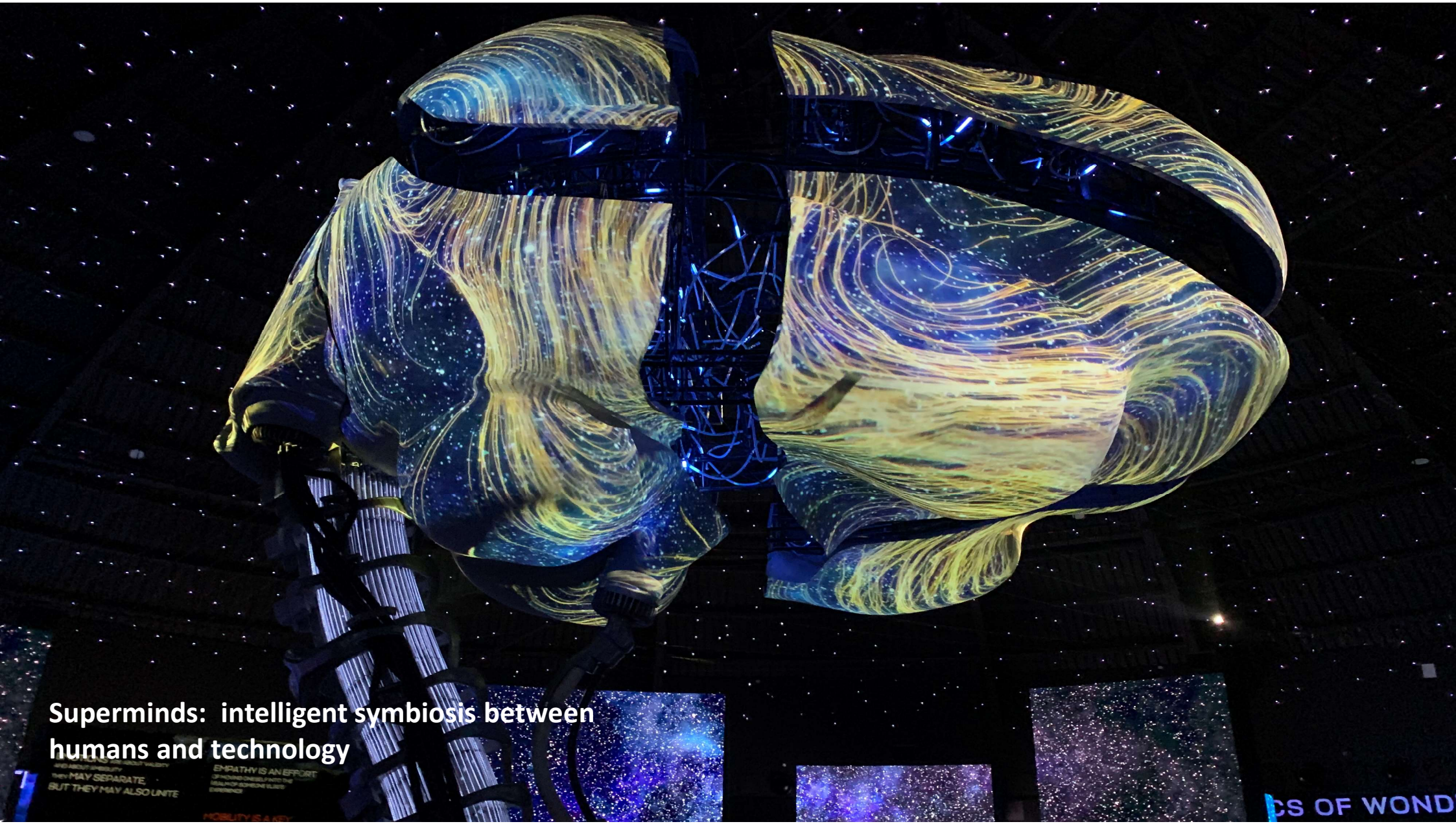






STARLINK





**Superminds: intelligent symbiosis between humans and technology**

AND ABOUT EMPATHY  
THEY MAY SEPARATE  
BUT THEY MAY ALSO UNITE

EMPATHY IS AN EFFORT  
OF HOLDING ONESELF FROM THE  
HEART OF SOMEONE ELSE'S  
EXPERIENCE

POBILITY IS A KEY

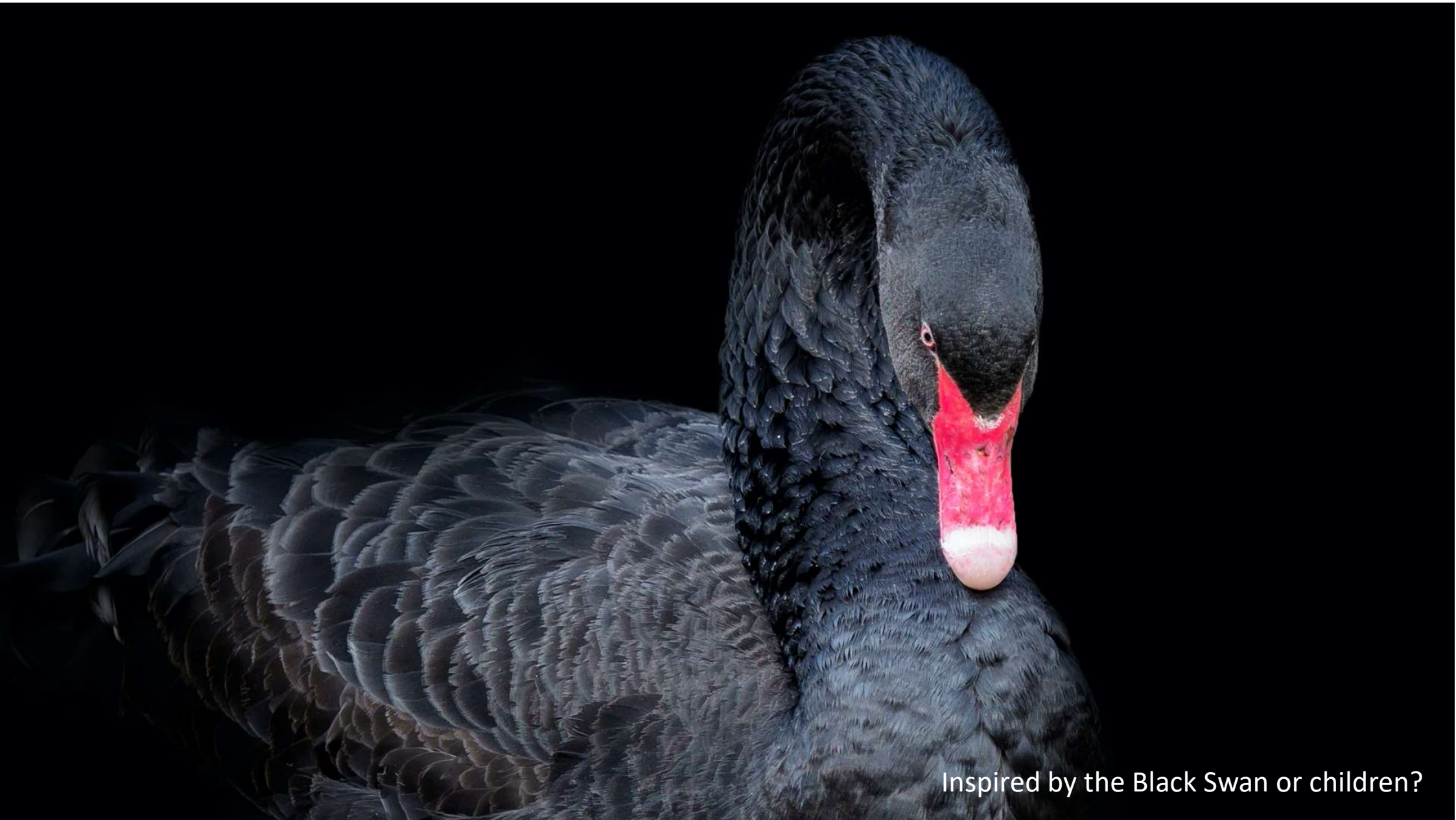
CS OF WOND





**Moore, Gilder and Metcalfe's Laws**





Inspired by the Black Swan or children?



**HOW I CREATE**

**MY EDUCATIONAL**

**TIKTOK**

**CONTENT**

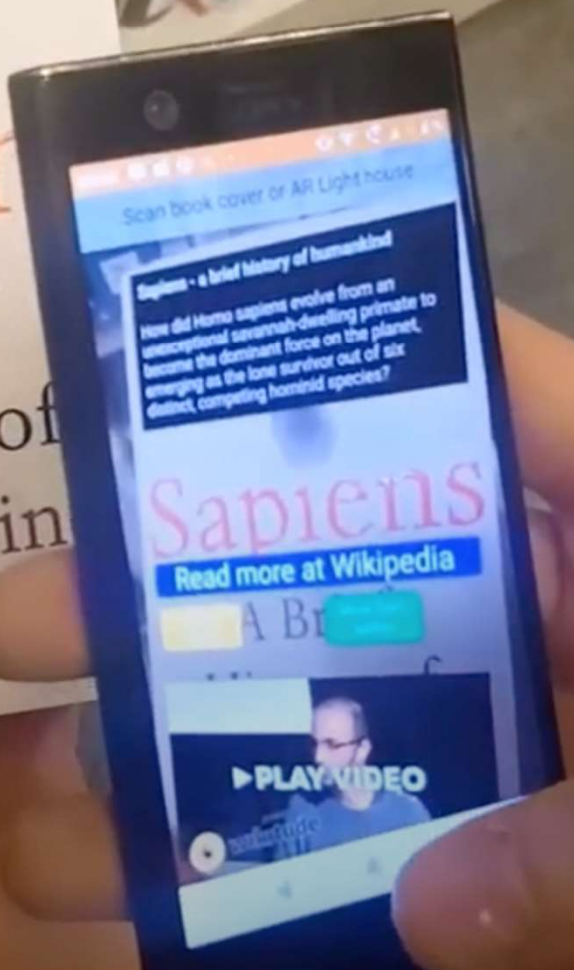
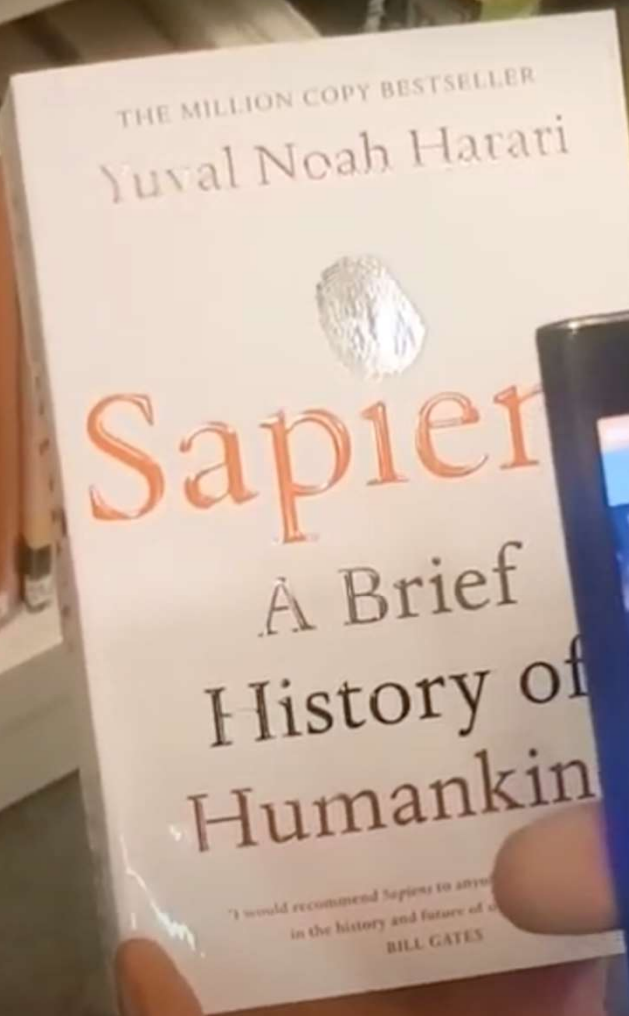
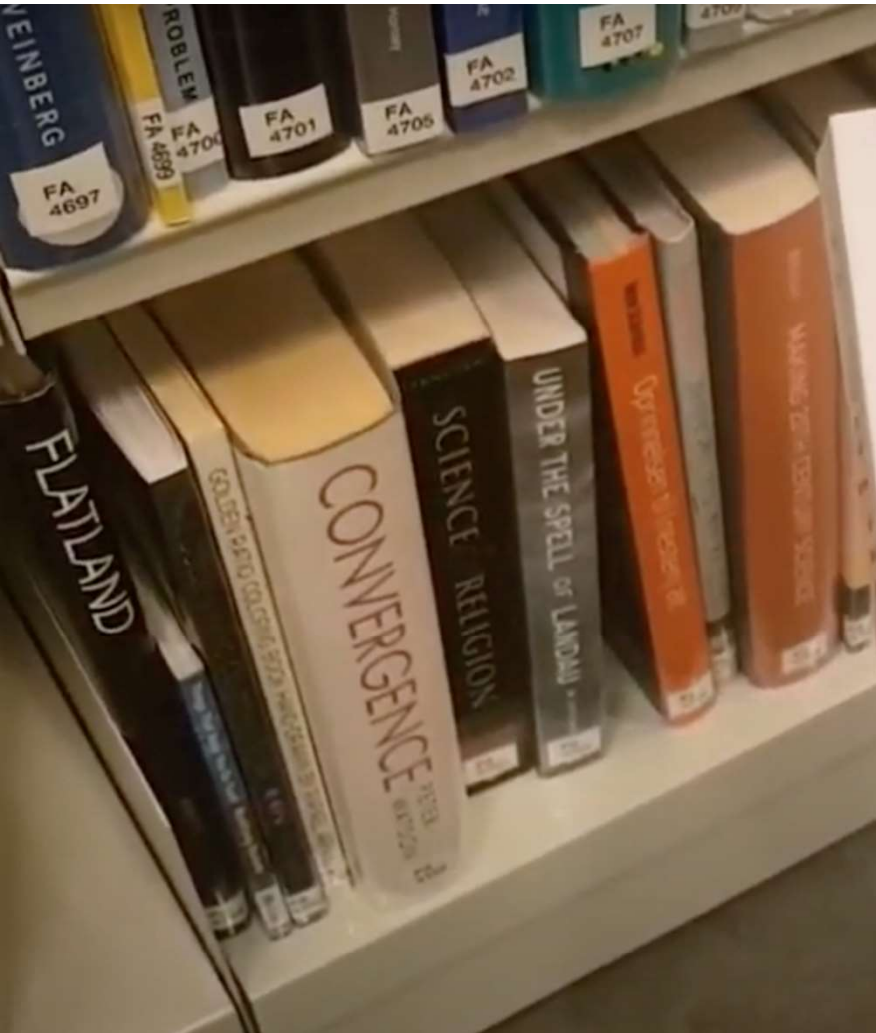
[https://www.youtube.com/watch?v=IU\\_s0o9KmZ4](https://www.youtube.com/watch?v=IU_s0o9KmZ4)



Teacher Justin











**AttentivU glasses**  
Credit: Caitlin Morris  
Copyright MITMediaLab

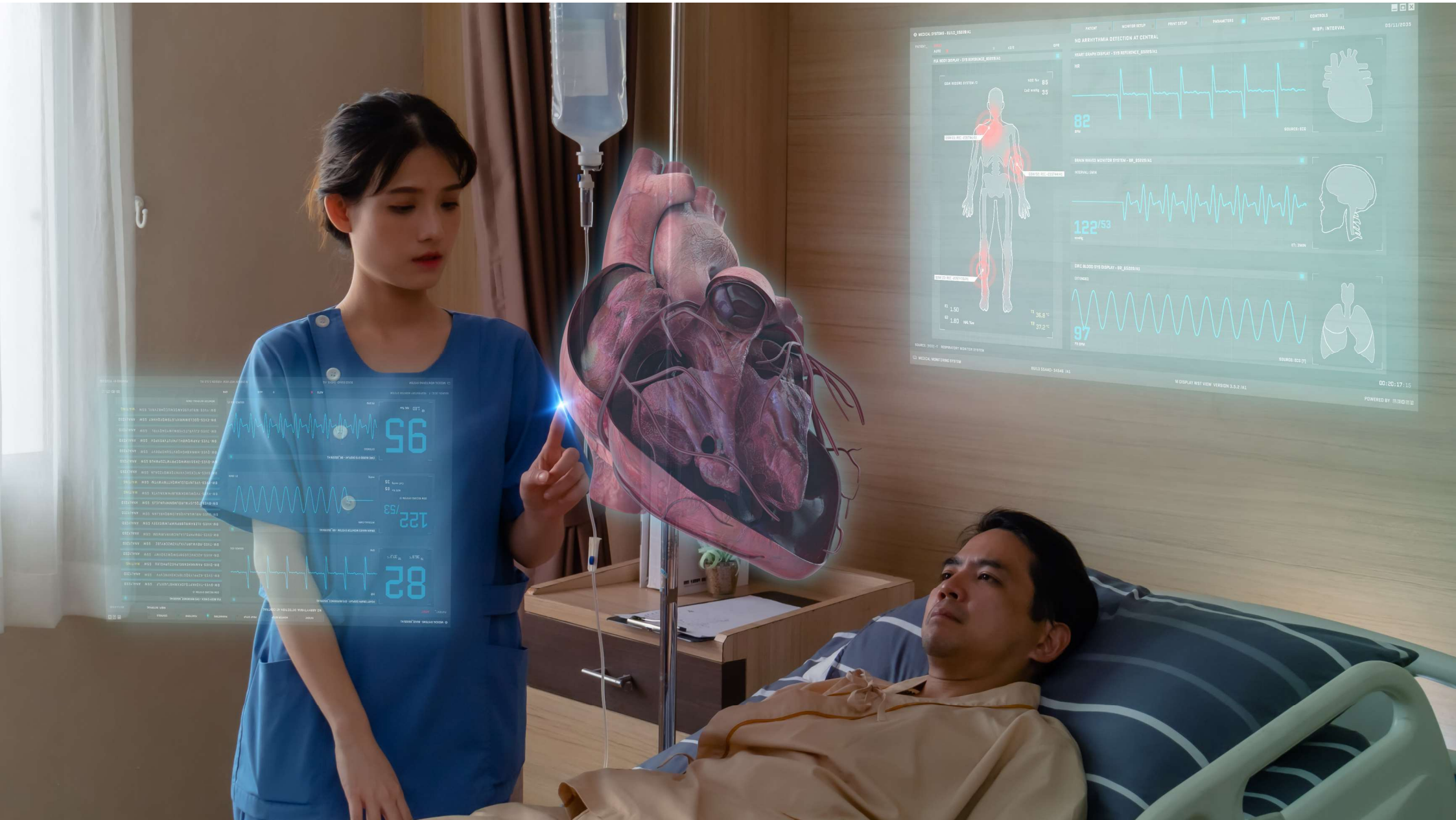




Using AR to facilitate encoding of memory  
Linking factual learning to special memory for improved recall

**Nevermind**  
Oscar Rosello & Marc Espesito









**Rafael J. Grossmann, MD,  
FACS**

Surgeon\*DigitalHealth  
Innovator\*Educator\*Communi-  
cator\*Focused on the  
convergence of Technology &  
Medicine to make Healthcare  
more Humane, Accessible,  
Equitable & Inclusive















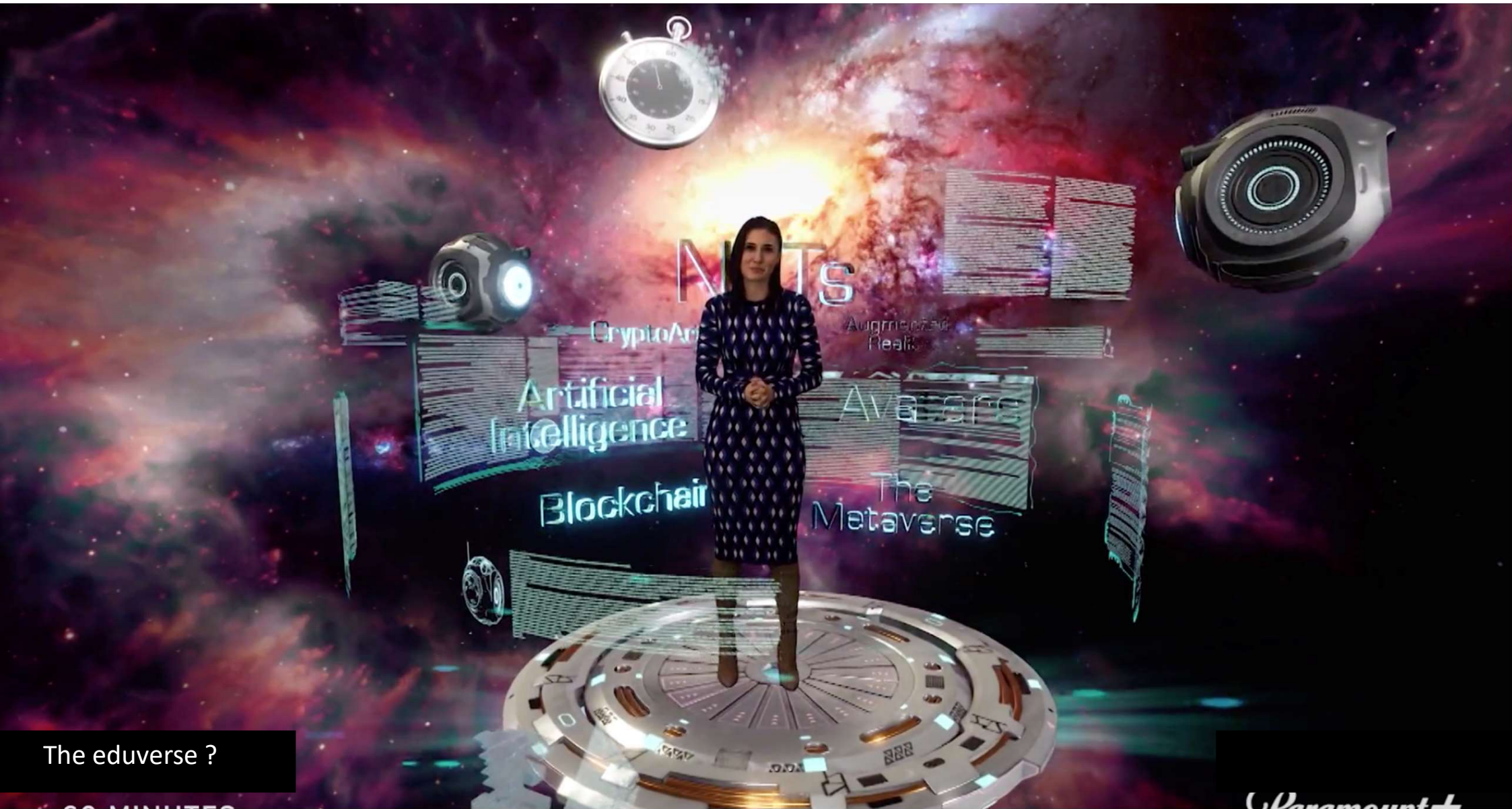






The Metaworld





The ediverse ?

Paramount





**ROBLOX**





# Drivers of change

The image features a futuristic robot with a glowing eye and hand to its chin, set against a background of various mathematical and scientific formulas. The formulas include:

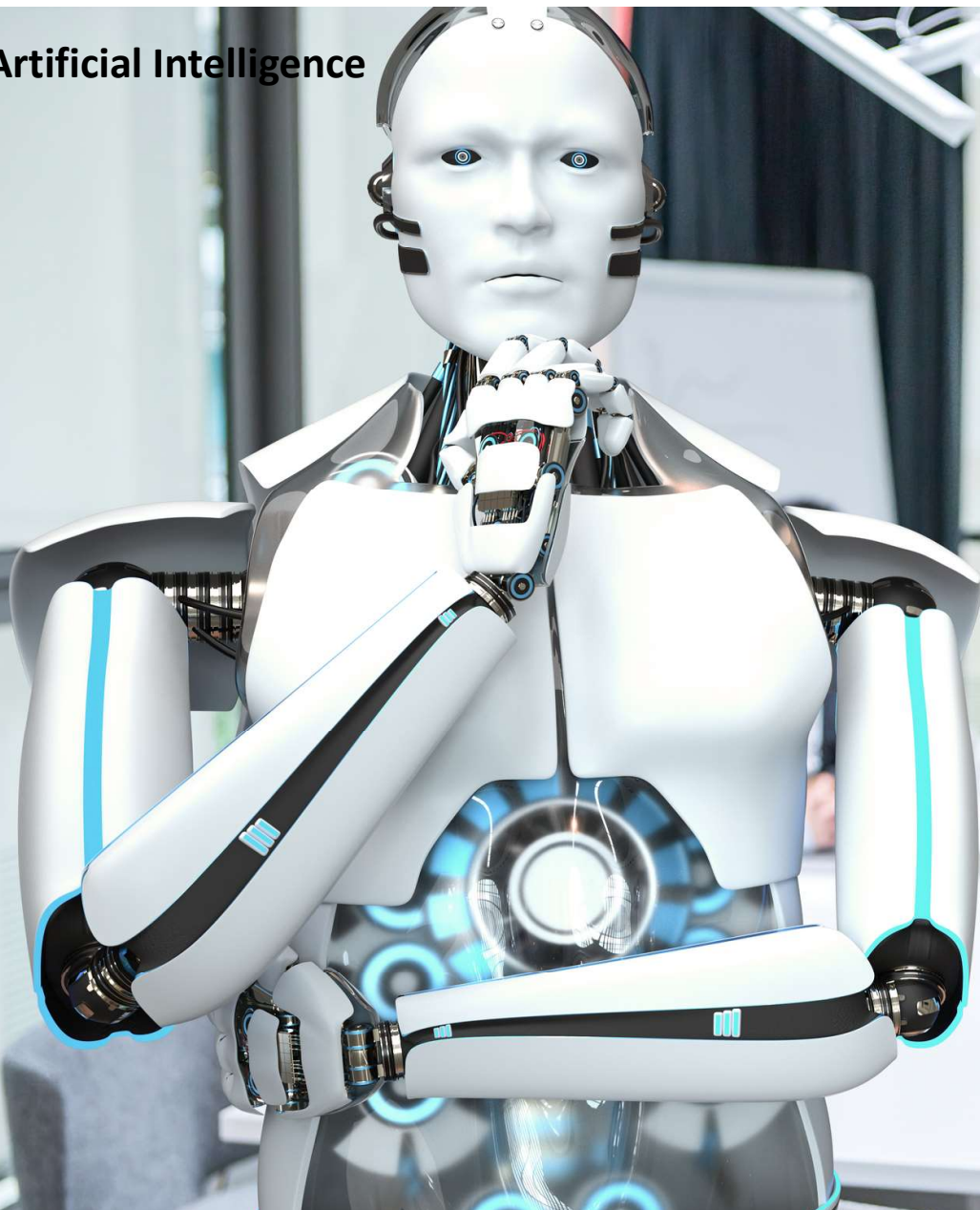
- Trigonometry:  $\frac{a}{b} = \frac{ab}{c}$ ,  $\frac{a}{c} = \frac{ac}{b}$ ,  $\frac{a}{b} + \frac{c}{d} = \frac{ad+bc}{bd}$
- Algebra:  $f(x) \leq 5$ ,  $x^2 - 4x + 5 \leq 5$ ,  $x^2 - 4x \leq 0$ ,  $n(B \cap C) = 22$ ,  $n(B) = 68$ ,  $n(C) = 84$ ,  $n(B \cup C) = n(B) + n(C) - n(B \cap C)$
- Calculus:  $M = \frac{0.046765}{3.0L}$
- Statistics:  $\bar{x}_1 = \frac{1+3+3+6+8+9}{6} = 5$ ,  $\bar{x}_2 = \frac{2+4+4+8+12}{5} = 30$ ,  $\bar{x}_3 = \frac{4+7+1+6}{3} = 18$
- Geometry:  $g_b b^x = x$ ,  $g_a x = \frac{\log_b x}{\log_b a}$ ,  $\log_b(x^r) = r \log_b x$ ,  $\log_b(xy) = \log_b x + \log_b y$ ,  $\log_b\left(\frac{x}{y}\right) = \log_b x - \log_b y$
- Chemistry:  $\text{He} = 4.002602$ ,  $\text{Na} = 22.989769$ ,  $\text{Ar} = 39.948$ ,  $\text{C}_2\text{H}_2\text{Cl}_2 + \text{Ca(OH)}_2 \rightarrow \text{C}_2\text{H}_2\text{Cl}_2 + \text{CaCl}_2 + \text{H}_2\text{O}$ ,  $\text{Zn}_3\text{Sb}_2 + 6\text{H}_2\text{O} \rightarrow 3\text{Zn(OH)}_2 + 2\text{SbH}_3$ ,  $\text{H}_2\text{O}_2 + \text{Ca(OH)}_2 \rightarrow 2\text{Ca(OH)}_2 + \text{H}_2\text{O}$ ,  $\text{C}_2\text{H}_4 + \text{O}_2 \rightarrow 2\text{CO}_2 + 2\text{H}_2\text{O}$ ,  $\text{N}_2 + 3\text{H}_2 \rightarrow 2\text{NH}_3$ ,  $\text{I}_2 + 2\text{H}_2 \rightarrow 2\text{HI}$ ,  $\text{S} + \text{O}_2 \rightarrow \text{SO}_2$ ,  $\text{C} + \text{O}_2 \rightarrow \text{CO}_2$
- Physics:  $\frac{1}{a} + \frac{1}{b} = \frac{1}{c}$ ,  $\frac{1}{a} + \frac{1}{b} = \frac{1}{c}$ ,  $\frac{1}{a} + \frac{1}{b} = \frac{1}{c}$
- Other:  $a(bc) = (ab)c$ ,  $a+b = b+a$ ,  $a(b+c) = ab+ac$ ,  $(100^2)a + 100b$ ,  $10000a + 100b - 5$ ,  $a_n = \frac{1}{2^{n-1}}$ ,  $29rh$ ,  $29r(r-h)$ ,  $9r^2h$







**Artificial Intelligence**





**Leadership in Cross-functional Teams (of Teams)**







**Social**

**Responsibility**

**Corporate**

**CSR**



**Employer Branding**





**Platformization of Work**





A night sky filled with stars, with a prominent constellation of bright stars forming a curved line across the upper half. In the foreground, the dark silhouette of a mountain range is visible. On the right side, the corner of a wooden structure, possibly a cabin or a house, is shown, with its wooden planks and beams illuminated by a warm light source.

*“WE WILL HAVE TO BECOME MORE HUMAN AS OUR ENVIRONMENT GETS MORE TECHNOLOGICAL.”*

*Erno Mijland, innovation strategist*



Imagination







Curiosity





**Optimism**





Openness





**Entrepreneurship**





**Resilience**





Empathy





Consilience





Growth Mindset

© DAVID OLIVETE.com

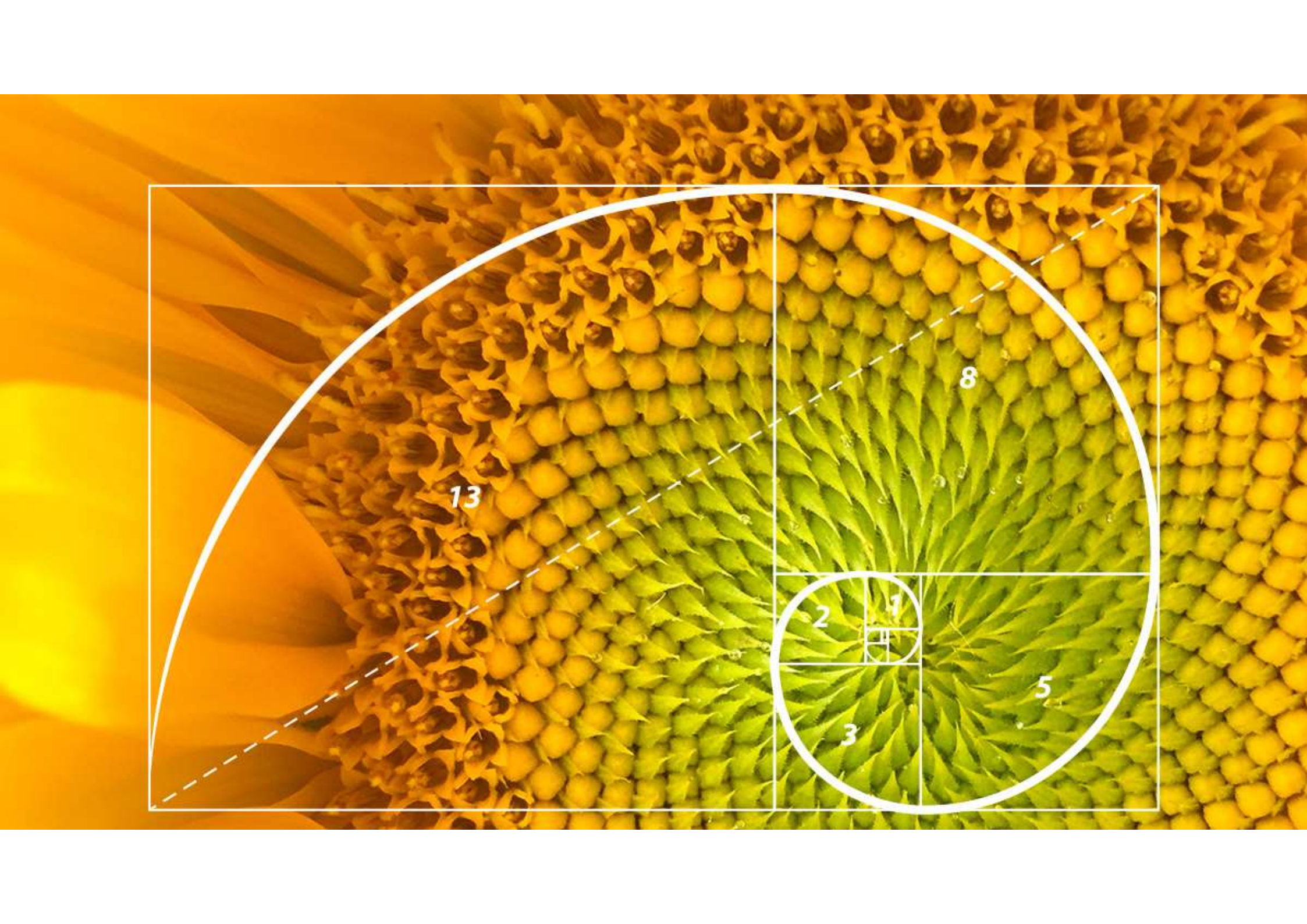










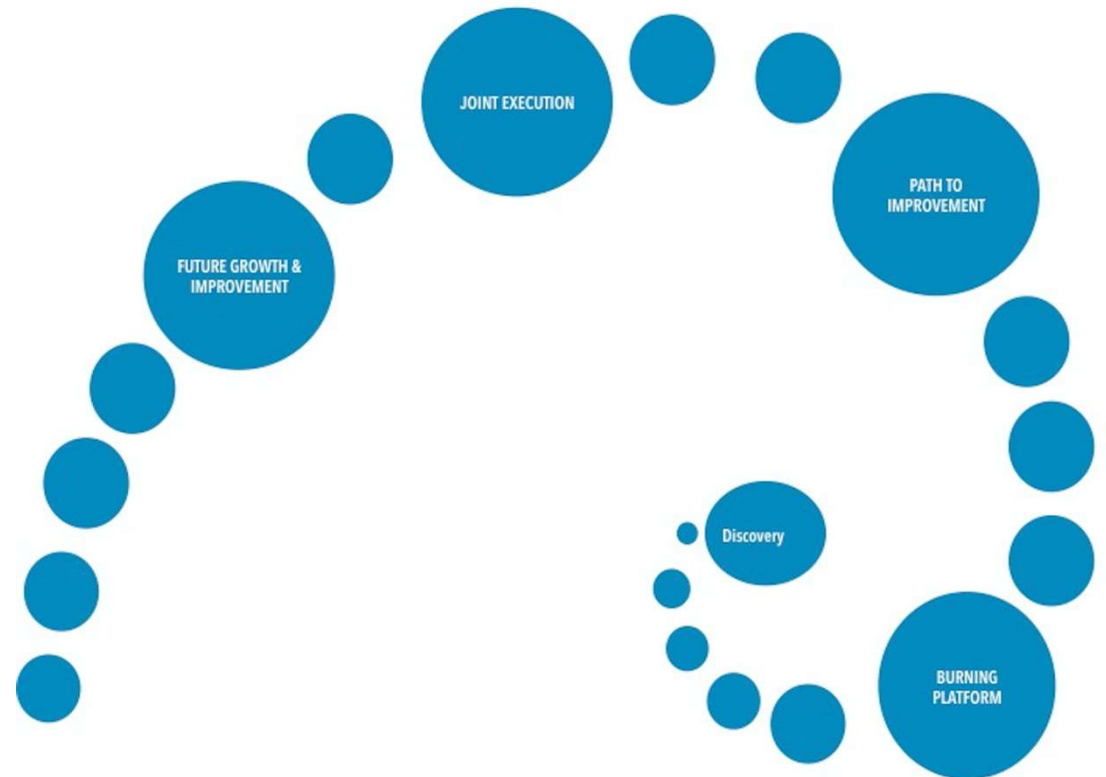




# Habit of Improvement methodology for Learning Ecosystems

## Continuous Improvement based on nature






prepares your organisation for a future  
in ever-accelerating change by  
implementing a **learning ecosystem** from  
an **nimble strategy** focused on  
**continuous improvement**



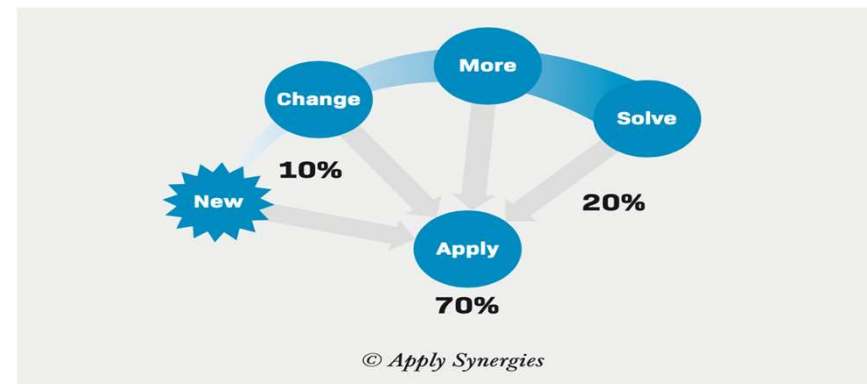


# The Maturity Model for Learning Ecosystems

## Focus on Lean Learning and Social Collaboration

	Emphasis	Owned by	Style	Tech	Success
Data Repository 	Collecting rather than sharing	IT Dept.	Static	Database	Number of docs
Broadcast of News 	Spread the word	Communication Dept.	One - 2 - Many	Broadcast Site	View ratings
Interactive Communication 	Comment, discuss and rate	Company wide	Two-way	Apps and services mish mash	Rates, likes and comments
Social Collaboration 	Internal collaboration networks	Company wide knowledge centers	Human - 2 - Human	Collaboration hub	Performance increase
Learning Eco-System 	Bridging the knowledge gap	Interest wide	Interested - 2 - Interested	Learning eco-system	Lean performance measurement

© Katja Schipperheijn (2014)





# Change involves everyone in the ecosystem

## Information on purpose and strategy is key for engagement

- 85% of employees say they are more engaged when they receive information regularly
- 74% of these employees say they do not receive this relevant information.

- **Build habits** that support continuous improvement through resilience and knowledge sharing.
- **Provide informative channels** of communication to avoid uncertainty.
- **Measure relevant data** regarding engagement and knowledge sharing.

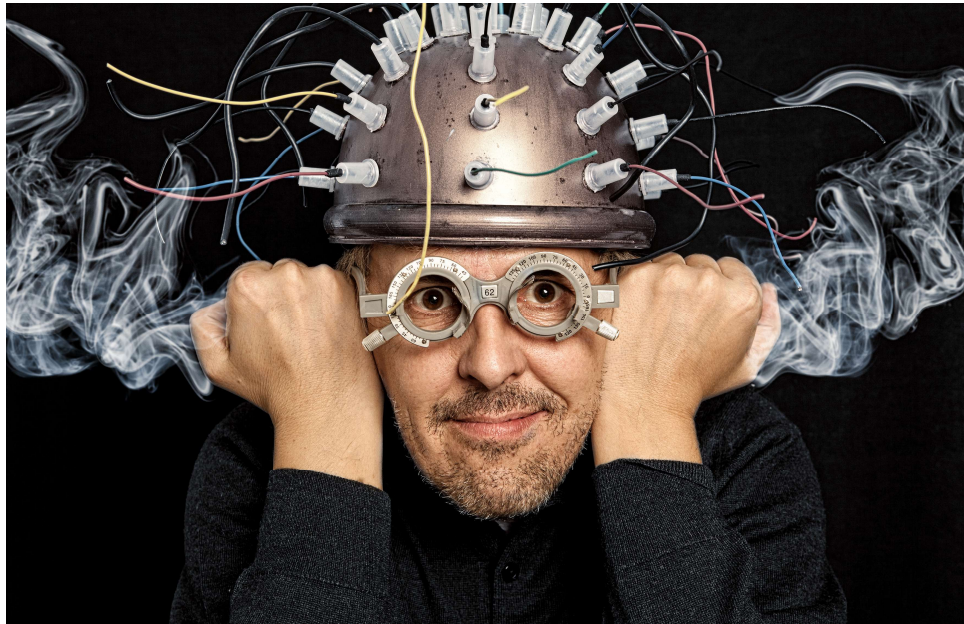
**TELL ME AND I FORGET. TEACH ME AND I REMEMBER. INVOLVE ME AND I LEARN.**

Xunzi, Chinese philosopher



# Discovery

Analysing current learning needs for future success



- **5-Why:** get to the cause of the problem to understand the opportunity
- **Reverse Engineering:** start from an opportunity in the future and work on change now
- **Algorithmic Business Thinking:** finding the similarities in the differences

*'THE BEST WAY TO PREDICT THE FUTURE IS TO INVENT IT.'*

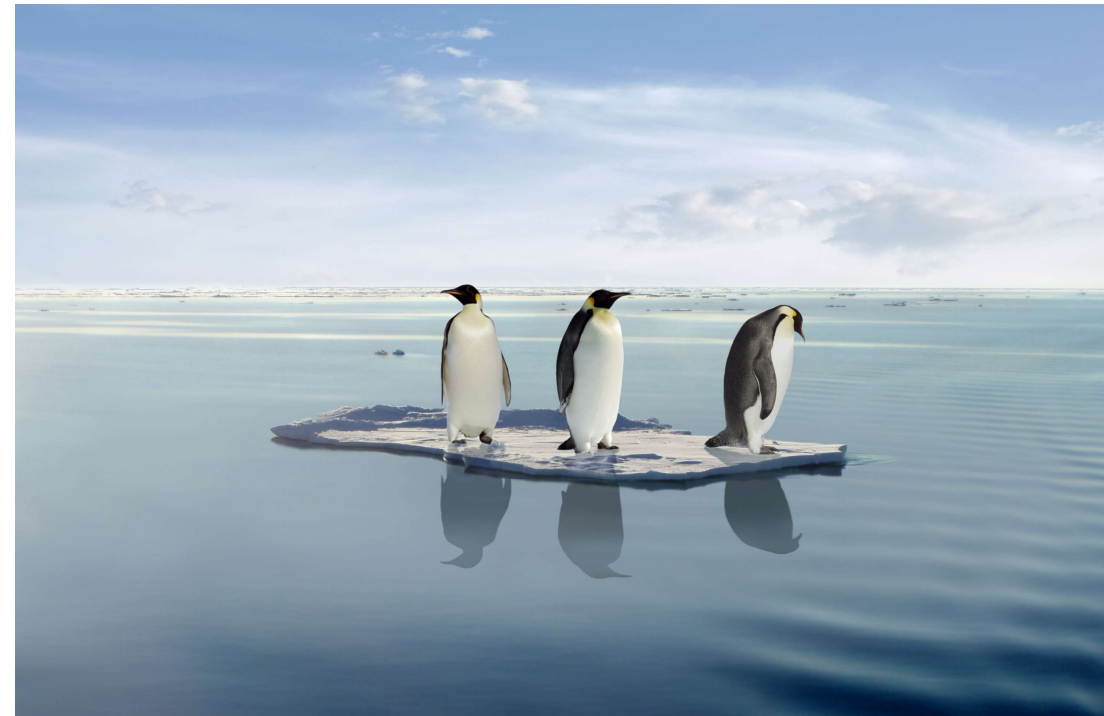
Alan Kay



# Burning Platform

Create a trusted case for engaged learning

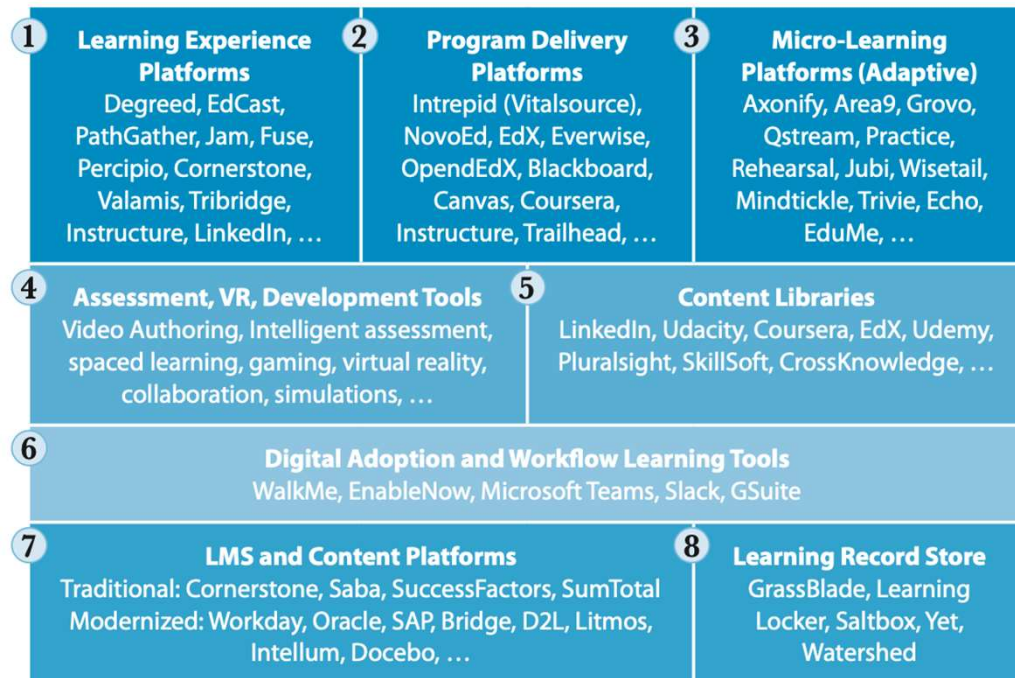
- **Learning Architects** who can take a holistic view and imagine the future of the organization
- **Stakeholder involvement** from the start to involve ambassadors and increase the chance of project success
- **Business case** mapping out the different options and dimensions of the project





# Path to Improvement

Learning is a marathon not a sprint



Josh Bersin

- **Tools** as a non-determining part of the learning ecosystem
- **Content** that is relevant to the learner in a format that matches the tools
- **A learning culture** is not with content and tools, but with people

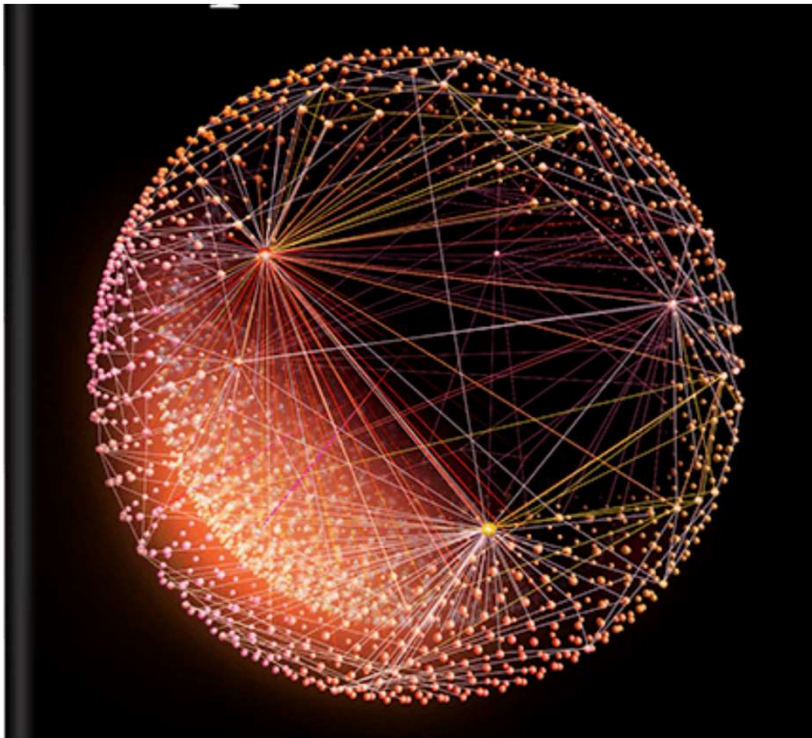
*'WE GROW BY MAKING LITTLE GREAT CHANGES.'*

Michael Bassey Johnson Song of a Nature Lover



# Joint Execution

No success will ever be achieved without collaboration



- **Trust as driver** of change is the basis for valuable collaborations and knowledge sharing
- **Leadership** and a culture of collaboration that nurtures the organization's growth mindset from trust
- **Ecosystem** that goes beyond your own organization and where people and technology think together as one Supermind

Reba McEntire, American singer

*'IT'S VERY IMPORTANT TO SURROUND YOURSELF WITH PEOPLE YOU CAN LEARN FROM.'*



# Future Growth and Improvement

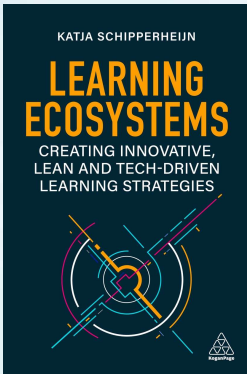
## Never stop Learning


- An ecosystem is like a living organism **that adapts to new insights** and influences. New innovations may arise as a result
- When new connections lead to new insights, we must try to **let go** of old ways of thinking and (legacy) systems
- We must look to the future with a **forever frontier**, thereby keeping taking into account the **values** of our organisation and society





# What are your first steps tomorrow towards a Learning Ecosystem and Continuous Improvement



 Katja.Schipperheijn

 katjaHol

 **CHR**  
ASSOCIATION

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Human Resource  
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18 MAY 2023**  
Ktima Kousioui Oriental