



KAKO ZAČETI NEMOGOČE?

HOW TO START THE IMPOSSIBLE?

The Competence Playlist **Track**

A New Deal between Education and Work



It's a story
about Switch^{3D} and
Creative Destruction.

The Destruction of
Diplomas.

The Creation of
Competence Playlists.

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about Switch^{3D} and
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The Creation of
Competence Playlists.

Awakening



Interactive



Keynote ● Fast

60 Slides

45 Minutes
8 Steps



Let's start ...



Why do we need much more
passion for talents?

1

Global information wave

Powered by the Internet



6 Paradigm Changing Events

1771 Industrial Revolution

1829 Steam, Railways

**1875 Steel, Electricity
Heavy Engineering**

**1908 Oil, Automobiles,
Mass Production**

**1971 Information Technology
Telecommunication**

6 Paradigm Changing Events

1771 Industrial Revolution

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**New Global Reality
Information 'becomes'
the 5th element**



6 Paradigm Changing Events

1771 Industrial Revolution

1829 Steam, Railways

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Heavy Engineering

1908 Automobiles
Mass Production

1971 Information Technology
Telecommunications

New Global Economy
Information becomes
the 5th element

PASSION evolution

"For people without passion in
evolution, information has no value"



GALLUP CONSULTING®



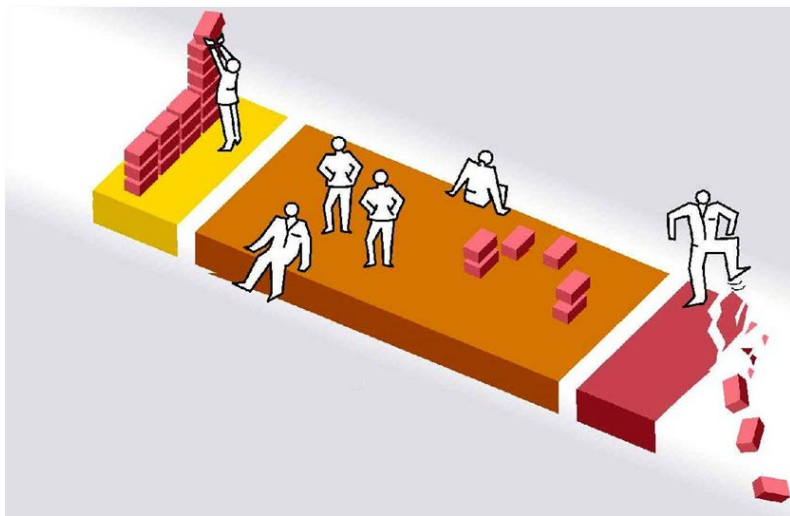
ENGAGED employees work with passion and feel a profound connection to their company. They drive innovation and move the organization forward.



NOT ENGAGED employees are essentially “checked out.” They’re sleepwalking through their workday, putting time -- but not energy or passion -- into their work.



ACTIVELY DISENGAGED employees aren’t just unhappy at work; they’re busy acting out their unhappiness. Every day, these workers undermine what their engaged coworkers accomplish.



80%

Not Engaged “Not Passionate about Evolution”

2

2D becomes 3D

Powered by Information

Power of the market, the world, ...



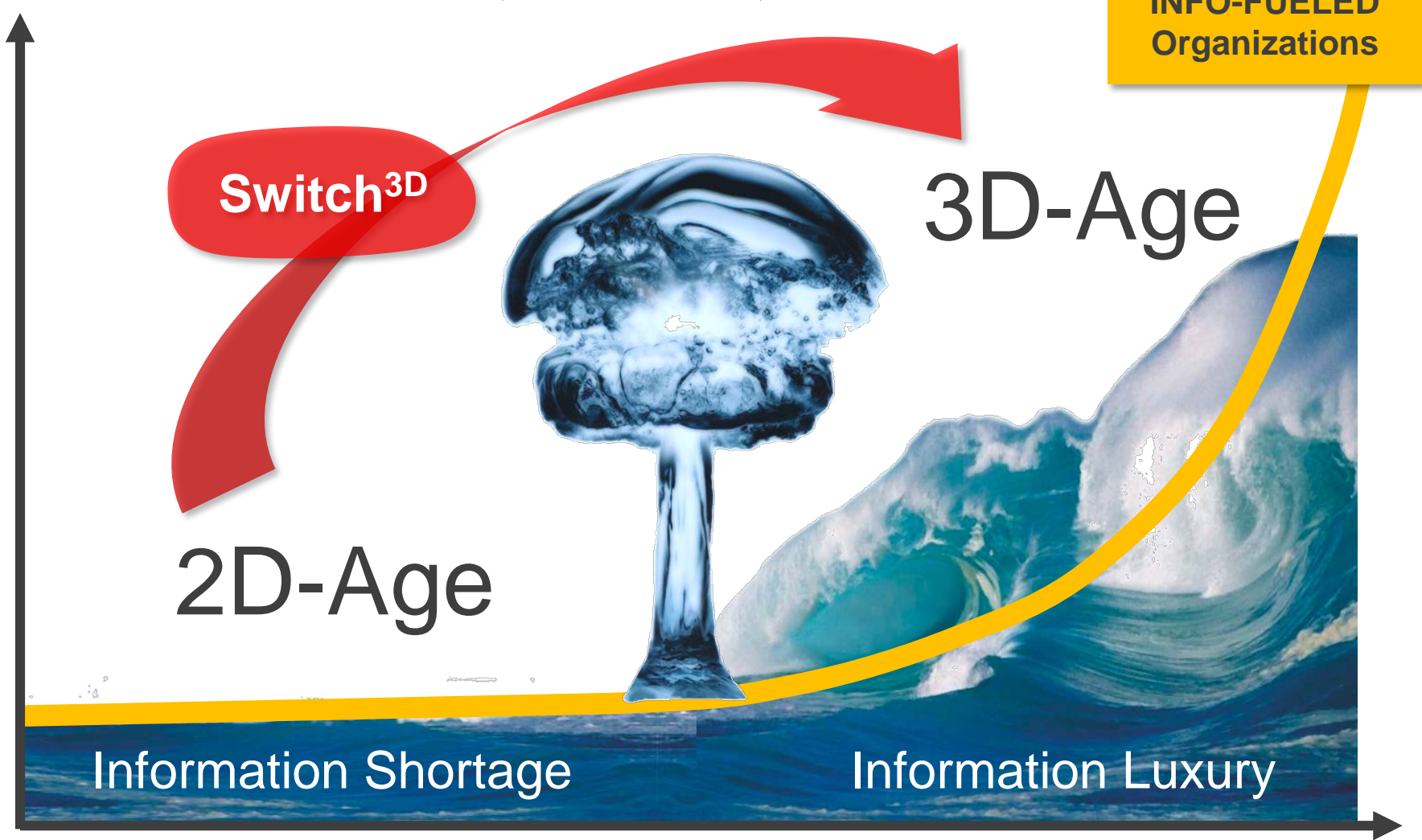
Power of the market, the world, ...

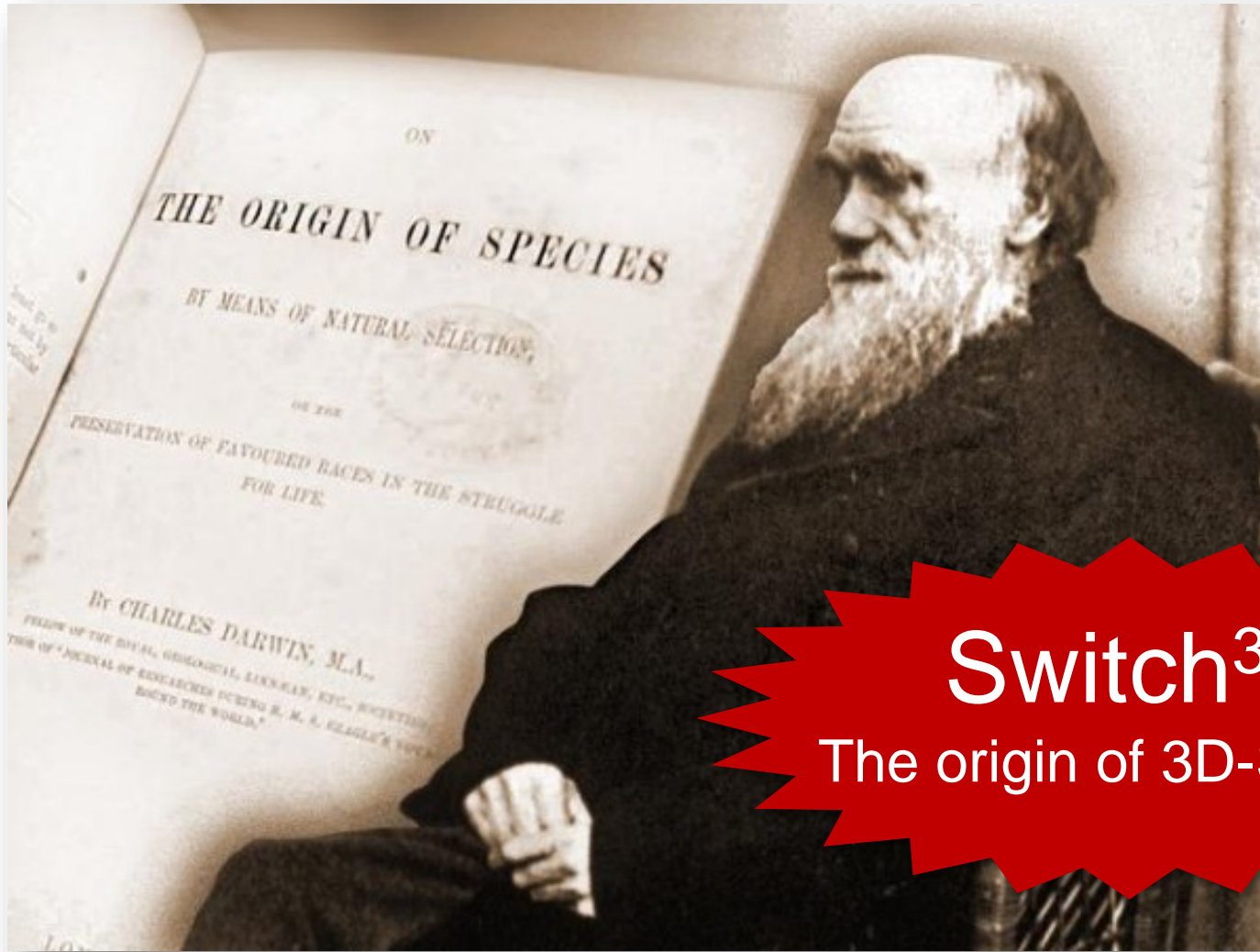


Power of the market, the world, ...

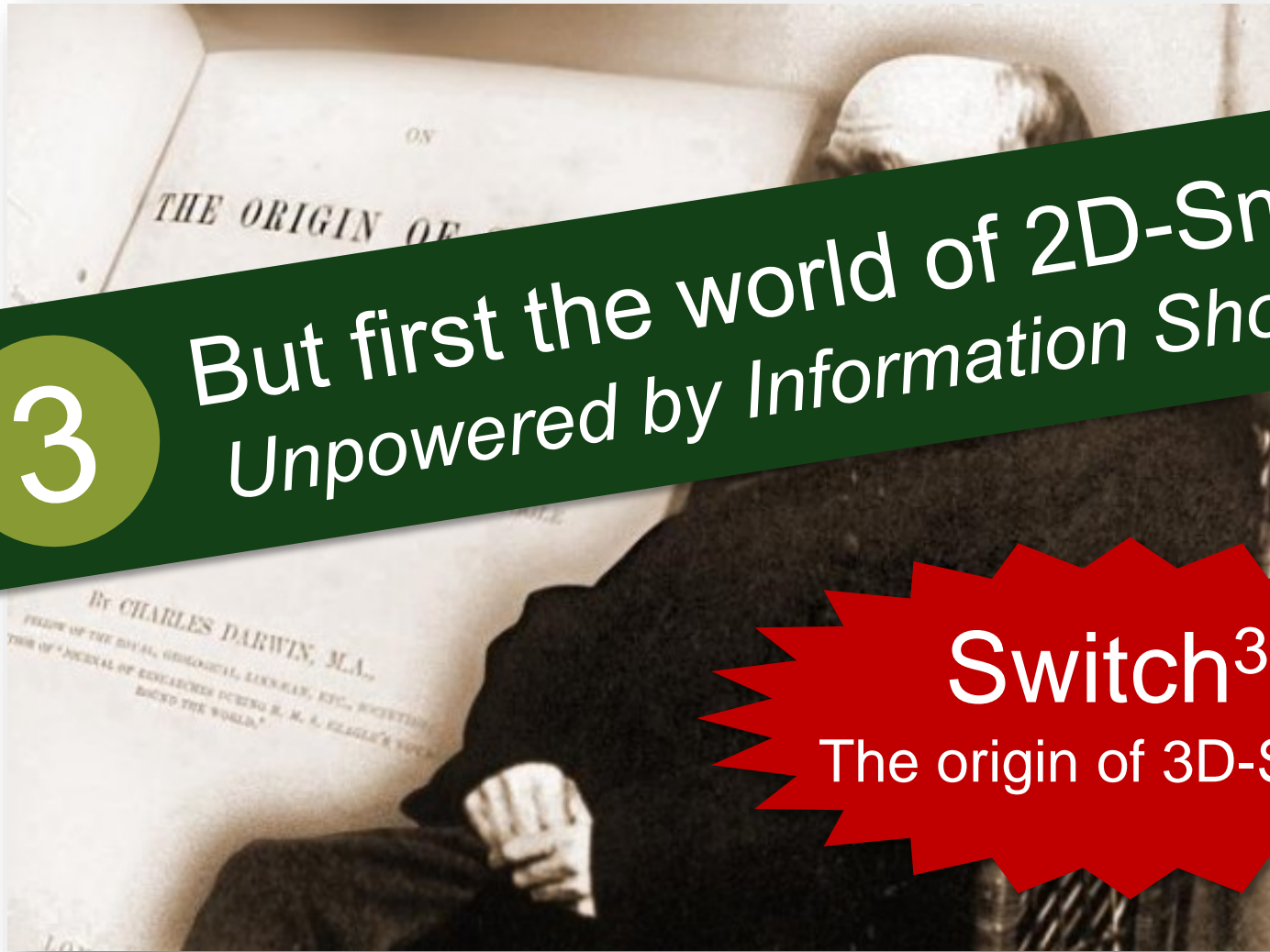


Power of the market, the world, ...





Switch^{3D}
The origin of 3D-Smarts



3

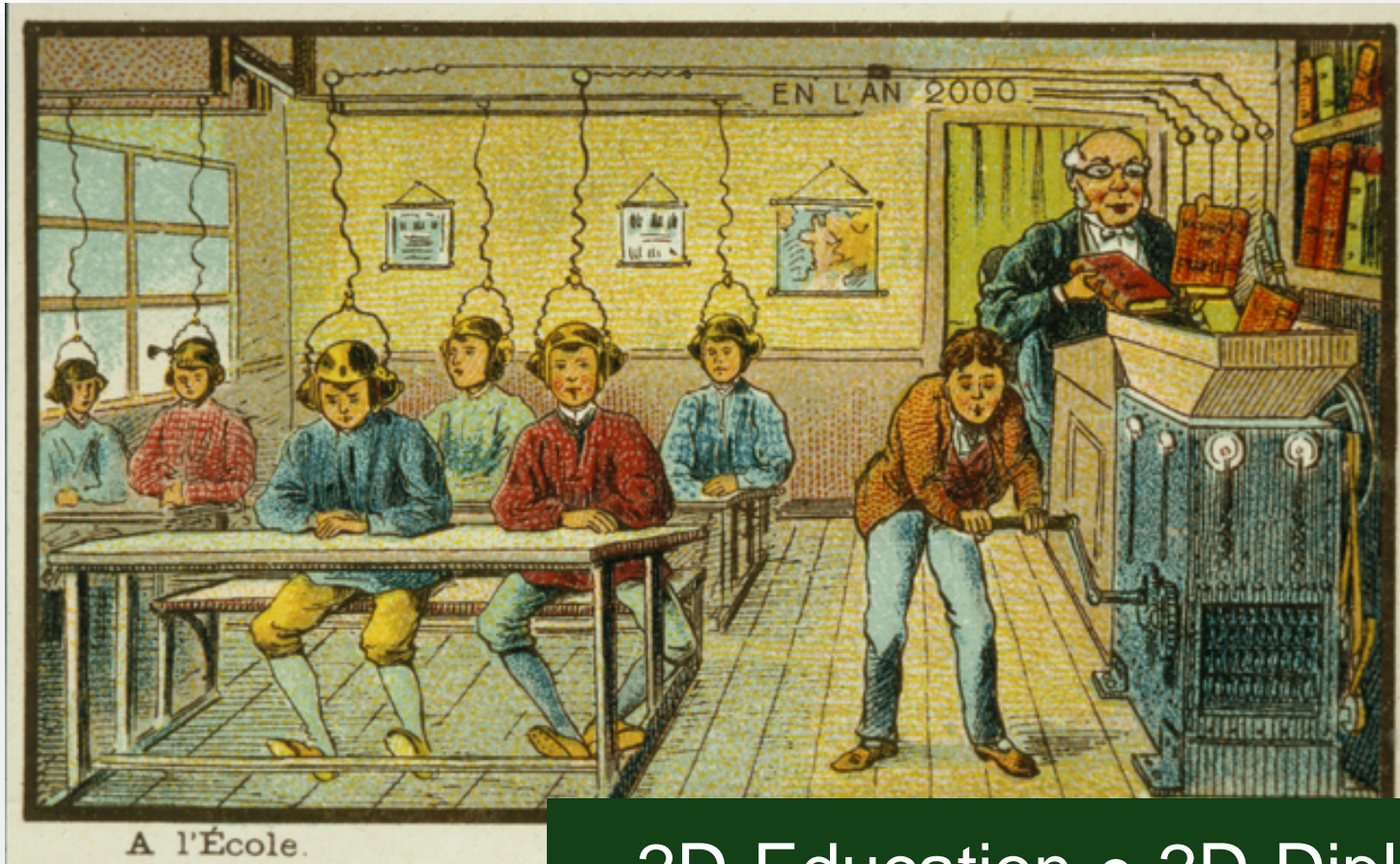
But first the world of 2D-Smarts
Unpowered by Information Shortage

Switch^{3D}

The origin of 3D-Smarts



What are 2D-Smarts?



2D-Education • 2D-Diplomas

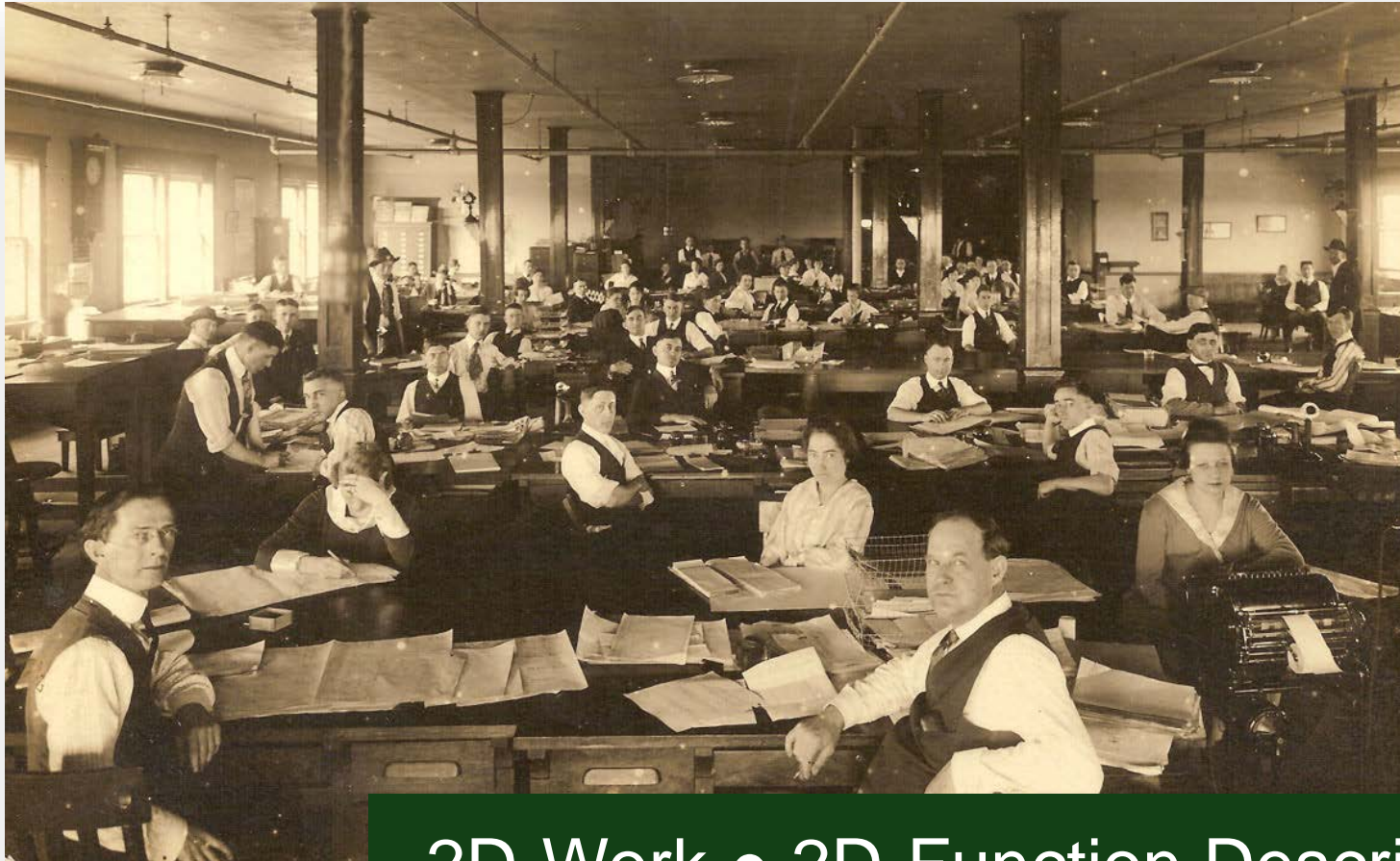
"Tough Statement"

In 2D-Schools you don't get a degree based on passion for your talents but on your ability to study stuff without passion and talent.



A = Affirmative

B = Negative



2D-Work • 2D-Function Descriptions

"Tough Statement"

In 2D-Organizations you don't get work based on your passion and talents but on your ability to work without passion and talent.



A = Affirmative

B = Negative

very big, global

Houston, we have a problem!



**“If you put fences around people,
you get sheep ...**

William McKnight (former CEO of 3M)



**“If you put fences around people,
you get sheep ...**

William McKnight (former CEO of 3M)

**... with a Diploma
and a Function Description.”**

Jef Staes (former sheep)



We created a lost generation.



We created a lost generation.

4

Global 3D-Smart Wave

Powered by their Competence Playlist



What are 3D-Smarts?

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

Jef Staes



Learning is a physical process

3D-Smarts?

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

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Learning is a physical process

3D-Smarts?

TALENTS^{DIVERSITY-VALUE}

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Learning is a physical process

3D-Smarts?

TALENTS^{DIVERSITY-VALUE}

PASSION^{EVOLUTION-SUFFERING}

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Learning is a physical process

3D-Smarts?

TALENTS^{DIVERSITY-VALUE}

PASSION^{EVOLUTION-SUFFERING}

INFORMATION^{FLOW}

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Learning is a physical process

3D-Smarts?

TALENTS^{DIVERSITY-VALUE}

PASSION^{EVOLUTION-SUFFERING}

INFORMATION^{FLOW}

ACTION^{RESULT-DOPAMINE}

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

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Learning is a physical process

3D-Smarts?

TALENTS^{DIVERSITY-VALUE}

PASSION^{EVOLUTION-SUFFERING}

INFORMATION^{FLOW}

ACTION^{RESULT-DOPAMINE}

3D-COMPETENCES

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

Social Validated

TALENTS DIVERSITY-VALUE

PASSION EVOLUTION-SUFFERING

ACTION RESULT-DOPAMINE

3D-Smarts?

3D-COMPETENCES



What is Social Validation?



3D-Social Validation



3D-Social Validation

I HAVE A DREAM

-MARTIN LUTHER KING JR



Carla's Covers



The Competence Playlist.

**“Your Competence Playlist is
the ever changing Music
Playlist of your Talents.”**

Jef Staes

Competence Playlist • Social Validated

**“Your Competence Playlist is
the ever changing Music
Playlist of your Talents.”**

Jef Staes

**Talents without Passion,
Information and Action.
NO Value • NO Dopamine**

Competence Playlist • Social Validated

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Your most important days and sticker

www.mycompetenceplaylist.com

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

- *Mark Twain*

NO SHEEPING

www.redmonkey.be



Competence

Competence

Competence

Competence

Competence

Competence

Competence



What's the impact of the
global 3D-Smart wave?



5

Global 3D-Innovation Wave

Powered by 3D-Smarts

Information



Information

3D-SMARTS
Passion in Evolution

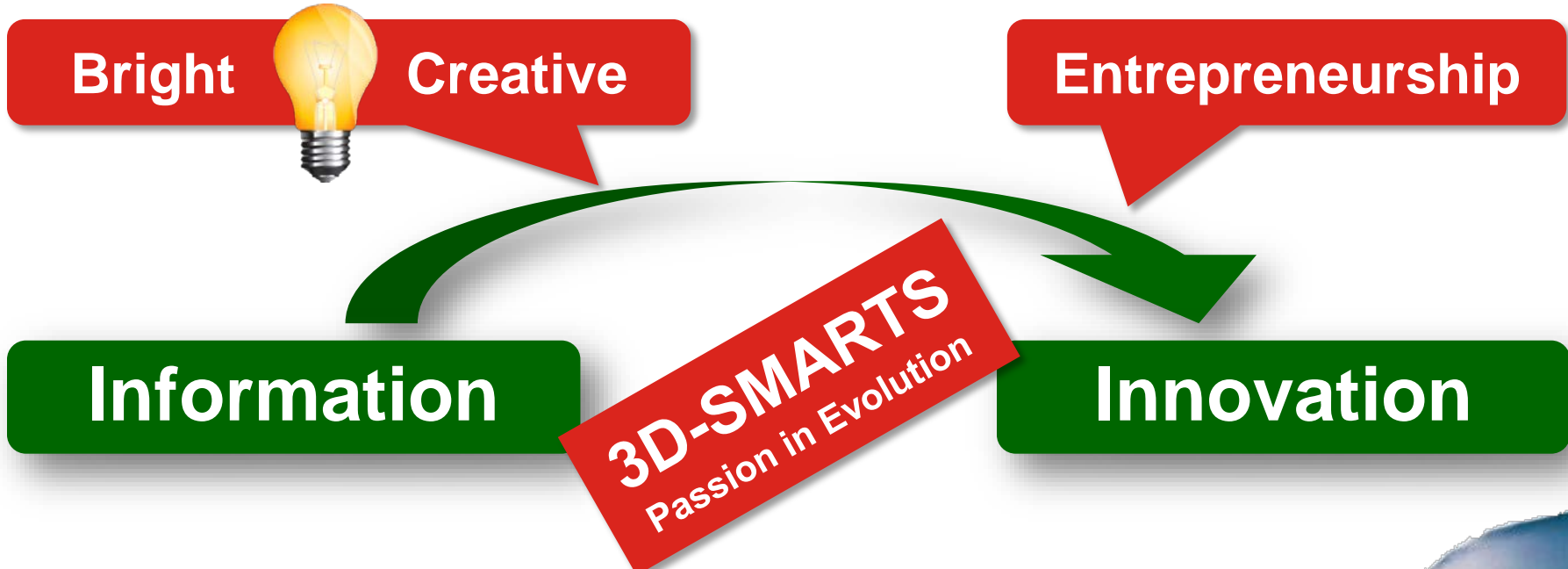
Bright

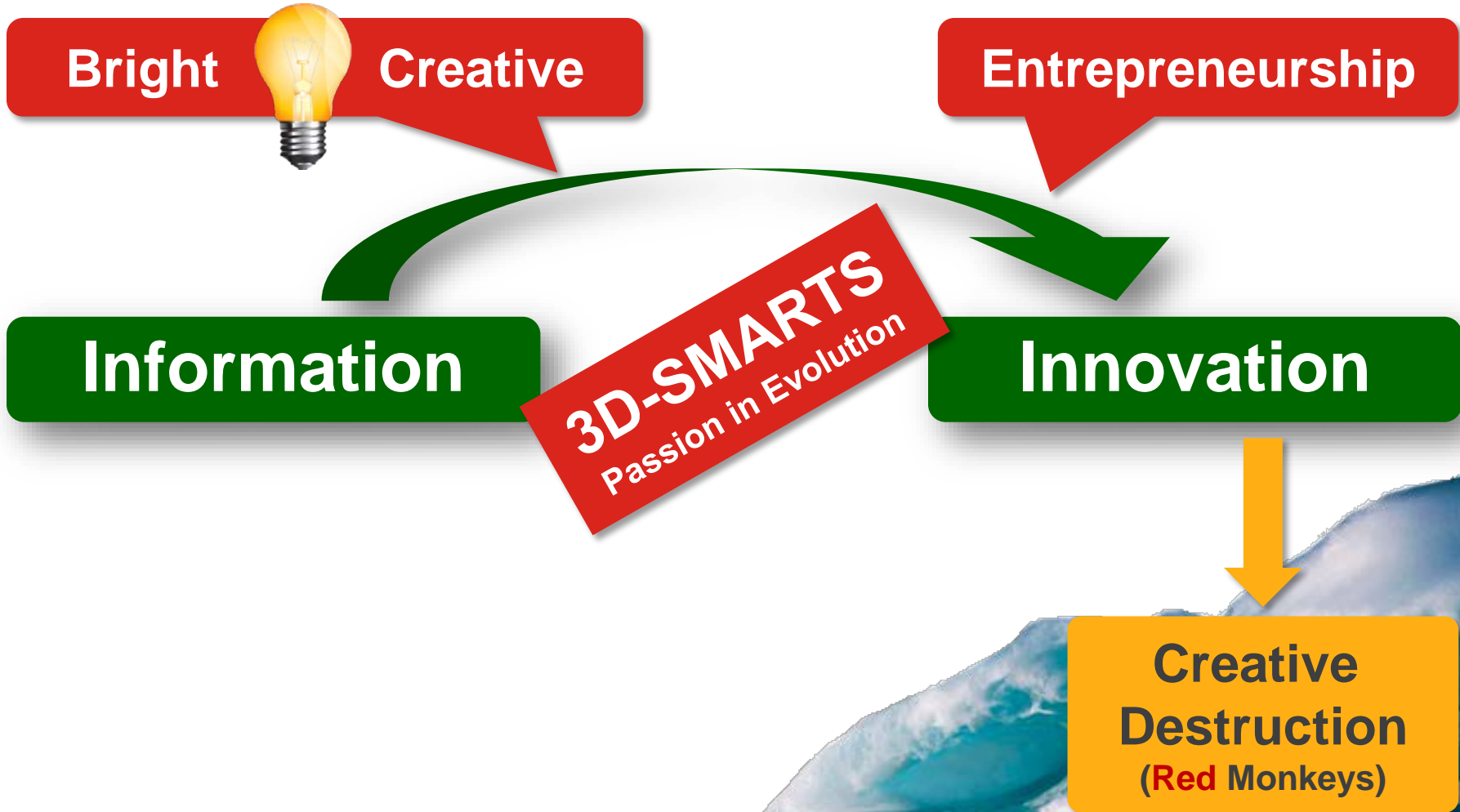


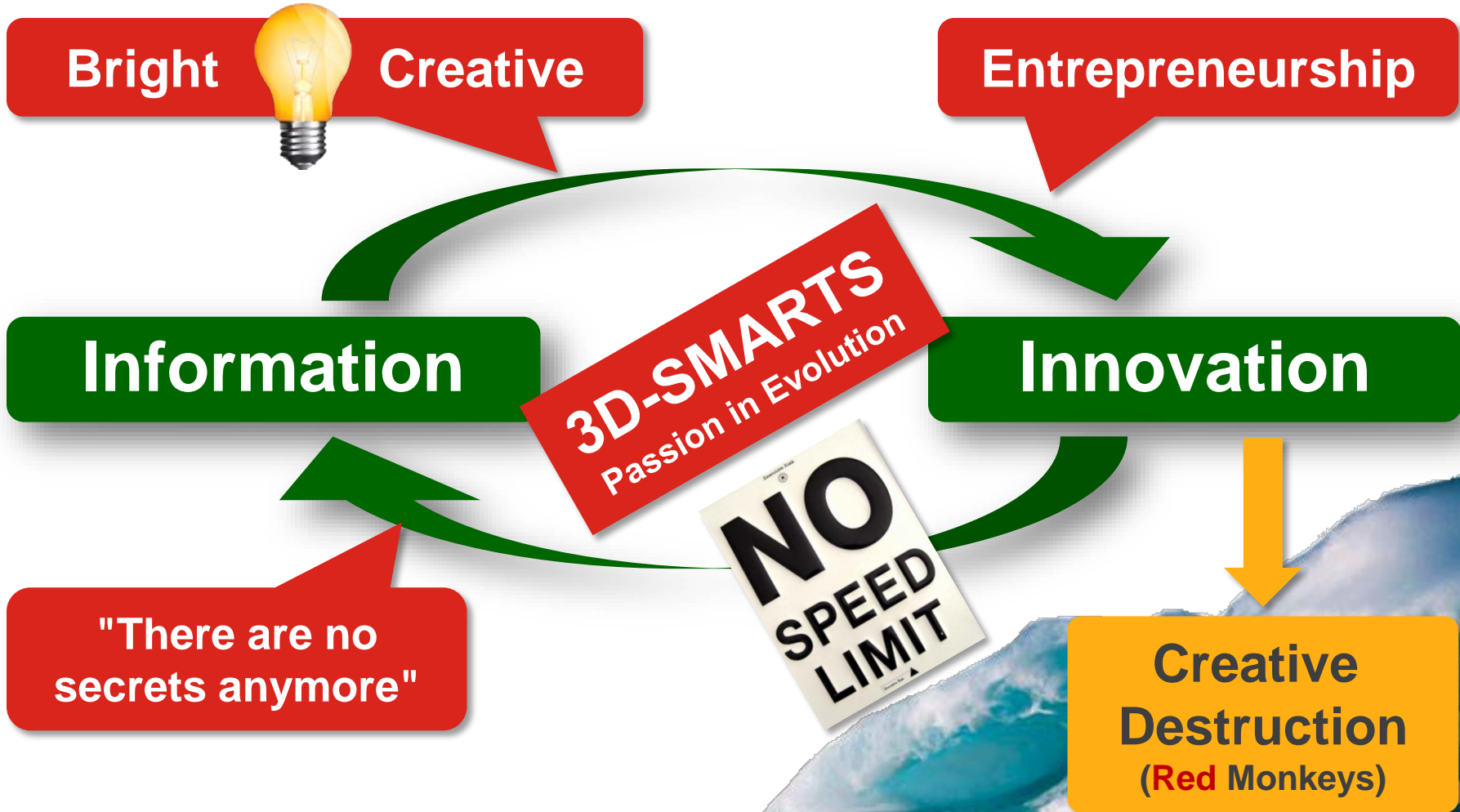
Creative

Information

3D-SMARTS
Passion in Evolution

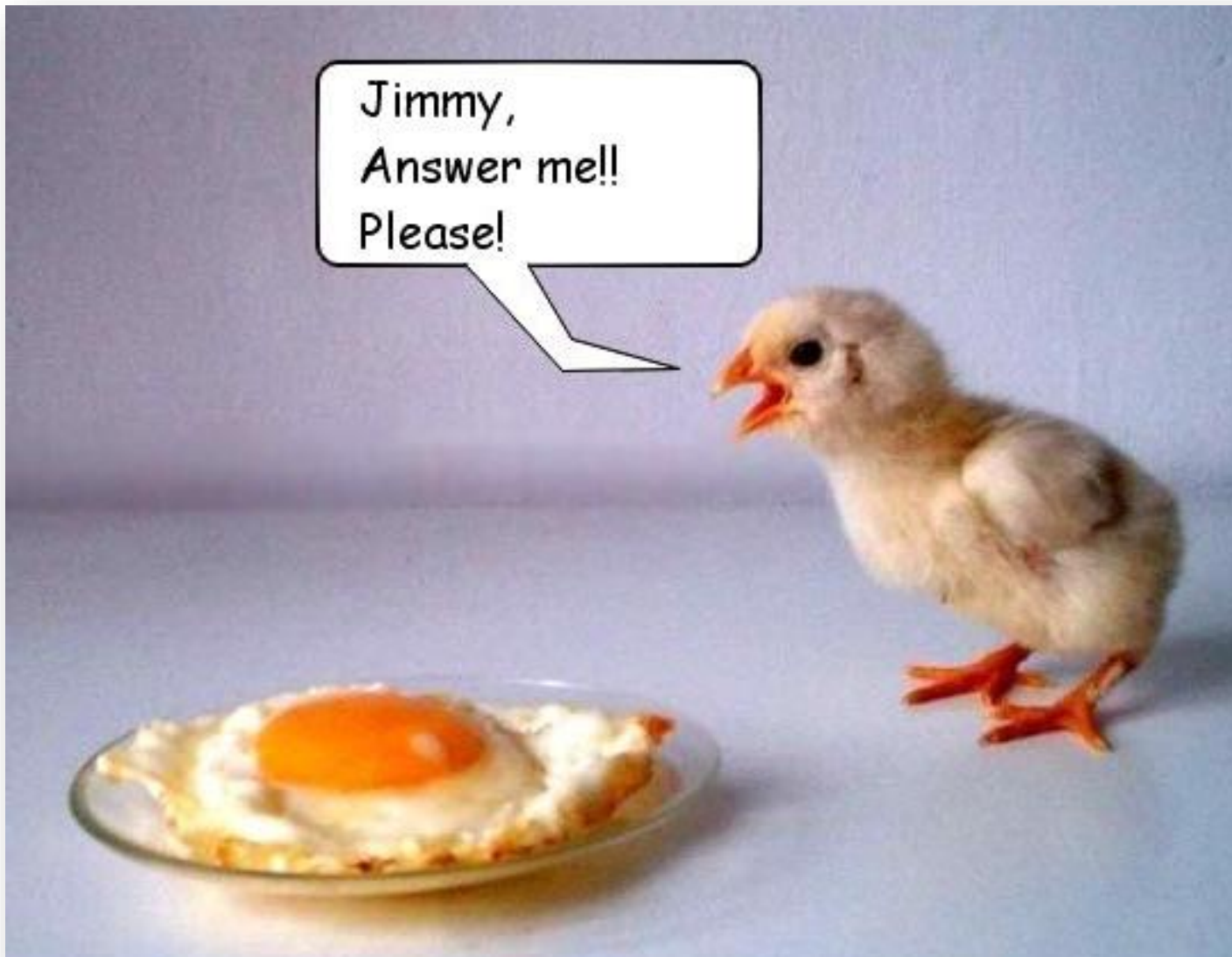






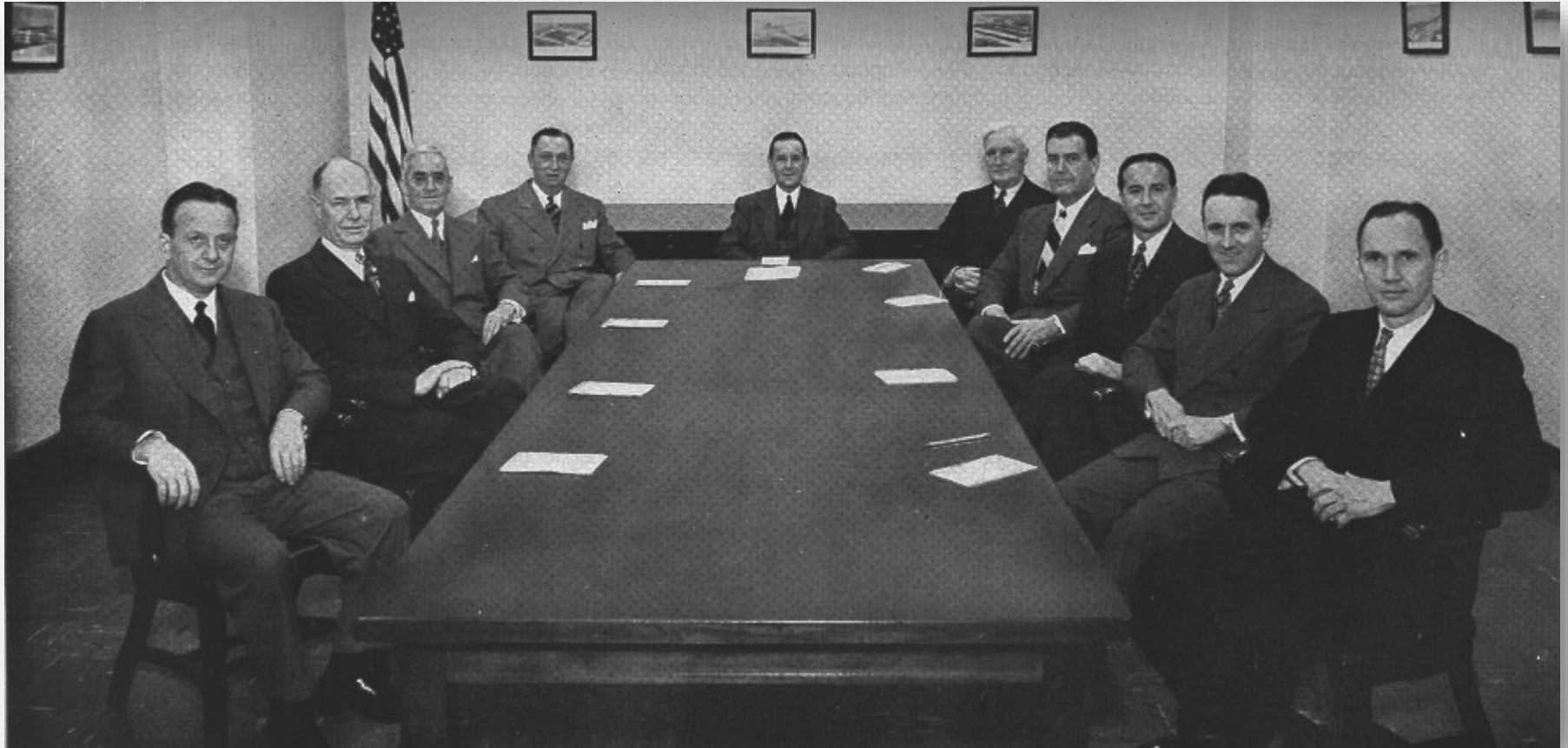
2D-Smarts in Trouble ...



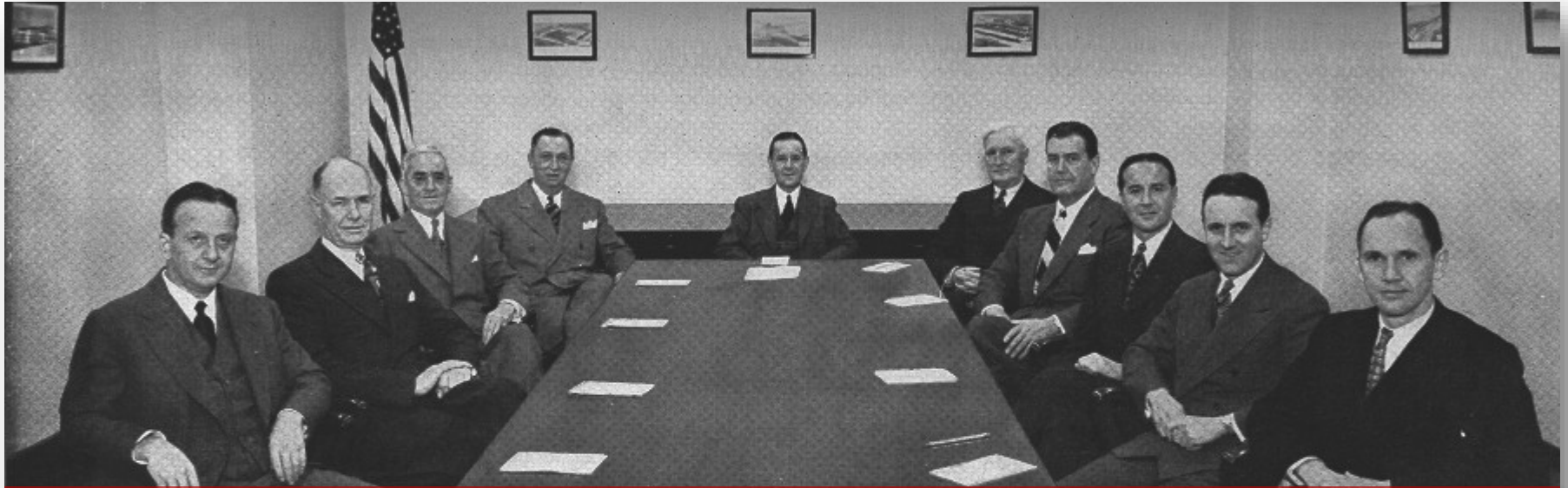




Global SOS



So? What are you waiting for?



NO GUTS^{3D} • NO GLORY^{3D}

So? What are you waiting for?



We have to face the drama's ...



We have to undo the “Unintended Consequence”



We have to be brave



If you have one
try to use it
please!

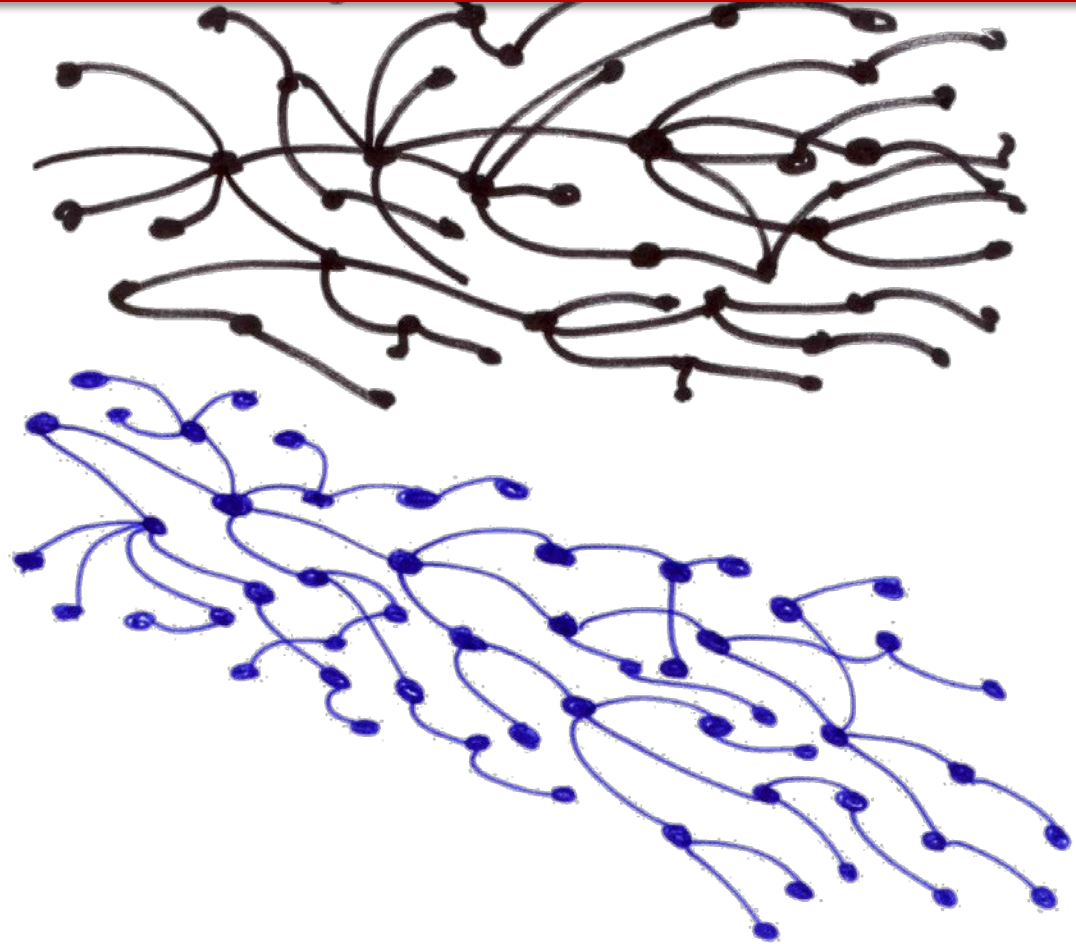
We have to reinvent Competence Management

6

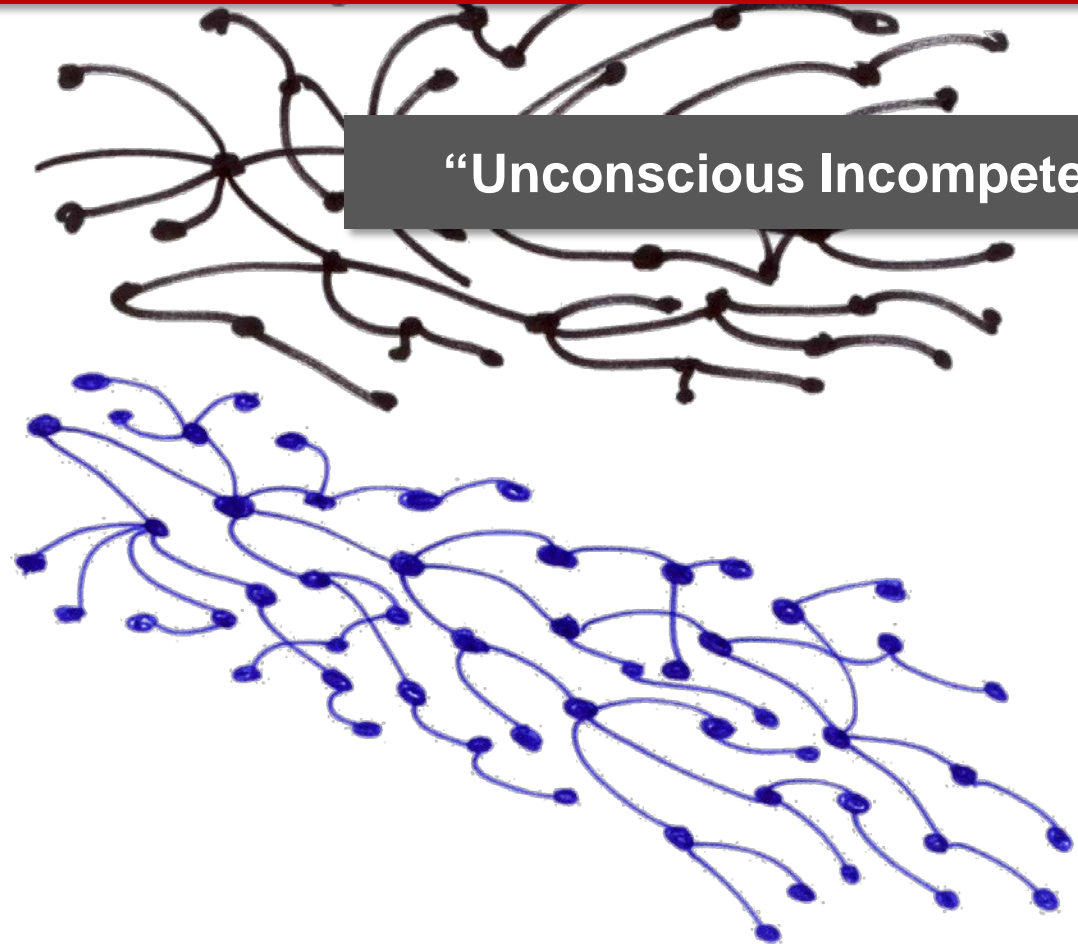
Real 3D-Professional Competence Development



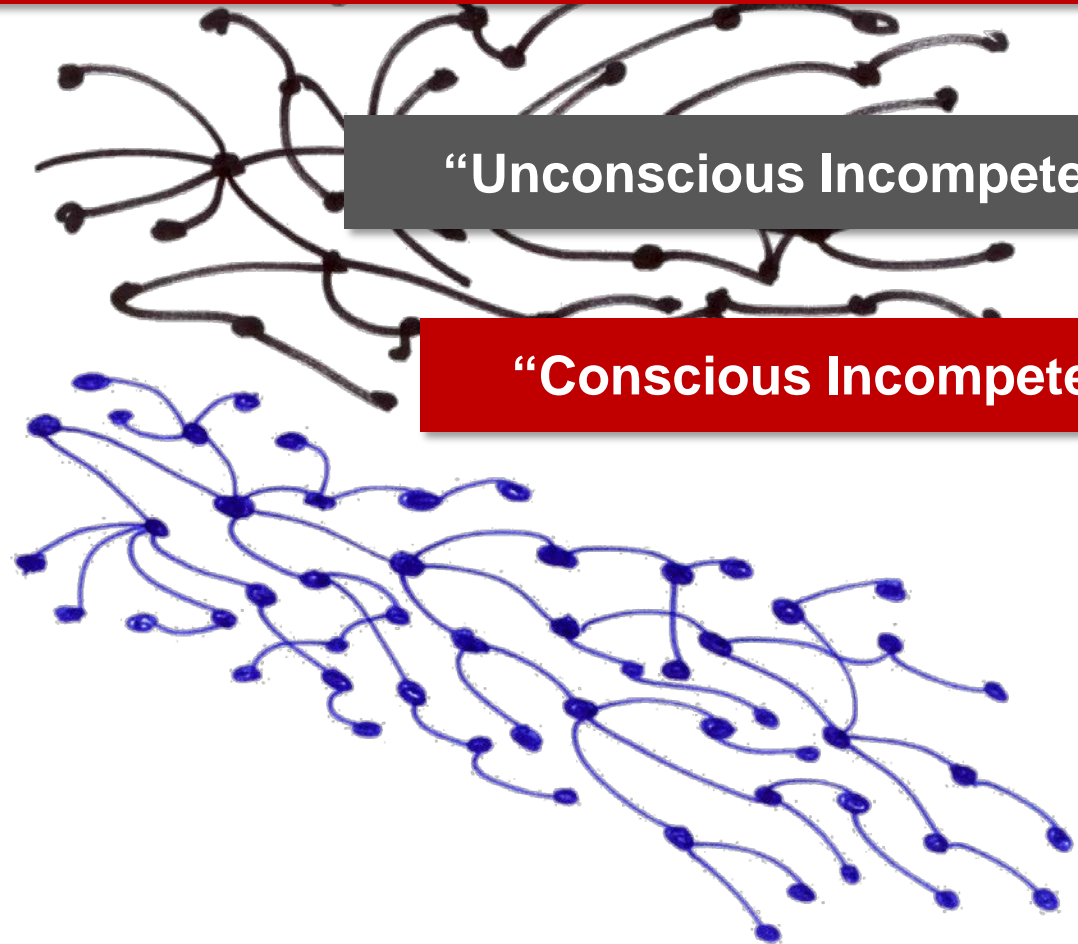
3D-Professional Competence Development ...



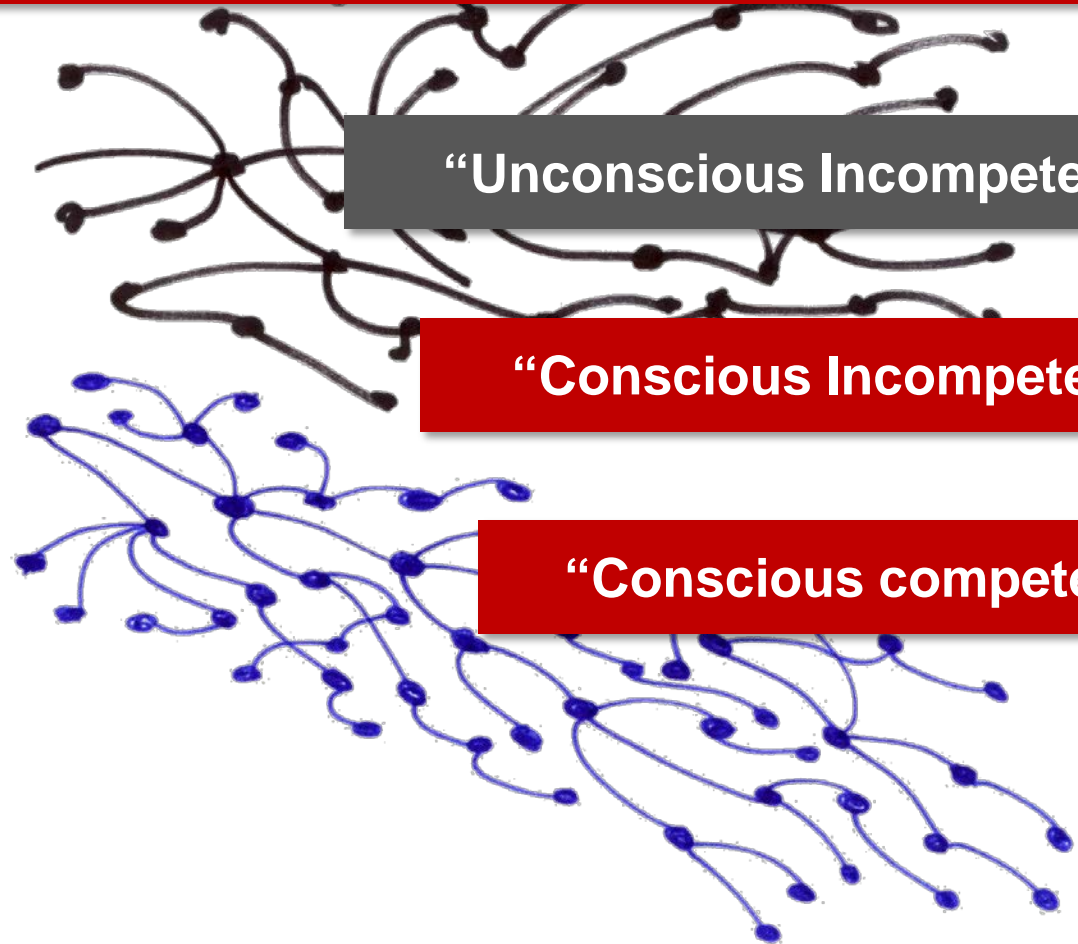
3D-Professional Competence Development ...



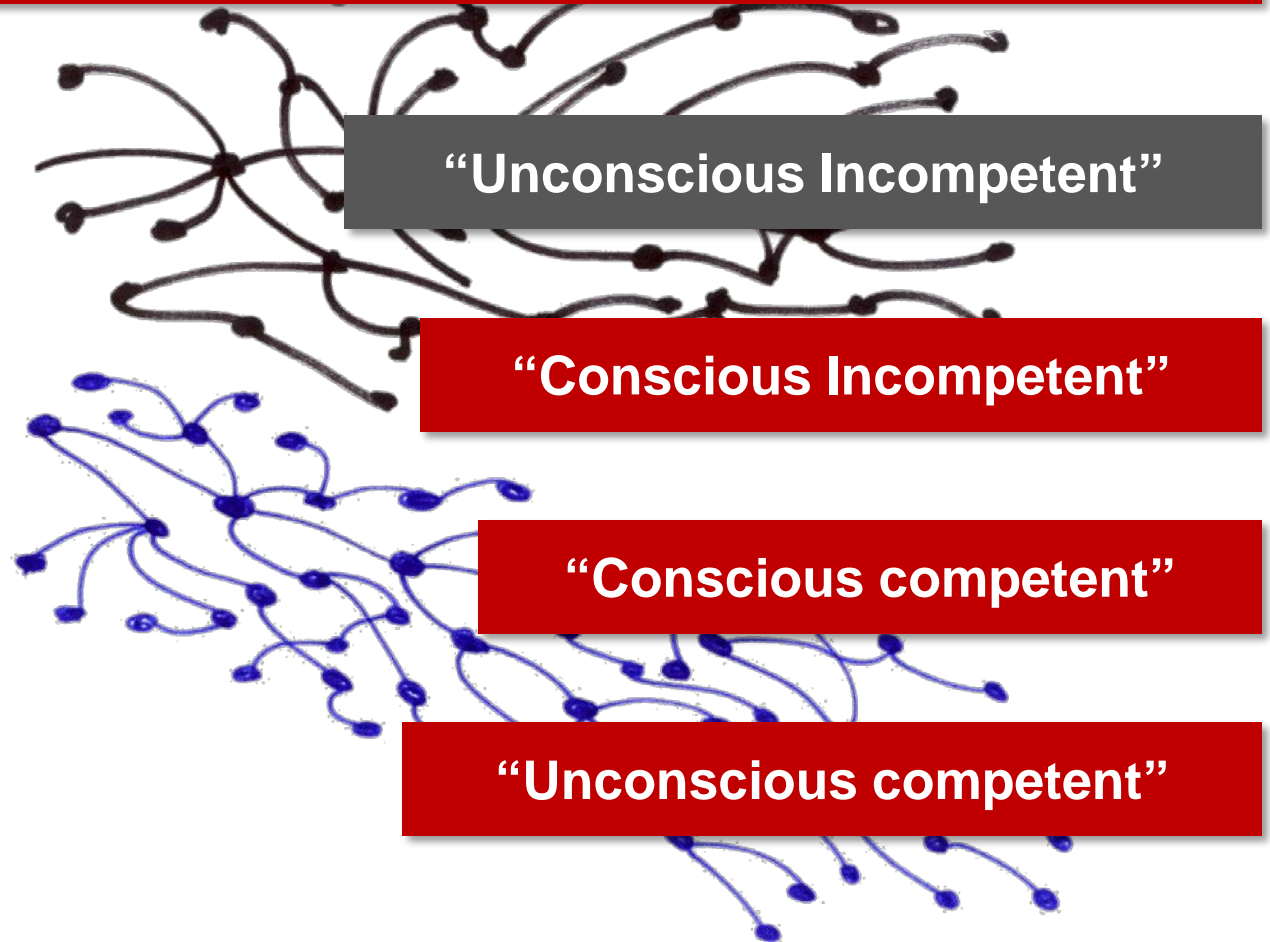
3D-Professional Competence Development ...



3D-Professional Competence Development ...



3D-Professional Competence Development ...



3D-Professional Competence Development ...

Power of the Market

“Unconscious Incompetent”

“Conscious Incompetent”

“Conscious competent”

“Unconscious competent”



How to speed-up 3D-Professional Competence Development?



By developing
3D-Personal Competences



3D-Professional Competence Development ...

Power of the Market

“Unconscious Incompetent”

“Conscious Incompetent”

“Conscious competent”

“Unconscious competent”

... powered by 3D-Personal Competences

3D-Professional Competence Development ...

Power of the Market

“Unconscious Incompetent”

Self-Leadership **Power of Vision**

“Conscious Incompetent”

“Conscious competent”

“Unconscious competent”

... powered by 3D-Personal Competences

3D-Professional Competence Development ...

Power of the Market

“Unconscious Incompetent”

Self-Leadership

Power of Vision

“Conscious Incompetent”

Self-Learning

Power to Learn
Jeff's Law

Self-Casting

Self-Informing

“Conscious competent”

“Unconscious competent”

... powered by 3D-Personal Competences

3D-Professional Competence Development ...

Power of the Market

“Unconscious Incompetent”

Self-Leadership

Power of Vision

“Conscious Incompetent”

Self-Learning

Power to Learn
Jeff's Law

Self-Casting

“Conscious competent”

Self-Informing

Self-Empowerment

Power to Act

“Unconscious competent”

... powered by 3D-Personal Competences

7

We have to become an
Engine of Innovation





Survey ...

Your Engine of Innovation Index

Powered by your Personal Competences



Your Engine of Innovation Index

Powered by your Personal Competences

Power of Vision



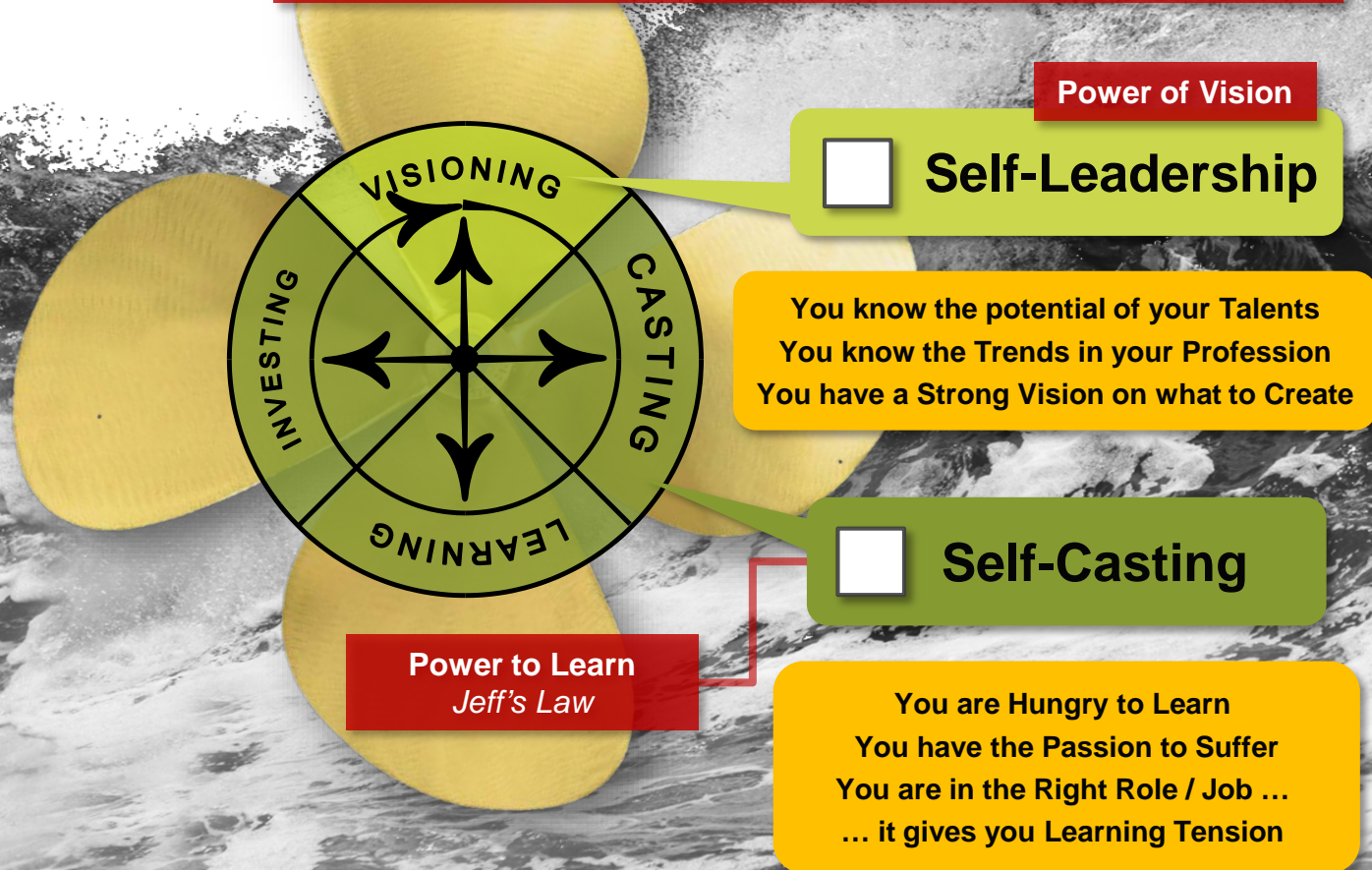
Self-Leadership

You know the potential of your Talents
You know the Trends in your Profession
You have a Strong Vision on what to Create



Your Engine of Innovation Index

Powered by your Personal Competences



Your Engine of Innovation Index

Powered by your Personal Competences



Power of Vision

Self-Leadership

You know the potential of your Talents
You know the Trends in your Profession
You have a Strong Vision on what to Create

Self-Casting

You are Hungry to Learn
You have the Passion to Suffer
You are in the Right Role / Job ...
... it gives you Learning Tension

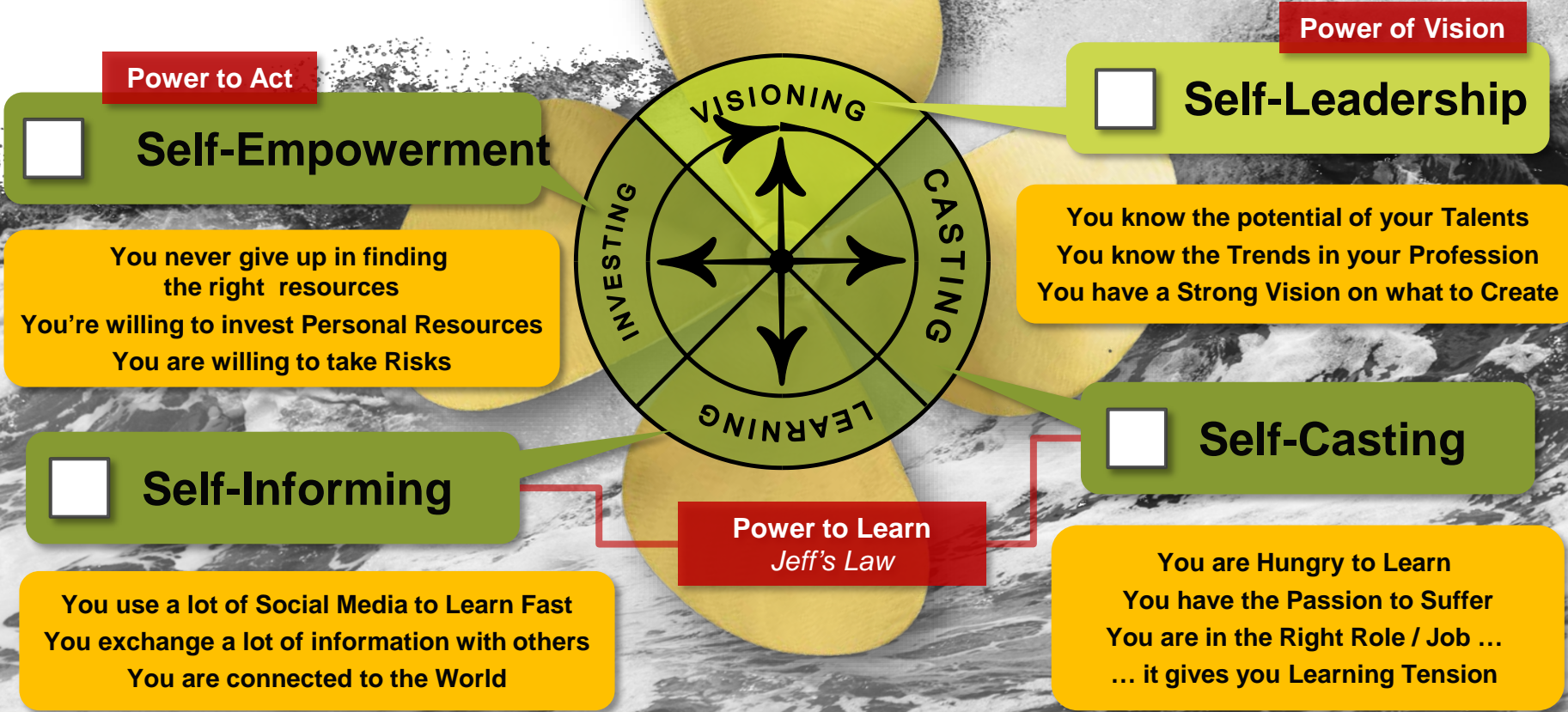
Power to Learn
Jeff's Law

Self-Informing

You use a lot of Social Media to Learn Fast
You exchange a lot of information with others
You are connected to the World

Your Engine of Innovation Index

Powered by your Personal Competences



Your Engine of Innovation Index

Powered by your Personal Competences

Dopamine You are in Balance

Clockwise
In Search for a 'New Balance'

Power of Vision

Self-Leadership

You know the potential of your Talents
You know the Trends in your Profession
You have a Strong Vision on what to Create

Power to Act

Self-Empowerment

You never give up in finding the right resources
You're willing to invest Personal Resources
You are willing to take Risks



Self-Casting

You are Hungry to Learn
You have the Passion to Suffer
You are in the Right Role / Job ...
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Self-Informing

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Power to Learn
Jeff's Law

Your Engine of Innovation Index

Powered by your Personal Competences

Dopamine You are in Balance

Clockwise
In Search for a 'New Balance'

Power to Act

Self-Empowerment

Online Survey Results

Self-empowering

Self-empowering

You never give up in finding the right resources
You're willing to invest in your own development
You're willing to invest in your own development

Self-informing

Self-informing

You use a lot of Social Media to Learn Fast
You exchange a lot of information with others
You are connected to the World

Power to Learn
Jeff's Law

Self-Casting

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You have the Passion to Suffer
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How do we become
a valuable 3D-Smart?

8

Competence Playlist Evolution

Powered by our Personal Engine of Innovation

Competence Playlist Evolution

A New Deal between
Education and Work



A New Deal between Education and Work

Competence Playlist Evolution



Professional Competences Social Validated Competence Playlist

Competence

Competence

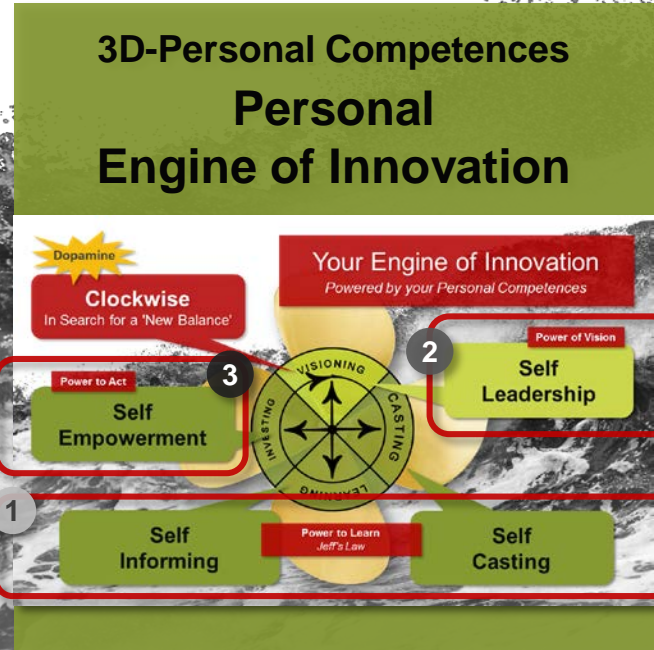
1 Discover • Children

Competence Playlist Evolution

A New Deal between Education and Work



3D-Smart



Work • Value

When, How?

When, How?

- 1 Discover • Children
- 2 Develop • Teenagers
- 3 Deploy • Adults

Track Content

0

The Competence Playlist What • Why?

Awakening Keynote

1

Discover a Competence Playlist

Switch^{3D} Café • Red Monkey Talks

2

Develop a Competence Playlist

Switch^{3D} Café • Red Monkey Talks

3

Deploy a Competence Playlist

Switch^{3D} Café • Red Monkey Talks

We need 3D-Heroes

www.redmonkey.be
Handouts • Info • Contact

