



CONDITIONS WATCH
See & Sense
Disruptive Change



FOOD FOR THOUGHT

EDUCATION FUTURES: WILL WE CREATE OUR FUTURE, OR WILL AN UNKNOWN FUTURE CREATE US?

July 2019

www.resilientfutures.com

Education is a fundamental capability that all economies, societies, organisations and people MUST have access to if they are to progress and grow!

No one can authentically disagree with this statement. There is so much evidence to suggest that without the historic growth in the education sector, in many ways the world would be in a lot worse shape – economically and socially.

But in today's fast-changing and disruptive global environment, education as we have known it is dramatically changing to the point that we must question – what is education? What is the best way to gain an education? Who is best to provide it? And how best can it be delivered so people can keep pace with the rapid disruptive change we are experiencing?



The dictionary defines education as:

- the process of receiving or giving systematic instruction, especially at a school or university: a course of education
- a body of knowledge acquired while being educated about or training in a particular subject
- an enlightening experience

While the definition of education may remain a constant, in today's world, the best ways of gaining, delivering or providing an education are all open for change. In most instances it is more than likely that those institutions and students locked into the current traditions and legacies of an old system that is failing to keep pace with the real world will experience rapid and disruptive change.

To arrive at a sense of what education may look like in the future demands a deep inquiry into new technology, changes in the relationship between teacher and learner, education institutions, where education takes place, the role of information, knowledge, cognition, and the outcome of a beneficial education – intelligence.



Such an inquiry is more urgent than ever when we consider the rapid rise in the adoption of artificial intelligence (AI) in everyday life. AI is now on everyone's mind as THE catalytic disruptor for the completion of simple (and in time, complex) tasks. This will bring profound changes to many of the jobs we take for granted and will soon guide us through life at a rate of speed that is presently unknown to people. For the human condition as we know it, AI is the challenge of all time.

Another potent question in this inquiry is – who will take on the task of guiding education and people through to this new frontier? Will it be conventional educators in the current Western system of primary and higher education with K-12, college and university? Or will it be a new type of organising force that can break out from old ways of thinking and get out in front of a current system that is failing and will continue to fail to keep up with disruptive change?

These are critical questions for our time and ones that anyone with an interest in an educated society must answer and more so, work to create alternatives that are more fit for our disruptive future.

The dictionary definition of intelligence is the ability to acquire and apply knowledge and skills or to put it simply: knowledge in action. I would assert that too little intelligence (knowledge in action) is being applied to answer the questions posed above. In this inquiry, are the organisations reliant on an educated society, the institutions who deliver education and the individuals who receive it and use it as a fundamental capability to live a secure and productive life going to rise to the challenge of reinvention?

My frank answer is that AI and allied technologies and their potential to create systems of their own making, will likely ascend beyond the average human capability; displacing and discarding too many people.

We are late to the game. Not only is this an immense risk, but an immense opportunity lost particularly when we ask the question: will we create our future, or will an unknown future create us?

Larry Quick, Resilient Futures

INTRODUCTION

The following links to articles, videos and podcasts are provided to stimulate thinking, knowledge and conversation on key aspects of the future of work, the role you might play in being disruption ready, and the role you will play in shaping the resilience of your organisation as a leader who is leveraging disruption.

While the information provided is only a snap-shot of the kinds of things we think you should be across as young leaders, we hope it also provides a good starting point for those among you who are committed to taking responsibility for your disruption readiness and that of your teams and your organisation. The more that you and your team have a shared understanding of these topics, and the resulting conditions impacting you and your organisation, the stronger you will be in collectively identifying and addressing opportunities and risks you may face in the future as the basis for ensuring that your organisation has a resilient future.

Please do not see this information as providing a definitive view of the future. It is more descriptive of a future that is a mix of possibilities, probabilities and certainties in some shape or form. As such, learning more about some of the issues raised by the articles and videos in these links is simply a way of continuing to expand your view of what is happening (or may happen) in the world.

Finally, as you review the links provided, also continue to think through the following question:

““ What else am I seeing, in the immediate and emergent conditions, that are, will or may impact my organisation, and myself? ””

It is your continuous focus on conditions, especially those that are emergent, that will point the way forward to building the capability to leverage disruption.

LINKS FOR THINKING

When clicking on the link, if you have a problem locating the correct information, please cut and paste the URL into your web browser.

The Business of Education



The Future of Learning

Goldman Sachs

Video: 2mins 44secs

Published: 20 May 2019

Education is reaching a tipping point as the gap widens between the skills delivered by the current system and those required by the digital economy; according to Goldman Sachs Research. This makes education ripe for disruption. “We think we’re right at the cusp of seeing the integration of technology significantly disrupt the way that education is delivered and the cost at which education can be provided,” Katherine Tait of Goldman Sachs Research explains in the latest episode of the series 00. Tait also discusses the changing nature of today’s workforce and the evolution to lifelong learning. “We think that as the rise in automation and 00technology in the workplace increases, it will also drive an increase in the need to re-skill and up-skill throughout one’s career, shifting that education spend from being so concentrated in the early years of someone’s life across the length of an individual’s career.”

https://www.youtube.com/watch?v=SVz_Zp3lf88



Education is a Business

Ronald Russo, TEDxWilmingtonED

TEDx

Video: 11mins15secs

Published: 2 March 2018

Education is a business that differs from teaching but supports the profession. Providing principals and teachers with the power to make operational decisions at the local, building level is key to the success of any education reform effort.

<https://www.youtube.com/watch?v=Qn8alvSHOHA&t=183s>

Education is a Trillion-dollar Industry... and it's Getting Bigger.

Art of the Possible

Article

Viewed: 17 July 2019

OECD countries devote 11.3% of public spending to education, an average of US\$10,493 per student per year. Spending per student on primary and secondary education has increased by almost 20% since 2006.

<https://www.the-possible.com/future-of-education-digital-campus-learning-teaching/>

The Digital Skills Gap and the Future of Jobs 2020 - The Fundamental Growth Mindset

Growth Tribe

Video: 5mins 48secs

Published: 4 April 2017

We've reached a tipping point in the future of jobs 2020. The digital skills gap is asking for the development of a growth mindset! Organisational roles are disappearing and being replaced by skillsets. The digital skills gap is ever growing. At its current pace, technology is outpacing human skills causing a gap in the skills demanded and supplied by in the job market.

<https://www.youtube.com/watch?v=Y9FOyoS3Fag&t=1s>

The Business of Education

APPALeadership

Video: 5min 09secs

Published: 6 August 2014

Educational facilities leaders describe the challenging dynamics of the current higher education business model, and how colleges and universities will change to address the needs of future students, and to advance the institutional mission. Produced by APPA – Leadership in Educational Facilities. www.appa.org

<https://www.youtube.com/watch?v=jedmK4LMFPA>



Emerging Business Models in the Education Sector

MaRS Best Practices

Video: 1hr 8mins 37secs

Published: 7 April 2014

Thinking of starting an education technology (edtech) start-up? Krista Jones and Aron Solomon, Senior Advisors at MaRS, tell you what's working (and not working) in education technology business models. They explore this by examining start-ups like Code Academy, Edmodo, Knewton, and others.

<https://www.youtube.com/watch?v=vfAVELtpIjA>

The Future of Education is Not What it Used to Be

Jack Delosa, TEDxMacquarieUniversity

TedX

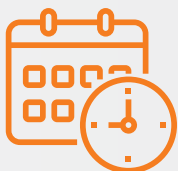
Video: 17mins 04secs

Published: 2 December 2015

What is the value of a university degree? It is no longer the golden ticket to a successful career, but students continue to follow the well-trodden path from high school into university, and are paying more and more for their university education every year. Jack Delosa explains how curriculum complacency in our universities, and the enduring expectation that university is the only way is leading to disheartened students, unemployed graduates and skill gaps in our workforce.

<https://www.youtube.com/watch?v=c2irSBECc-4>

Teaching-Learning: Delivery Futures



The Future of Learning and Teaching: Big Changes Ahead for Education

RMIT Australia

The Source

Article

Viewed: 17 July 2019

As the world we live in changes to embrace tech futures, how and what we teach in our education system will also be reshaped to keep up to date with the growing demands of the 21st century.

<https://www.rmit.edu.au/news/the-source/the-future-of-learning-and-teaching>

The Future of College – What Happens Next

Quartz

Video: 8mins 52secs

Published: 28 November 2018

It's hard to imagine a future for college that isn't touched by the ongoing digital revolution. But the disruption coming to higher education may not be what we expect. Online courses may well transform how universities deliver knowledge, but economists say digital learning isn't likely to replace universities entirely.

<https://www.youtube.com/watch?v=3CZesNoETPM>

When clicking on the link, if you have a problem locating the correct information, please cut and paste the URL into your web browser.



The Future of Education

Pearson

Article

Viewed: 17 July 2019

The number of jobs in education is set to grow by 73%, but are our future students employable?

<https://pearson.com.au/insights-and-news/the-future-of-education/the-future-of-education/>

In Conversation with David Barnett - Artificial Intelligence: Putting Educators in the Driving Seat Towards our Future Economy

Pearson

Article

Viewed: 17 July 2019

An extract of a speech in which David Barnett explores the potential benefits that AI can bring to learners of all ages.

<https://pearson.com.au/insights-and-news/the-future-of-education/david-barnett-artificial-intelligence/>

EdTechnology



Work Smarter with the Ultimate Mixed Reality Device

Microsoft

Video: 1min 34secs

Viewed: 17 July 2019

A promotional video for HoloLens 2 which offers immersive mixed reality experiences with industry-leading solutions that deliver value in minutes—all through Microsoft's cloud and AI services.

<https://www.microsoft.com/en-au/hololens#>

Martin McKay's Edtech Trends for 2019 – Video – 6min 42 secs

Texthelp

Video: 6mins 42secs

Published 24 January 2019

An exploration of what's hot in the Educational Technology sphere for 2019 by Texthelp's resident Tech Geek and CTO. Featuring OER, Learning Analytics and STEM.

<https://www.youtube.com/watch?v=0Q8FKWk0NQg>

Gartner Top 10 Strategic Technology Trends 2019

Gartner

Video: 6mins 41secs

Published: 15 October 2018

Blockchain, artificial intelligence, empowered edge, privacy and ethics, quantum computing, immersive experiences, augmented analytics, autonomous things and digital twins drive the Gartner Top 10 Strategic Technology Trends for 2019. David Cearley, Gartner Vice President, presented the trends at Gartner 2018 Symposium/ITxpo in Orlando, Florida.

<https://www.youtube.com/watch?v=nRTRyflDp4k>

When clicking on the link, if you have a problem locating the correct information, please cut and paste the URL into your web browser.

New Leaders in Education



LinkedIn Learning's 2019 Workplace Learning Report: Key Findings Why 2019 is the Breakout Year for the Talent Developer

LinkedIn Learning

Report

Published: 2019

In their third annual report, LinkedIn surveyed over 1,200 talent developers and 2,100 workplace learners to create their 2019 Workplace Learning Report. The report outlines how learning leaders: leverage increased budget and influence; lead organizations in identifying, assessing, and closing skills gaps; think like marketers to increase learner engagement; and tap into the potential of all learners from Gen Z to Boomers.

<https://learning.linkedin.com/resources/workplace-learning-report>

The Best Open Online Courses - Coursera, Udacity, edX

The Friendly Reviewer

Video: 8mins 05secs

Published: 16 January 2017

A friendly review of Massive Open Online Courses (MOOC). Compares and contrasts Coursera vs Udacity vs edX. Looks at the number of courses they offer, whether it is worth it to pay for the certificates, and the unique specializations, nano degrees, micro masters that each of them offers. To create this review, the Friendly Reviewer combines his own experiences as well as those of some of his friends and acquaintances.

<https://www.youtube.com/watch?v=0fp60iHV7Rk>

Introduction to Udacity

Udacity

Video: 1min 20secs

Published: 31 July 2013

Udacity provides online courses & credentials, built by AT&T, Google, etc. so professionals become Data Analysts, Web or Mobile Developers.

<https://www.youtube.com/watch?v=JTTpkEqCico>



And don't forget...



What will future jobs look like?

Andrew McAfee

TED

Video: 14 mins 25 secs

Published: 20 June 2013

Economist Andrew McAfee suggests that, yes, probably, droids will take our jobs - or at least the kinds of jobs we know now. In this far-seeing talk, he thinks through what future jobs might look like, and how to educate coming generations to hold them. TEDTalks is a daily video podcast of the best talks and performances from the TED Conference, where the world's leading thinkers and doers give the talk of their lives in 18 minutes (or less). Look for talks on technology, entertainment and design -- plus science, business, global issues, the arts and much more.

https://www.youtube.com/watch?v=cXQrbxD9_Ng&t=14s

**For further information on this Food for Thought, or
Conditions Watch research at Resilient Futures, please
contact:**

larry.quick@resilientfutures.com

www.resilientfutures.com

resilientfutures
Making Disruption Work For You