



# Skills of the Modern Age

FUTURE OF WORK • CEDA





# Nate Sturcke

Skills of the Modern Age

Nate  
↓



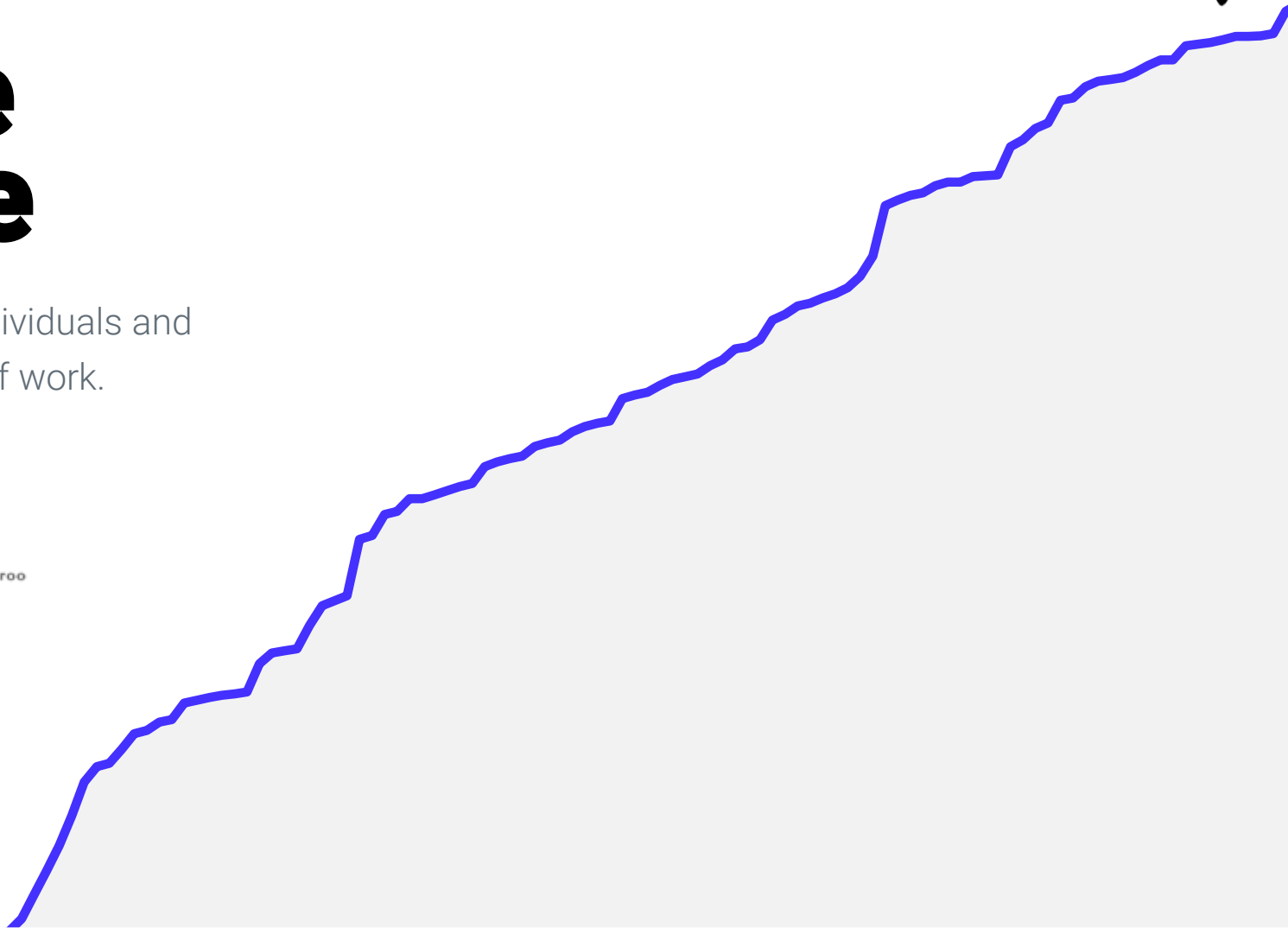




# Skills of the Modern Age

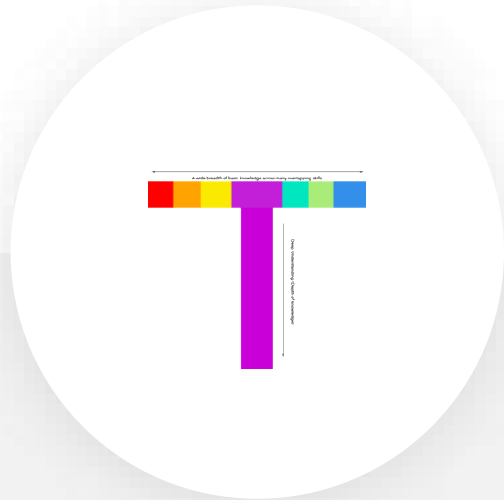
We're an innovation academy helping individuals and organisations get excited for the future of work.

3500 learners!





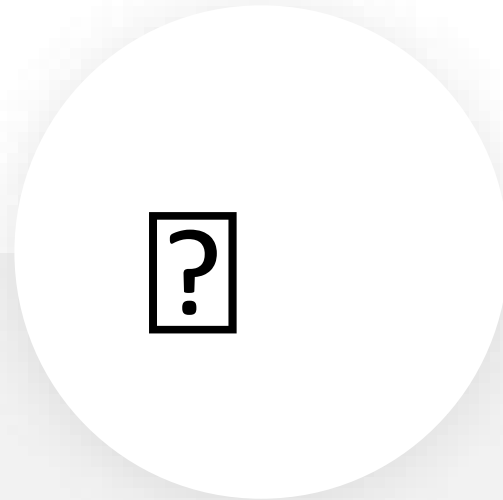
# Our approach to Future of Work readiness is underpinned by four key ideas:



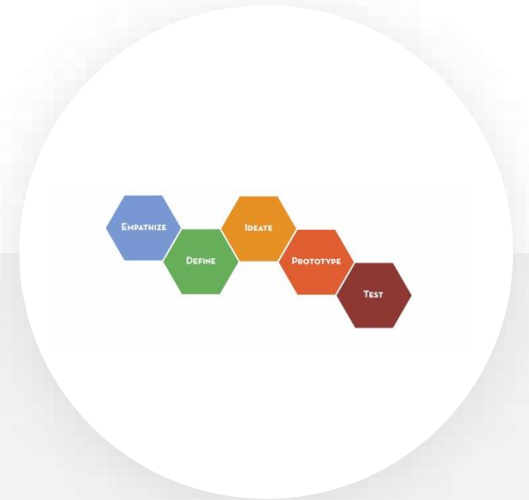
**The value of 'T-shaped' Employees.**



**Fostering to a culture that embraces creativity.**



**Embedding intrapreneurship and experimentation.**



**Creating customer-centric, design-led organisations.**

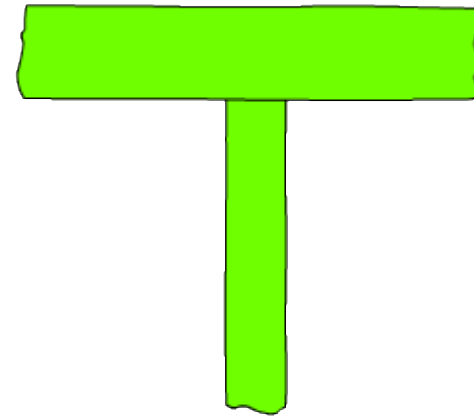
# The rise of “T-shaped” employees



“I-shaped”  
Expert at one thing



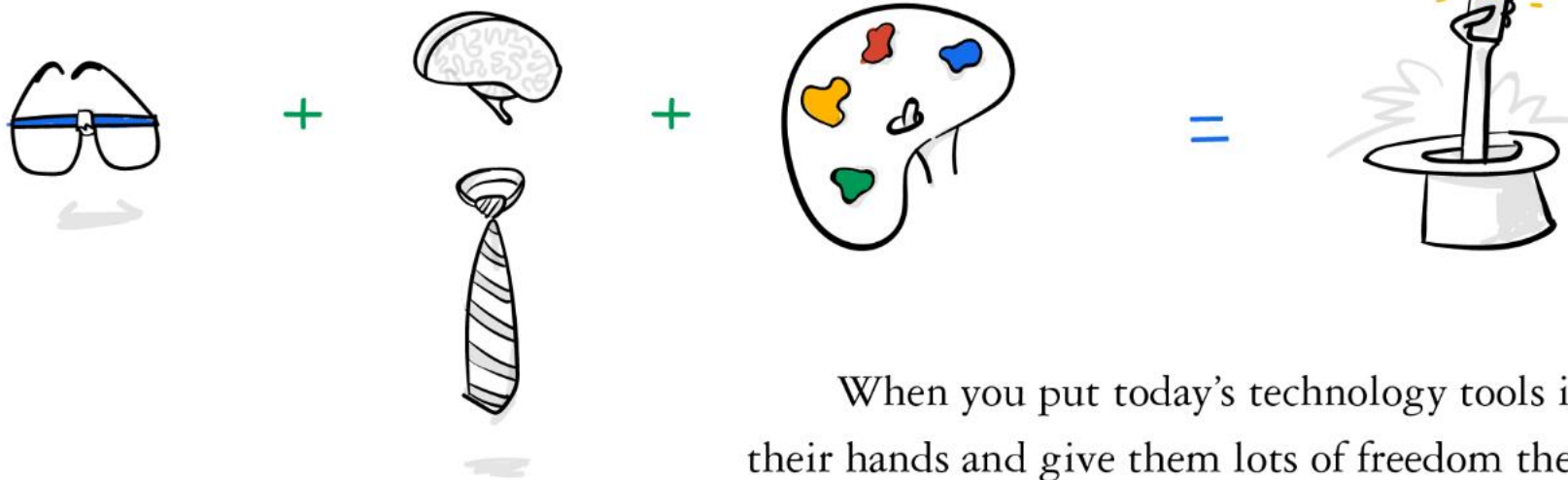
Generalist  
Capable in a lot of things  
but not expert in any



“T-shaped”  
Capable in a lot of things  
and expert in one of them

# SMART CREATIVES

These are the product folks who combine technical knowledge, business expertise, and creativity.



When you put today's technology tools in their hands and give them lots of freedom they can do *amazing things, amazingly fast.*



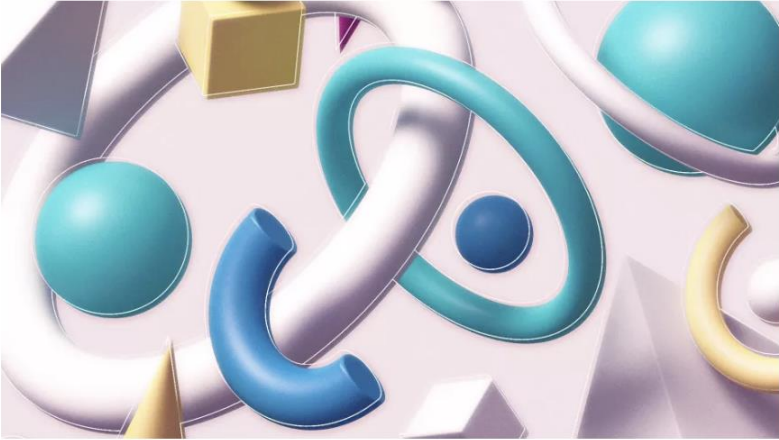
**‘Intrapreneurs’ who unlock new value through Creative Experimentation are fast becoming organisation’s biggest assets.**



10.25.18 | 9:30 AM

# This McKinsey study of 300 companies reveals what every business needs to know about design for 2019

In a sweeping study of 2 million pieces of financial data and 100,000 design actions over five years, McKinsey finds that design-led companies had 32% more revenue and 56% higher total returns to shareholders compared with other companies.



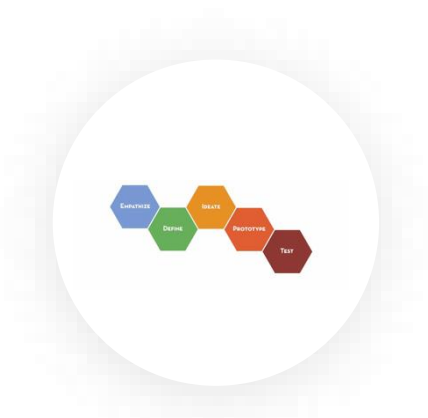
[Source Image: wacomka/iStock]

 BY KATHARINE SCHWAB 4 MINUTE READ



For years, the design community has been working to build the case that its work has significant business value. A groundbreaking new study by the consulting firm McKinsey & Company can put a number on the impact design has on business.

After analyzing 2 million pieces of financial data and 100,000 design “actions”—deliberate attempts to make design a more prominent part of business—for 300 public companies over a five-year period, McKinsey found that those with the strongest commitment to design and the most adept execution of design principles had 32% more revenue and 56% more total returns to shareholders. This finding held true across three separate industries: medical technology, consumer goods, and retail banking.



# Design-led companies achieved **32% more revenue** and **56% higher total returns to shareholders.**



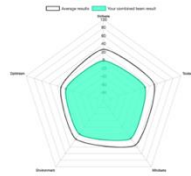






Future of Work Index.

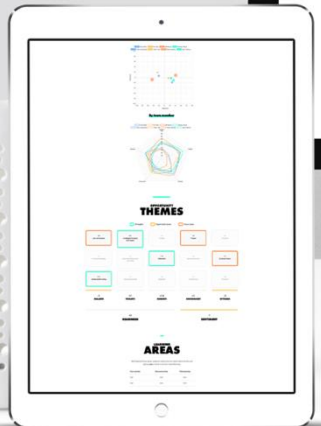
Result spread



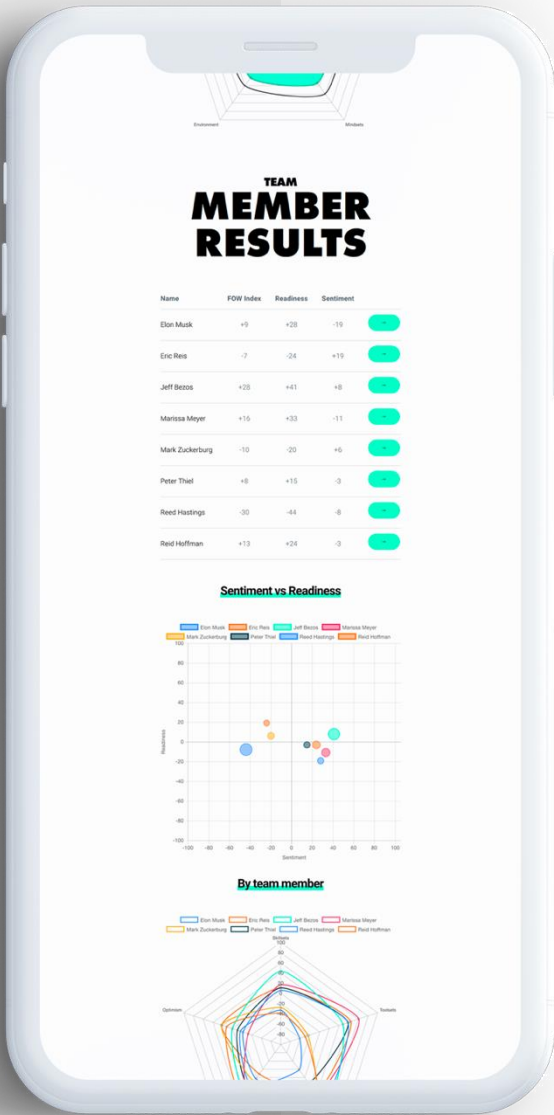
TEAM MEMBER RESULTS

Name: [ ] FOM Index: [ ] Resilience: [ ] Satisfaction: [ ]

Start Date: [ ] [ ] [ ] [ ] [ ]



**FUTURE OF WORK**  
*index*



**The Future of Work Index helps teams answer two key questions:**

- “How ready is my team for the future of work?” (*Readiness*)
- “How does my team feel about the future of work?” (*Sentiment*).



### **Readiness is measured across three factors:**

- **Skillsets:** Does my team possess the necessary contemporary and emerging skills required for organisational agility?
- **Toolsets:** Does my team have access to the right technologies and tools to do their role and the knowledge of how to use them?
- **Mindsets:** Does my team possess the right mindsets required for organisational agility?

### **Sentiment is measured across two factors:**

- **Environment:** Is my team's working environment enabling them to succeed and continually learn?
- **Optimism:** How optimistic are my team about the future of their job, industry and employability?





# FUTURE OF WORK *index*

Lean work practices

Knowledge of  
emerging  
technologies

Curiosity

Purpose

The world

Human-centered  
design

Contemporary  
frameworks and  
models

Collaboration

Opportunities to learn

My job and industry

Creative problem  
solving

Access to technology

Adaptability

Empowerment

My country

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**SKILLSETS**

**TOOLSETS**

**MINDSETS**

**ENVIRONMENT**

**OPTIMISM**

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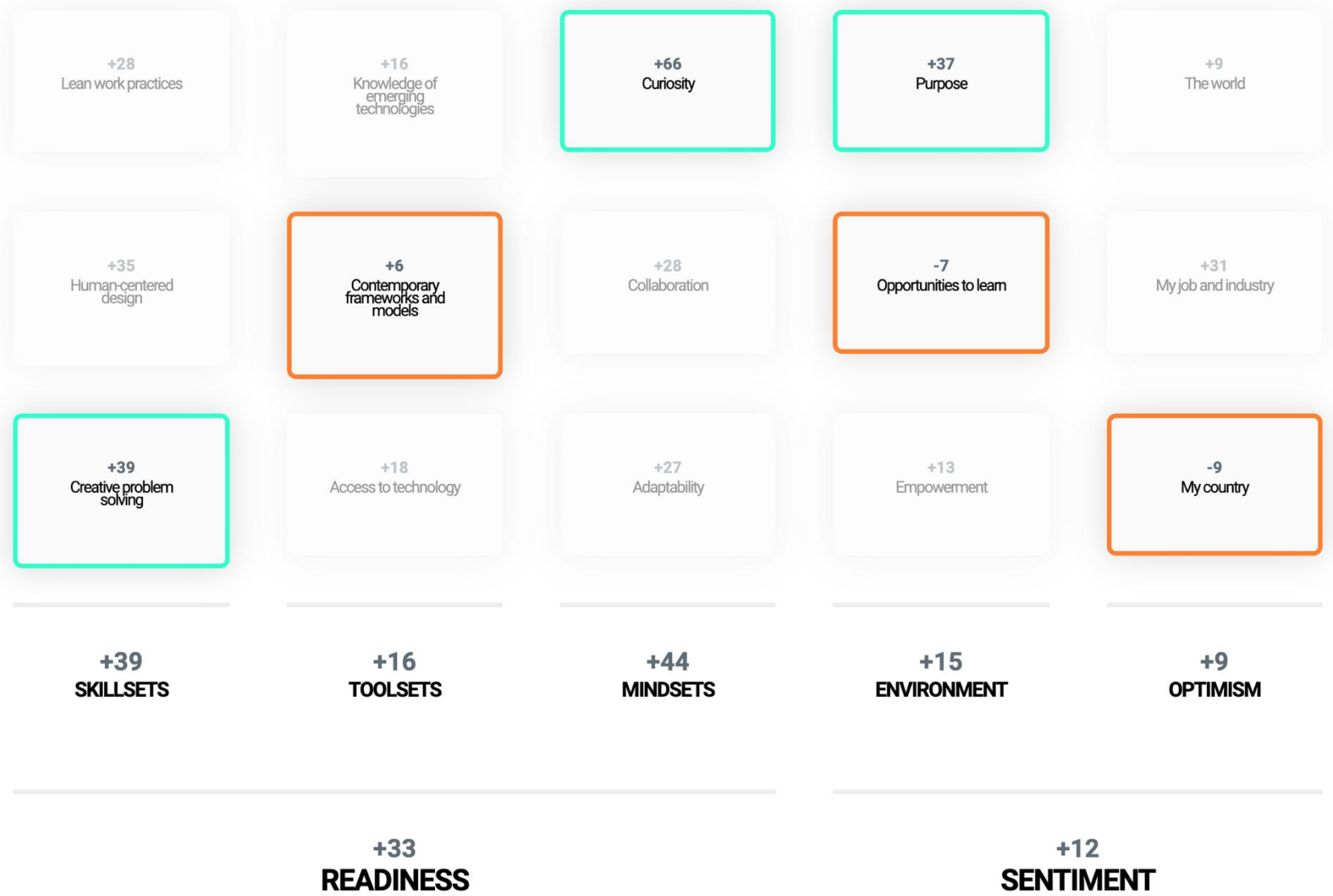
**READINESS**

**SENTIMENT**



# FUTURE OF WORK *index*

Pilot data result  
n=198



**If organisations are going to embrace the idea of the “t-shaped, smart-creative, intrapreneur”, then our organisation’s culture, hiring approaches and development programs need to keep pace.**





# FUTURE OF WORK *index*

Pilot data result  
n=198

**19%**

AGREE

**“My workplace is actively helping me to keep my skills up-to-date and competitive in the modern workforce”**

**8%**

AGREE

**“I am encouraged to try new things in my workplace”**




**Every organisation needs to become a 'learning organisation' in the future of work.**



## Becoming a learning organisation means more than just investing in your people's professional development.

It means:

-  Providing opportunities for **self-directed self-development**.
- Encouraging '**Creative Experimentation**' and providing the culture of autonomy to explore new ways of working.



# FUTURE OF WORK *index*

Pilot data result  
n=198

**73%**

AGREE

**“My job is at risk of being replaced by technology or by being automated”**

**15%**

AGREE

**“My country is doing a good job of preparing its workers for the future”**



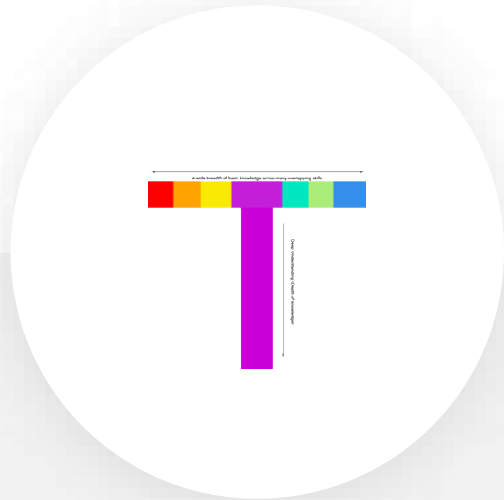
# The Freedom Dividend

*Yang's candidacy is best-known for his unique policy idea of giving every American a **universal basic income of \$US1,000 a month** in order to help American workers affected by a changing economy moving towards automation.*

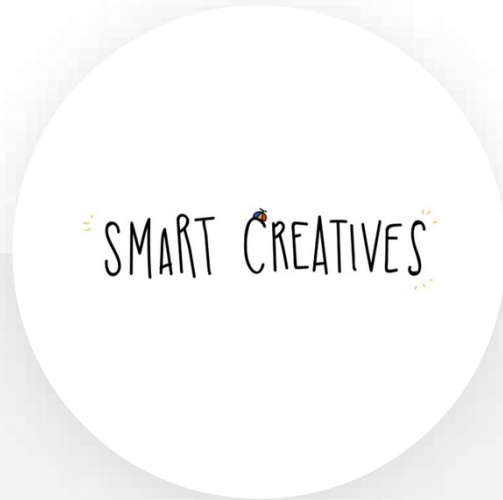




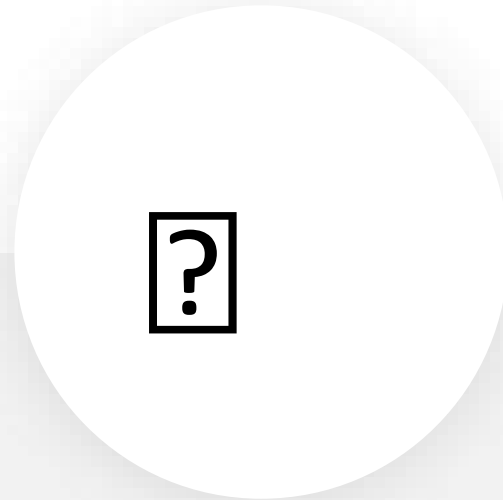
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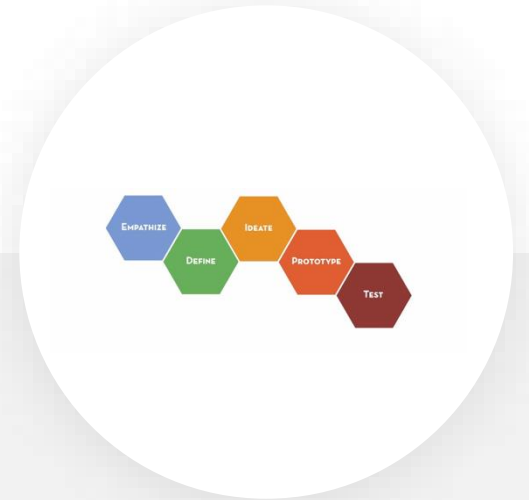
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It is everyone's role – employers,  
education providers and especially  
ourselves – to promote, encourage and  
facilitate the ongoing process of  
**lifelong learning.**



# STARTUP WEEKEND #13

spacecubed

SPUR

SPUR

CAREER



# Skills of the Modern Age



## Future skills programs

Helping individuals and teams build their innovation muscle



## Customer Culture Program

Helping create leading Customer Cultures



## The Learning Lab

Helping organisations structure their innovation experimentation



## SkillSocial

Helping facilitators deliver impactful blended learning programs



## Teach by Design

Helping teachers harness the power of design thinking