The Competence PlaylistTrack
A New Deal between Education and Work
It's a story about Switch\textsuperscript{3D} and Creative Destruction.

The Destruction of Diplomas.

The Creation of Competence Playlists.
It's a story about Switch\textsuperscript{3D} and Creative Destruction.

The Destruction of Diplomas.

The Creation of Competence Playlists.
Interactive

@jefstaes

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Where passion reasons

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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
1829  Steam, Railways
1875  Steel, Electricity
       Heavy Engineering
1908  Oil, Automobiles,
       Mass Production
1971  Information Technology
       Telecommunication

New Global Reality
Information ‘becomes’
the 5th element
6 Paradigm Changing Events

1771 Industrial Revolution
1829 Steam, Railways
1875 Steel, Electricity
1908 Oil, Automobiles, Mass Production
1971 Information Technology, Telecommunications

New Global Reality
Information becomes the 5th element

"For people without passion in evolution, information has no value"
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"
2D becomes 3D

Powered by Information
Power of the market, the world, …
Power of the market, the world, ...

2D-Age

Information Shortage
Power of the market, the world, …

2D-Age

Information Shortage
Power of the market, the world, ...

Switch\textsuperscript{3D}  

2D-Age  

3D-Age  

Information Shortage  

Information Luxury  

“INFO-FUELED” Organizations
Switch<sup>3D</sup> The origin of 3D-Smarts
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
"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.
... and they don’t (want) know!

We created a lost generation.
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.

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

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Learning is a physical process

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Learning is a physical process

3D-Smarts?

3D-COMPETENCES

TALENTS

DIVERSITY-VALUE

PASSION

EVOLUTION-SUFFERING

INFORMATION

FLOW

ACTION

RESULT-DOPAMINE

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Where passion reasons © FeNESTRA
Real learning only happens when you are in the groove with your talents.

Learning is a physical process.

Social Validated

3D-Smarts?

3D-COMPETENCES
What is Social Validation?
3D-Social Validation
3D-Social Validation
I HAVE A DREAM

MARTIN LUTHER KING JR.
The Competence Playlist.
“Your Competence Playlist is the ever changing Music Playlist of your Talents.”

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

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

Competence Playlist • Social Validated
Your most important days and sticker
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

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

*Powered by 3D-Smarts*
Information
Information  

3D-SMARTS  
Passion in Evolution
Bright Creative

Information

3D-SMARTS
Passion in Evolution
Bright Creative

Entrepreneurship

Information

3D-SMARTS Passion in Evolution

Innovation
Bright Creative

Information

3D-SMARTS Passion in Evolution

Innovation

Entrepreneurship

Creative Destruction
(Red Monkeys)
"There are no secrets anymore"
2D-Smarts in Trouble ...
Jimmy, Answer me!! Please!
Global SOS
So? What are you waiting for?
NO GUTS\textsuperscript{3D} • NO GLORY\textsuperscript{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
We have to reinvent Competence Management
Real 3D-Professional Competence Development
3D-Professional Competence Development …
3D-Professional Competence Development …

“Unconscious Incompetent”
3D-Professional Competence Development …

“Unconscious Incompetent”

“Conscious Incompetent”
3D-Professional Competence Development …

“Unconscious Incompetent”

“Conscious Incompetent”

“Conscious competent”
3D-Professional Competence Development …

“Unconscious Incompetent”
“Conscious Incompetent”
“Conscious competent”
“Unconscious competent”
3D-Professional Competence Development …

Power of the Market

“Unconscious Incompetent”

“Conscious Incompetent”

“Conscious competent”

“Unconscious competent”

NO SPEED LIMIT
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”

Power of Vision

“Conscious competent”

Self-Leadership

“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

Power to Learn

“Conscious competent”

Self-Casting

Self-Informing

“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

“Conscious competent”

Self-Casting

Self-Informing

“Unconscious competent”

Self-Empowerment

Power to Act

… powered by 3D-Personal Competences
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

- **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 of Vision**
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
Your Engine of Innovation Index
Powered by your Personal Competences

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-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

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 of Vision

Power to Learn
Jeff’s Law

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Your Engine of Innovation Index

Powered by your Personal Competences

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-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

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
Your Engine of Innovation Index

Powered by your Personal Competences

Clockwise
In Search for a 'New Balance'

Power to Learn
Jeff’s Law

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

Power of Vision

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 in Balance

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-Empowerment

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

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 Act

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

Dopamine

You are in Balance
Your Engine of Innovation Index

*Powered by your Personal Competences*

Clockwise

In Search for a 'New Balance'

Dopamine

You are in Balance

Power to Act

Self-Empowerment

Self-Informing

Self-Casting

Online Survey Results

Power to Learn

*Jeff's Law*

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

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

You never give up in finding the right resources
You’re willing to invest Personal Resources
You are willing to take Risks
You use a lot of Social Media to Learn Fast
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You are connected to the World

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Where passion reasons
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How do we become a valuable 3D-Smart?
Competence Playlist Evolution

Powered by our Personal Engine of Innovation
Competence Playlist Evolution

A New Deal between Education and Work

3D-Smart
Competence Playlist Evolution

3D-Personal Competences
Personal Engine of Innovation

3D-Smart

Professional Competences
Social Validated Competence Playlist

A New Deal between Education and Work

Discover ● Children
Competence Playlist Evolution

3D-Personal Competences
Personal Engine of Innovation

1. Discover • Children
2. Develop • Teenagers

A New Deal between Education and Work

Professional Competences
Social Validated Competence Playlist

- Competence
- Competence
- Competence
- Competence
- Competence

When, How?

3D-Smart

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Competence Playlist Evolution

3D-Smart

3D-Personal Competences
Personal Engine of Innovation

Clockwise
In Search for a ‘New Enact’

Your Engine of Innovation
Powered by your Personal Competences

Power to Act
Self Empowerment

Power to Learn
Self Informing

Power of Vision
Self Casting

When, How?

Professional Competences
Social Validated Competence Playlist

Work • Value

Valued

1. Competence
2. Competence
3. Competence
4. Competence
5. Competence
6. Competence
7. Competence
8. Competence

When, How?

Discover • Children

Develop • Teenagers

Deploy • Adults

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The Competence Playlist  What • Why?
Awakening Keynote

Discover a Competence Playlist
Switch³D Café • Red Monkey Talks

Develop a Competence Playlist
Switch³D Café • Red Monkey Talks

Deploy a Competence Playlist
Switch³D Café • Red Monkey Talks
We need 3D-Heroes