



**SMARTIVE**

**LINKED TO CHANGE**

**EXPONENTIAL LEARNING  
& AUGMENTED HUMANITY  
IN THE NOVACENE**

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**WELCOME IN THE NOVACENE**







# THE AGE OF HYPERINTELLIGENCE

(James Lovelock)



DECODE

Surfing the  
ecosystem  
(networks &  
communities)

CO-CREATE

Relevance of  
algorithms  
and  
dashboards

EVALUATE

Everything  
is «datafied»

LISTEN

Navigating  
the continuous  
change

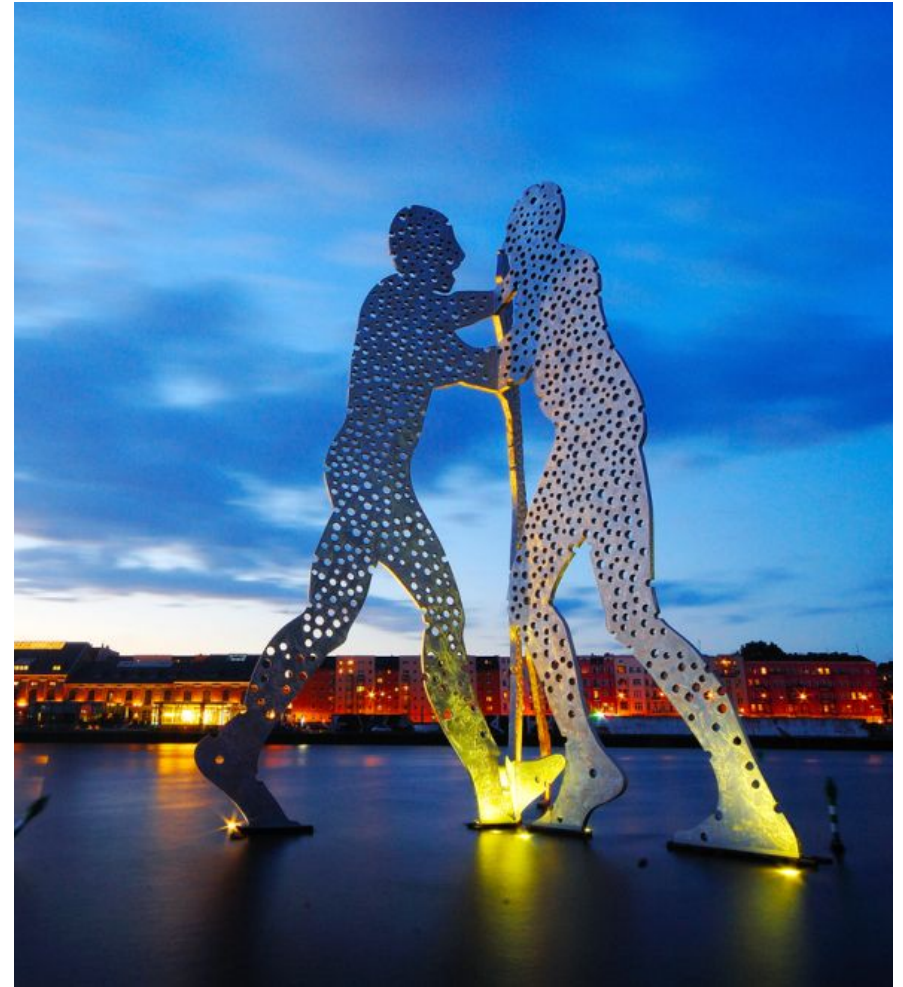
DREAM

Transforming & Innovating  
Building a vision for the future





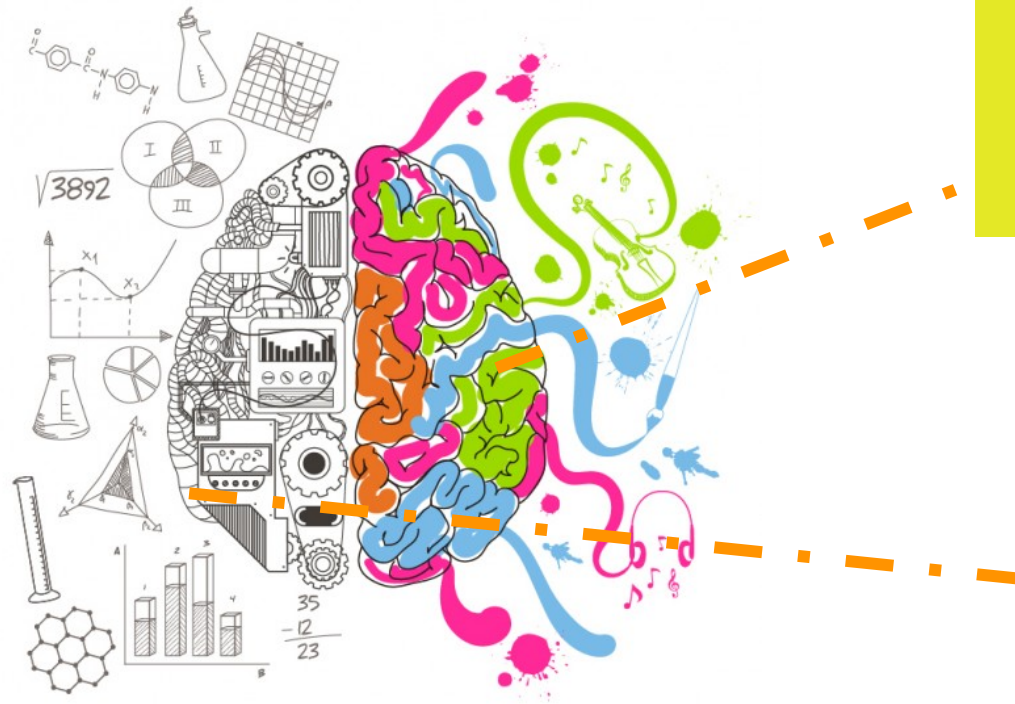
**Humanity will  
change more in  
the next 20  
years than in the  
previous 300  
years.**



(Molecule Man - Berlin)



# Where artificial intelligence ends, human creativity starts



**FLEXIBLE THINKING**

CREATIVE  
BOTTOM-UP

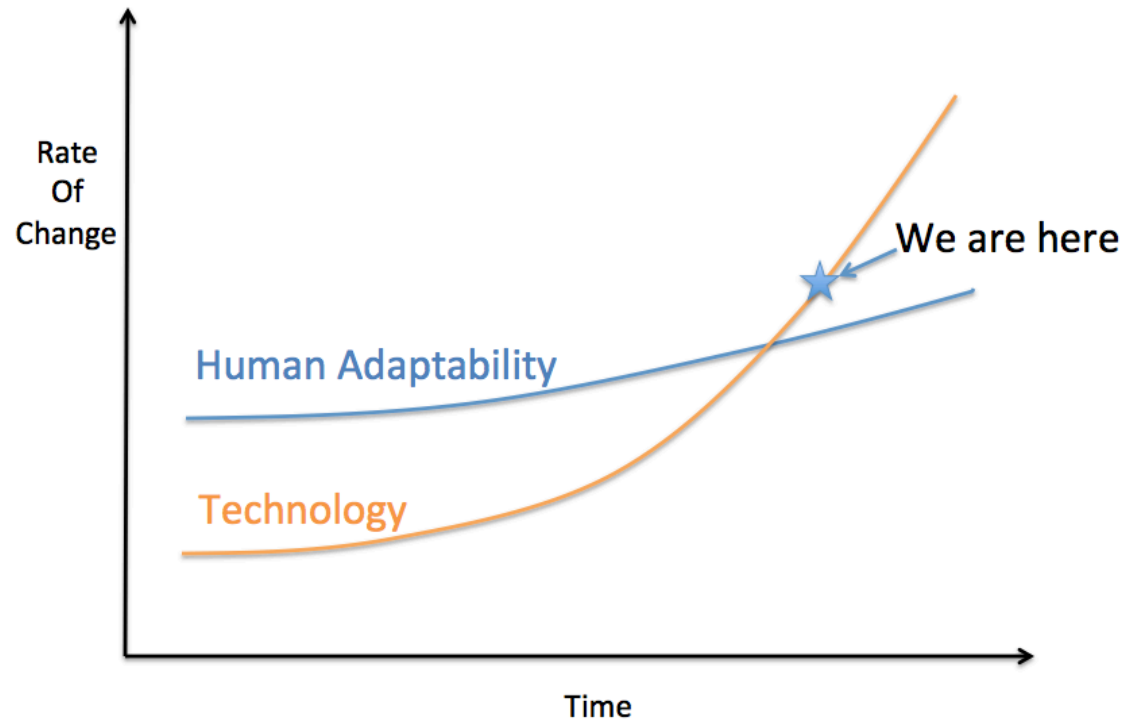
**ANALYTIC THINKING**

LINEAR  
TOP-DOWN

Unleashing the bottom-up effect



# “DIGITAL DARWINISM”



An era where technology and society are evolving faster than human beings can naturally adapt



# HAVING A LOOK TO THE MEDIA...



1964

1978

2016



# WE LIVE AN ERA OF CHANGE

## **10% TECHNOLOGY**

(enabling)

## **90% HUMAN FACTOR**

(relations, behaviours, believes, mindset)





# THE DIGITAL TRANSFORMATION IS A JOURNEY PEOPLE REPRESENTS A KEY FACTOR

*Maps*

**BUSINESS  
TRANSFORMATION**

*Drivers*

**PEOPLE  
TRANSFORMATION**

*Tools*

**TECHNOLOGY  
TRANSFORMATION**



A wall of neon signs with the phrase "START A REVOLUTION" repeated in various colors. The signs are arranged in two columns. The left column has four signs in red, green, red, and blue. The right column has four signs in blue, red, green, and red. The background is dark, and the neon lights are bright and glowing.

START A REVOLUTION  
START A REVOLUTION  
START A REVOLUTION  
START A REVOLUTION

START A REVOLUTION  
START A REVOLUTION  
START A REVOLUTION  
START A REVOLUTION

**DIGITAL TRANSFORMATION IS A  
CULTURAL REVOLUTION**





**THE CULTURE CLASH**



# CHANGE DOES NOT HAPPEN BY CHANCE. CHANGE IS NOT A SINGLE EVENT.

*The open transformation methodology*

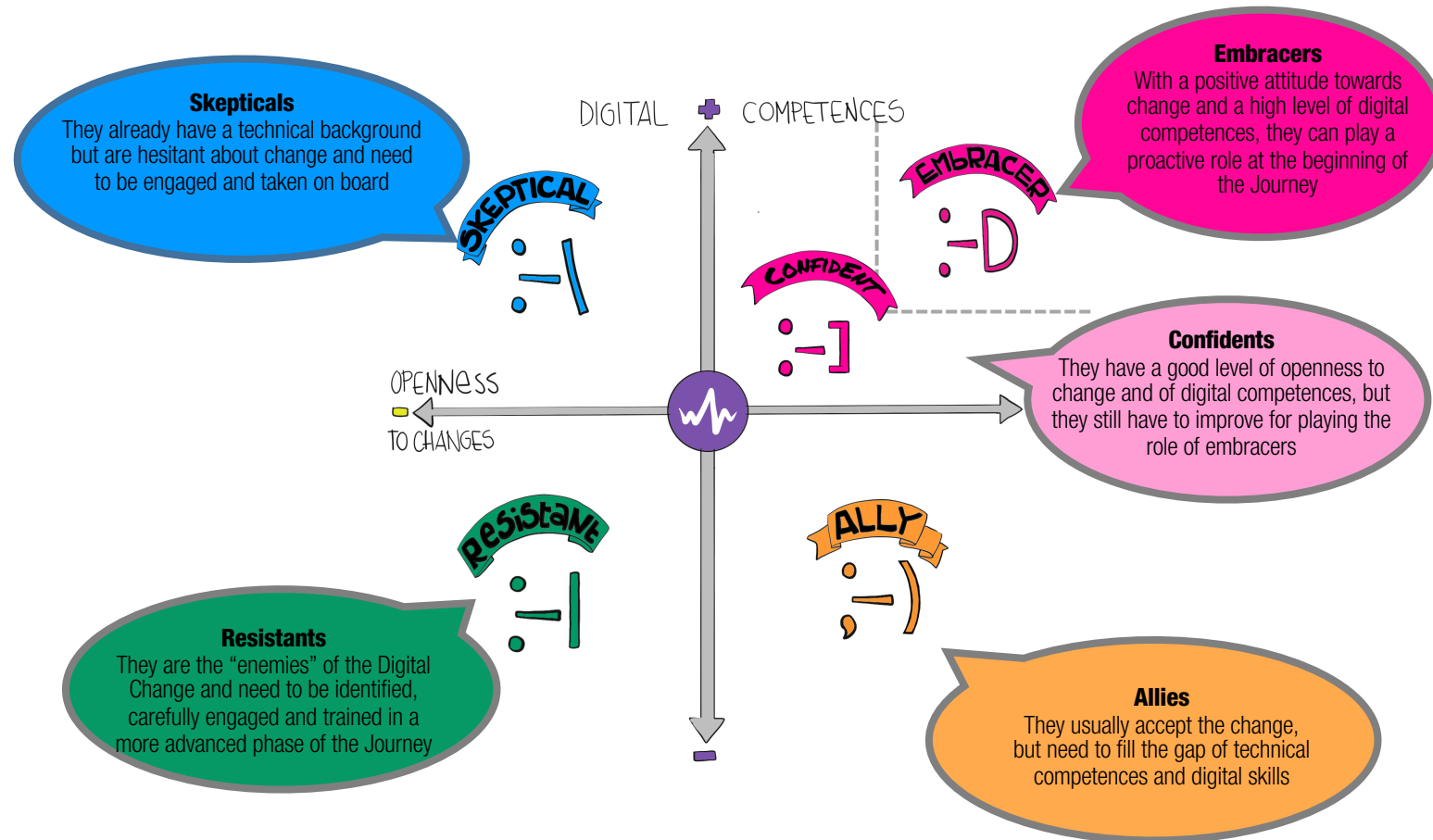


# **Learning by doing** **Learning by sharing**

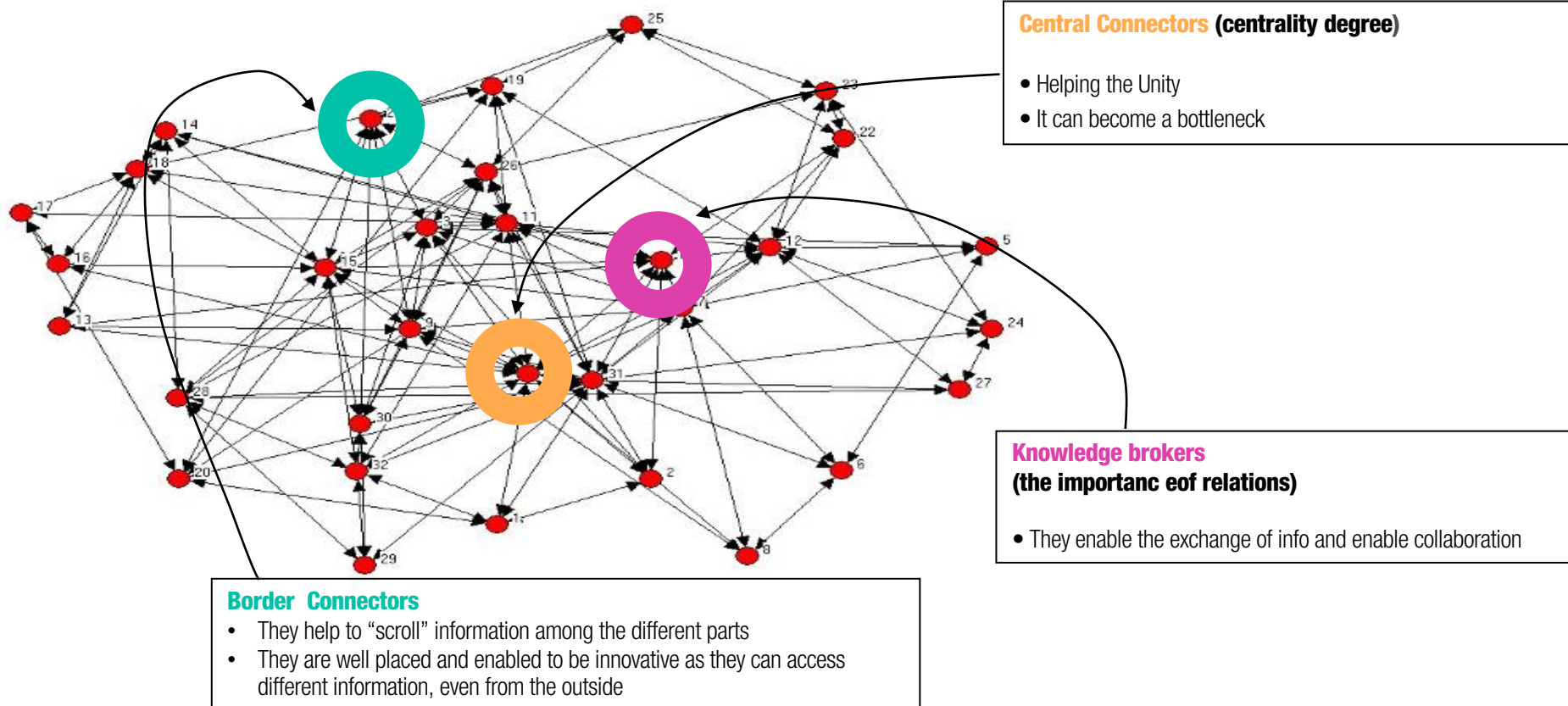
The pillars of an Open Transformation Journey



# The SmartiveMap profiles & the DigComp framework



# Organizations & the social competences





# WE NEED THE RIGHT MINDSET.

**SKILLS**

Being **digitally competent** is more than being able to use the latest device or software

**COMPETENCIES**

Digital competence is a **key transversal competence** that means being able to use digital technologies in a **critical, collaborative and creative way**

**EXPERIENCES**

# WORLD ECONOMIC FORUM FUTURE JOBS STUDY (2018)



WORLD  
ECONOMIC  
FORUM  
  
COMMITTED TO  
IMPROVING THE STATE  
OF THE WORLD

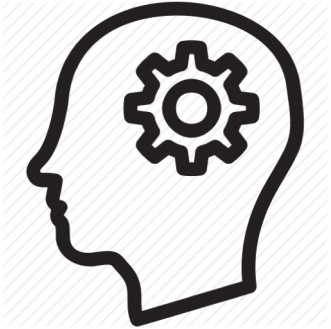
By 2022 everyone will need  
an extra

101  
days of  
learning

Source: Future of Jobs Report 2018, World Economic Forum

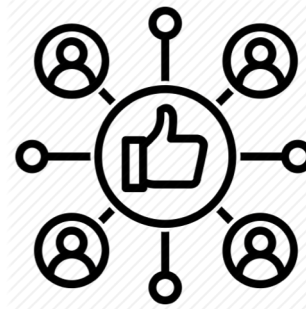


# THE “COMPETENCES” DIMENSION



## **Critical thinking**

Problem solving  
Interpretation & Analysis  
Information & discovery



## **Collaboration & Creativity**

Leadership & Initiative  
Design thinking  
Being part (and aware) of the ecosystem  
Virtual co-working



## **Social Intelligence Transdisciplinarity**



## **Sense for dealing “Data-centricity”**

# How to support the «learnability»



Build the «corporate» training as:

- ✓ Experiential & immersive
- ✓ Flow of work
- ✓ ExCast
- ✓ Open learning model
- ✓ Encouraging the p2p sharing
- ✓ Curating content
- ✓ Playground for experiments
- ✓ Enabling agility

And measure the impact produced  
(not only in terms of satisfaction)



# Steps forward to reaching the empowered learner

## **Knowledge-Sharing**

Knowledge-sharing and collaboration are the preferred and most effective development methods so find ways to harness this - on and offline. Empower and trust your sharers.

-> **Think:** Intuitive and time-friendly

## **Performance Support**

Create and curate performance support that can be pulled at the learner's moment of need, in a way that replicates how people do this successfully already online.

-> **Think:** Learner-first and in-the-workflow

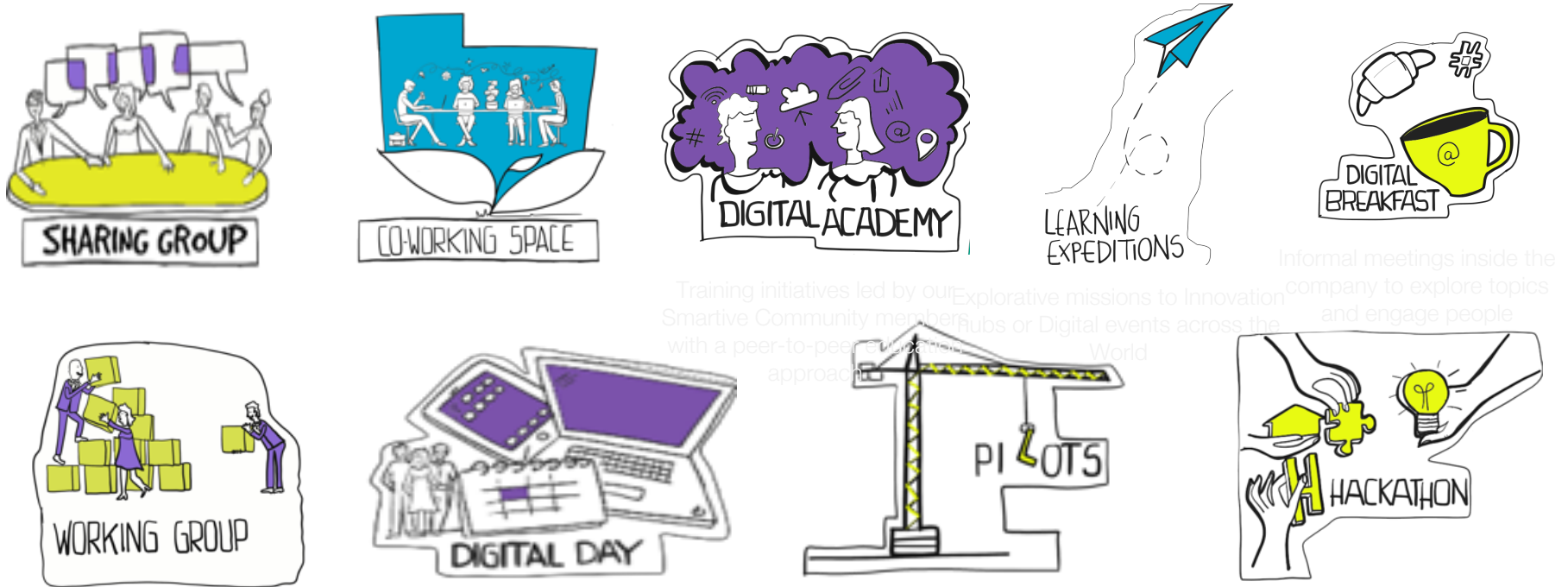
## **Technology – Digital Mindset**

Find the right technology tools that your learners want to engage with and that will reach and support the 21<sup>st</sup> century employee - both today and for the future.

-> **Think:** Google & Youtube-like

# From learning to exponential learning

Fuel strategy with training and training with strategy



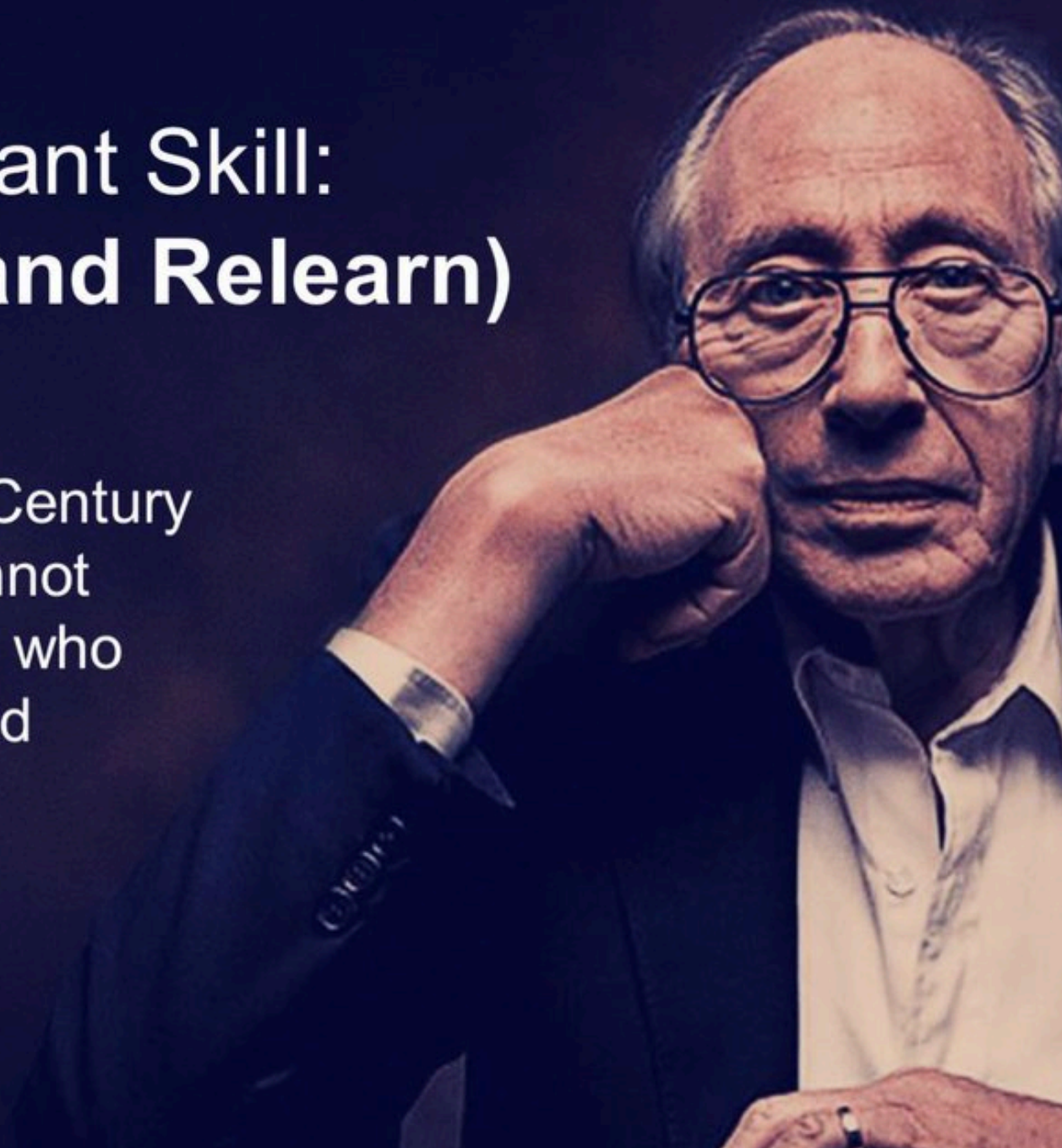
An organisation's ability to learn, and translate that learning into action rapidly, is the ultimate competitive advantage ( Jack Welch)



# The Most Important Skill: How to Learn (and Relearn)

“The illiterate of the 21<sup>st</sup> Century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.”

— *Alvin Toffler*







Change yourself and you will be part of the world's change  
Keep exploring

Keep in touch on LinkedIn & Twitter  
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@lamontedoc



**S M A R T I V E**

**L I N K E D   T O   C H A N G E**

**WWW.SMARTIVE.COMPANY**

“There’s nothing permanent  
**except change**”

[HERACLITUS]