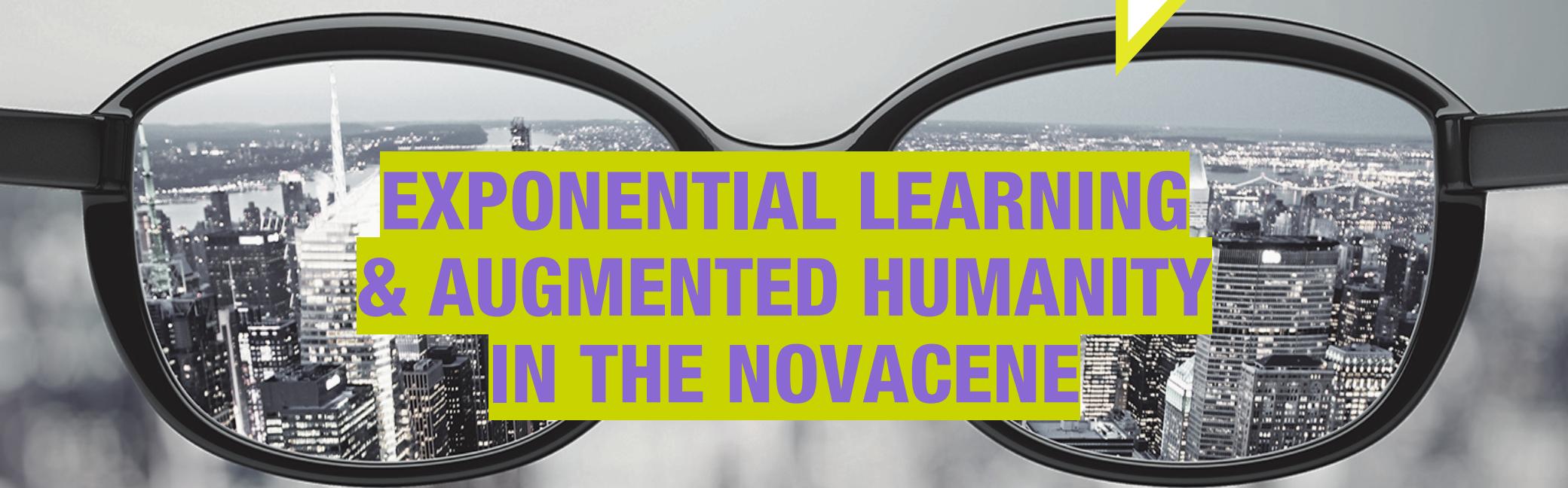




SMARTIVE

LINKED TO CHANGE



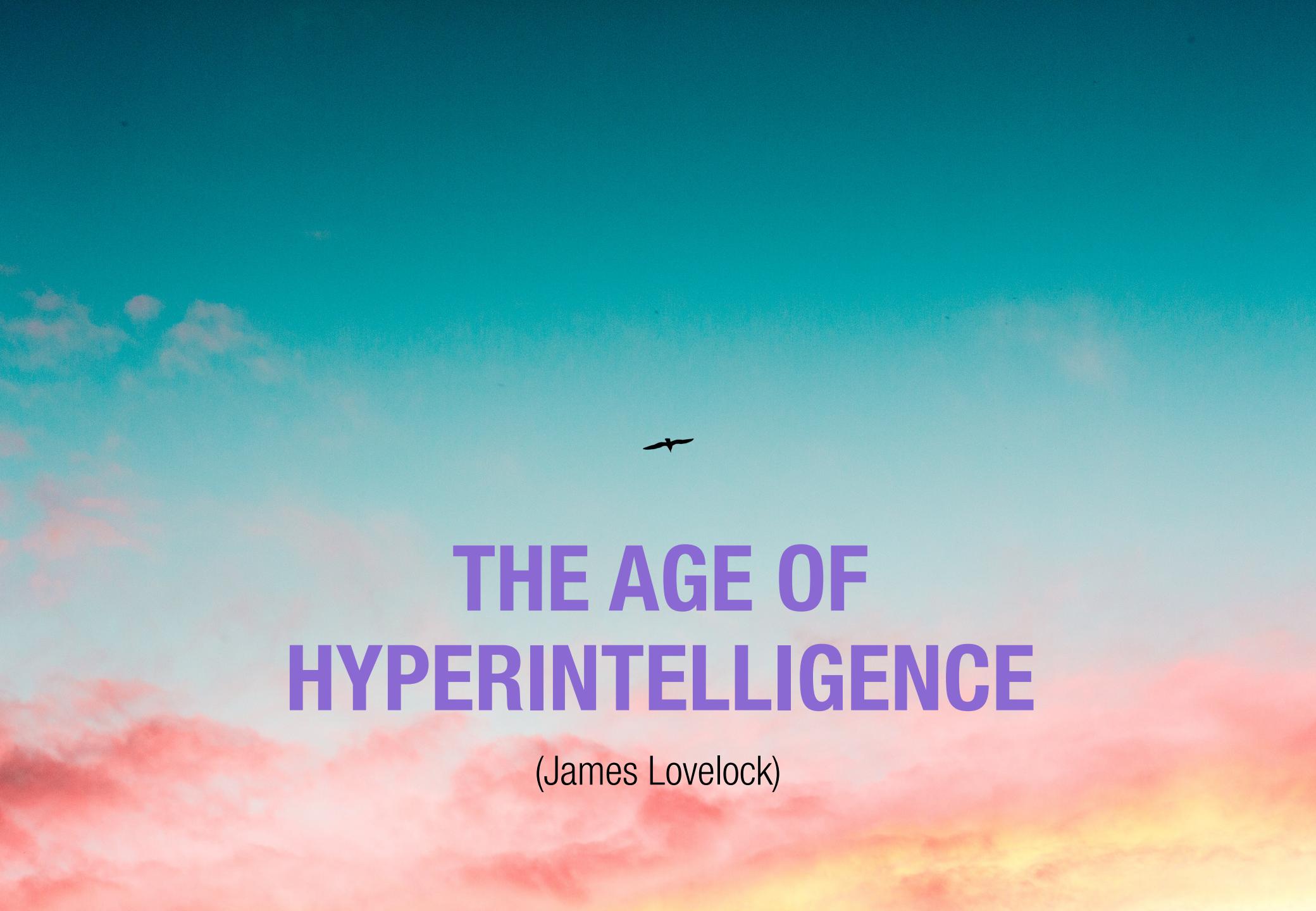
# EXPONENTIAL LEARNING & AUGMENTED HUMANITY IN THE NOVACENE

Francesca Maria Montemagno  
Co-founder & Managing Partner SMARTIVE  
TW @lamontedoc - @Smartiveco

ALL DIGITAL SUMMIT, 11.10.2019 – FONDAZIONE GOLINELLI, BOLOGNA

# WELCOME IN THE NOVACENE

A circular opening in a modern building facade, likely made of a perforated metal or glass panel, looking out onto a bright, cloudy sky. The building's exterior is covered in a grid of vertical and horizontal lines, creating a textured, geometric pattern.



# THE AGE OF HYPERINTELLIGENCE

(James Lovelock)

**DECODE**

Surfing the ecosystem  
(networks & communities)

**CO-CREATE**

Relevance of  
algorithms  
and  
dashboards

**EVALUATE**

Everything  
is «datafied»

**LISTEN**

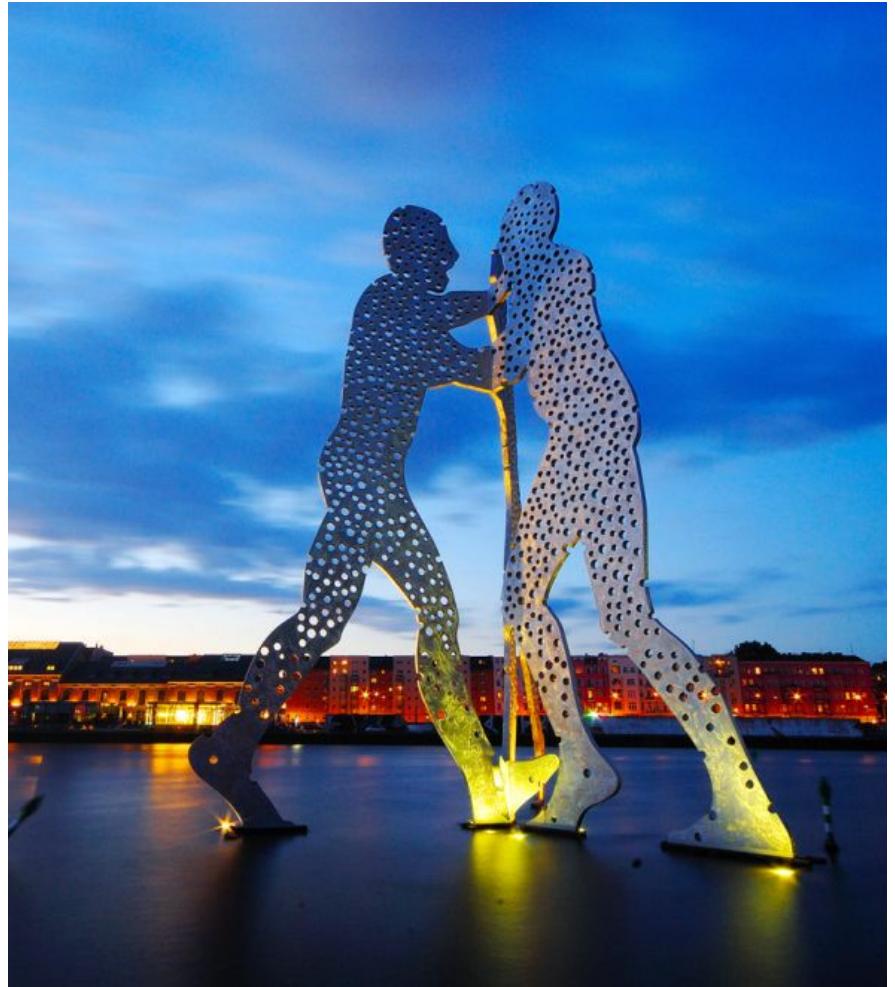
Navigating  
the continuous  
change

**DREAM**

Transforming & Innovating  
Building a vision for the future

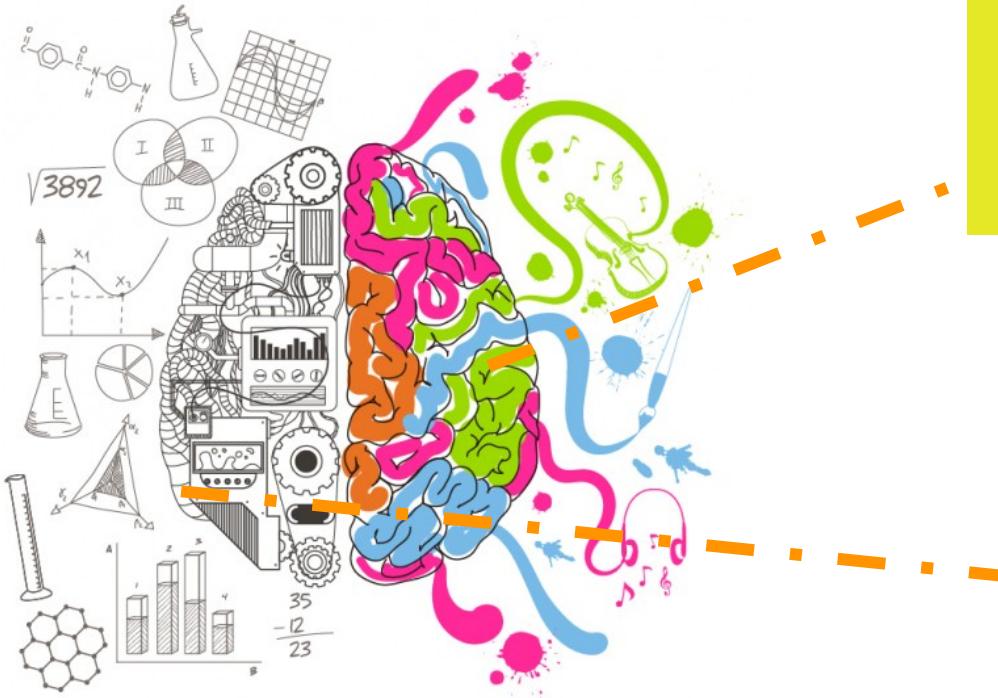


Humanity will  
change more in  
the next 20  
years than in the  
previous 300  
years.



(Molecule Man - Berlin)

# Where artificial intelligence ends, human creativity starts

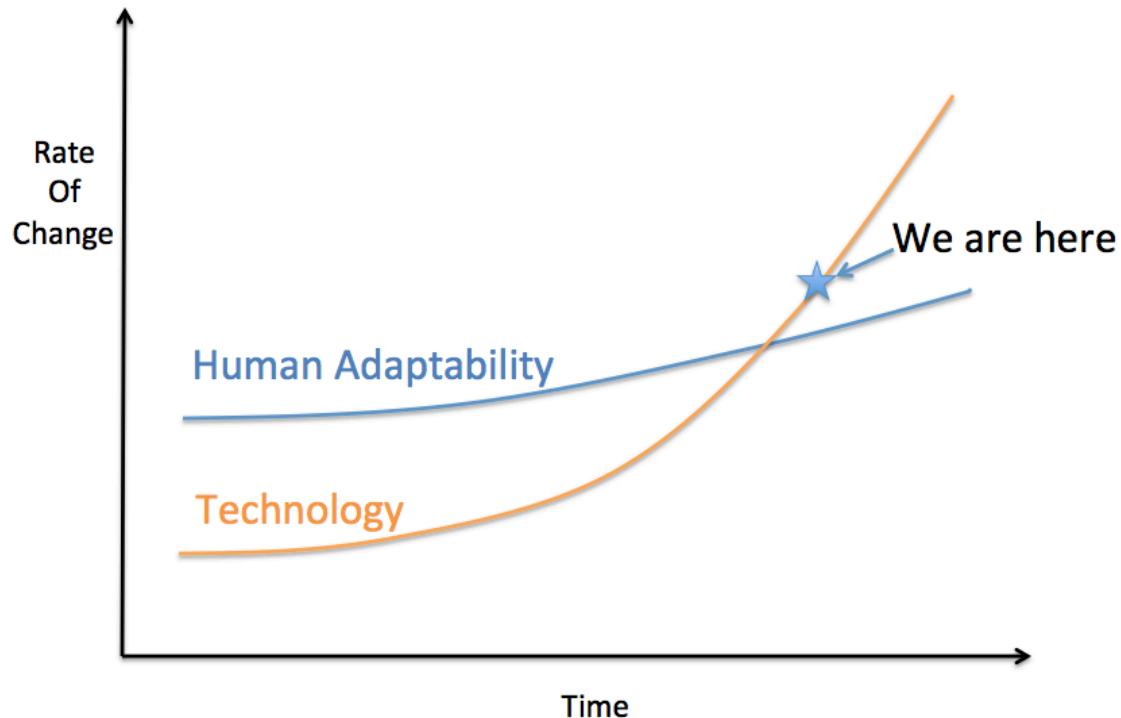


**FLEXIBLE THINKING**  
CREATIVE  
BOTTOM-UP

**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 TRANSFORMAION IS A JOURNEY PEOPLE REPRESENTS A KEY FACTOR

*Tools*  
TECHNOLOGY  
TRANSFORMATION

*Maps*  
**BUSINESS  
TRANSFORMATION**

*Drivers*  
**PEOPLE  
TRANSFORMATION**

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**

A close-up photograph of two rhinoceroses in a natural, open landscape. The rhino in the foreground is facing the camera, its head slightly tilted down. Its skin is a textured, greyish-brown color. The rhino in the background is partially visible, facing away from the camera. Both rhinos have large, prominent horns. The background is a soft-focus view of a dry, grassy field under a clear sky.

# THE CULTURE CLASH

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

*The open transformation methodology*

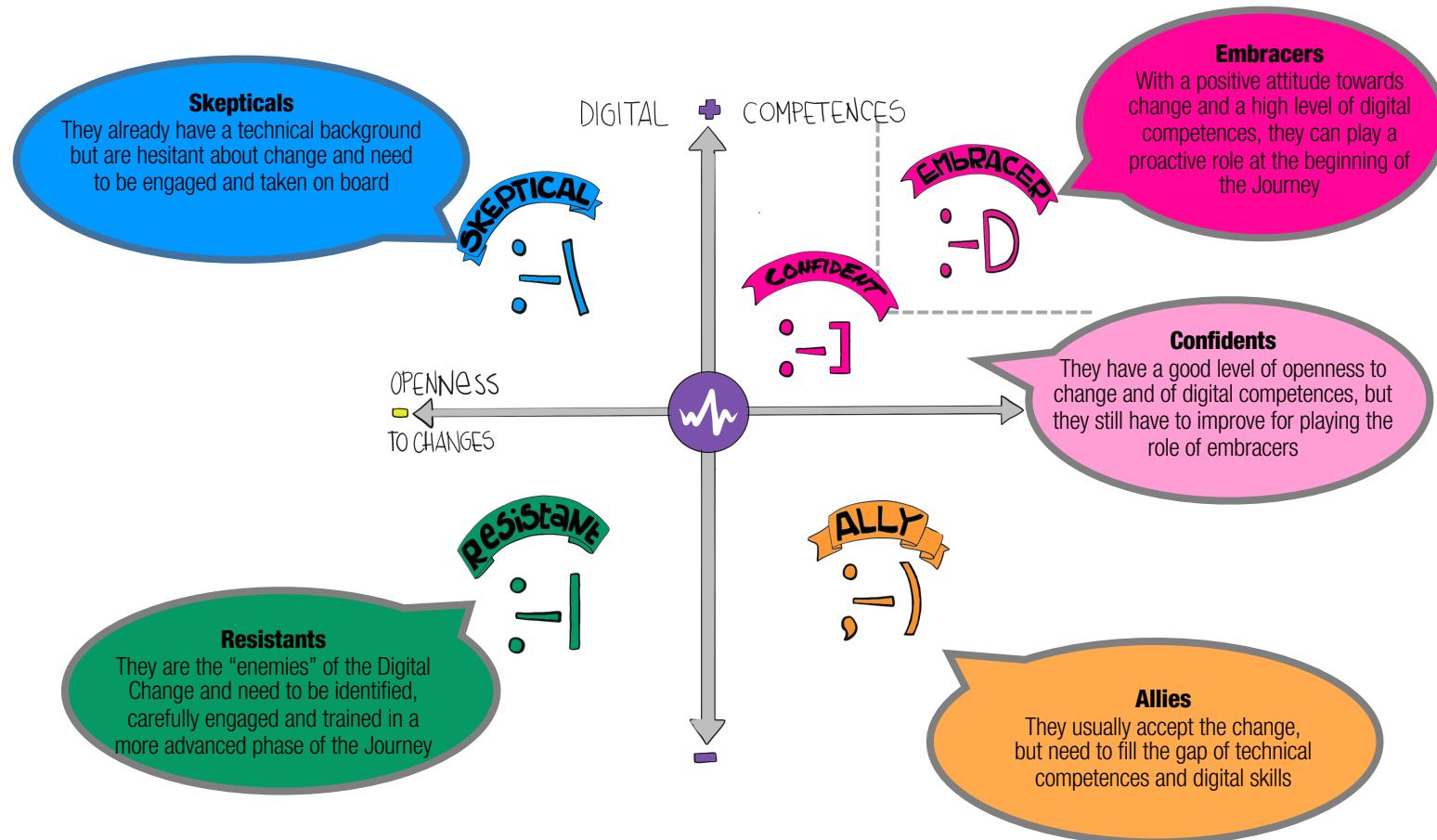


# **Learning by doing**

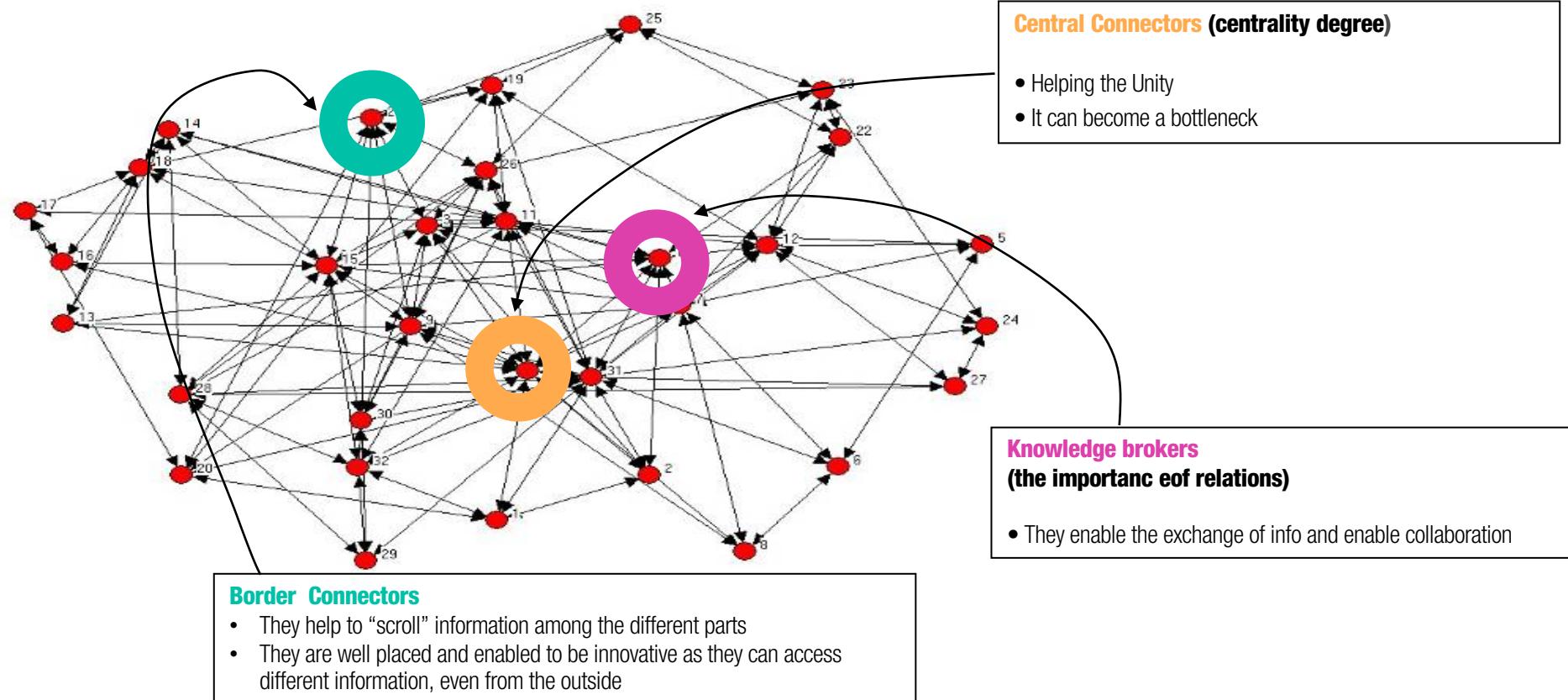
# **Learning by sharing**

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)



Trump v Ukraine  
The stain of Guantánamo  
Pop stars and patronage in Congo  
Inflation's welcome return

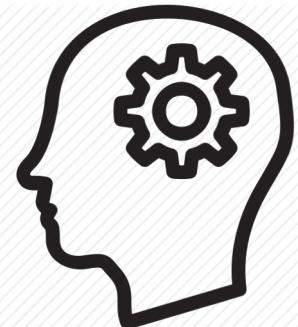


By 2022 everyone will need  
an extra

101  
days of  
learning

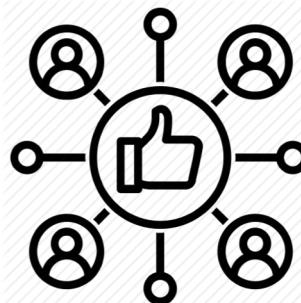
Source: Future of Jobs Report 2018, World Economic Forum

# THE “COMPETENCES” DIMENSION



## Critical thinking

Problem solving  
Interpretation & Analysis  
Information & discovery

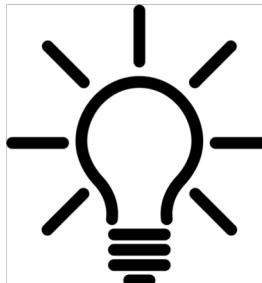


## Collaboration & Creativity

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



## Social Intelligence Transdisciplinarity



## Sense for dealing “Data-centricity”

*Source: Future Skills for 2020  
Institute for the Future – Palo Alto*

# 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

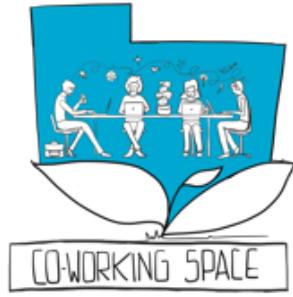
## Technology – Digital Mindset

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.

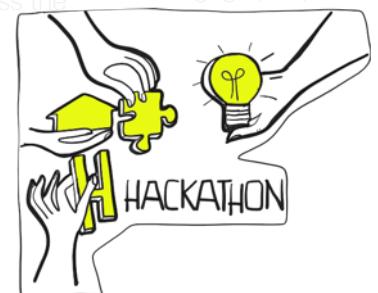
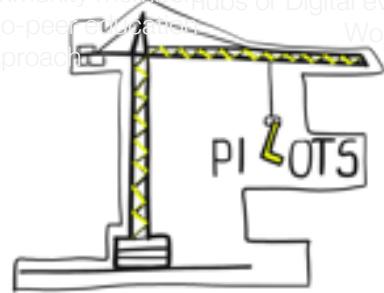
**-> Think:** Google & Youtube-like

# From learning to exponential learning

Fuel strategy with training and training with strategy



Informal meetings inside the company to explore topics and engage people



Training initiatives led by our Explorative missions to Innovation Smartive Community members Hubs or Digital events across the World with a peer-to-peer or location-based approach

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  
Francesca Maria Montemagno  
@lamontedoc

# SMARTIVE

LINKED TO CHANGE

[www.smartive.company](http://www.smartive.company)

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

[HERACLITUS]