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WHERE PASSION REASONS



Mijn manager is een held

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Storytelling

It's a story about learning, change & innovation.

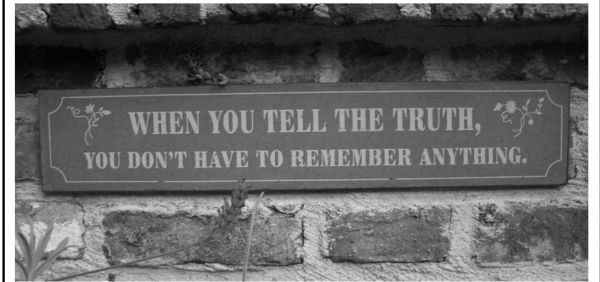
It's a story about our evolution from 2D to 3D.

It's a story about 3D-management.



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Disclaimer

BORN TO BE WILD



Any resemblance with real persons or organizations is unintentionally.

I'm not responsible for any mental discomfort during or after the session.

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Why do we need much more power to innovate?



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Why do we need more power to innovate?

In 6 steps ...

Table

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1 Global information wave
Powered by the Internet

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Info becomes 5th element

Meaning?

1850 - 45
1930 - 14
1976 - 6
1990 - 3

Exponential Growth of Computing for 110 Years
Moore's Law was the Fifth, not the First, Paradigm to Bring Exponential Growth in Computing

Logarithmic Plot

New Global Reality
Information 'becomes' the 5th element

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PASSION

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Citizens do media themselves

Web 1.0
The mostly read-only Web
250,000 sites

Web 2.0
The fully read-write Web
80,000,000 sites

It shows that creativity and entertainment does not have to come from Hollywood and big media, but that we all have this innate talent to tell stories and to entertain each other

3D Latica, Ourmedia
QUICK GUIDE
Broadband

An IDC (Framingham, Mass) study also indicated that 70 per cent of the digital information created by the year 2010 would be generated by individuals.

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PASSION INTERNET

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Available Information

Information Store

EXPLICIT

TACIT !!!

Social networking 'will' become the most important learning activity

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Available Information
Information Store

**PASSION
INTERNET
NETWORKING**

EXPLICIT
TACIT

working
will become the
most important
learning activity

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Generation drama

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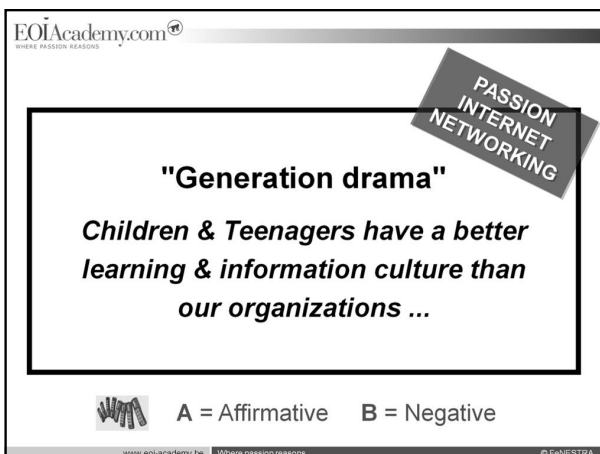
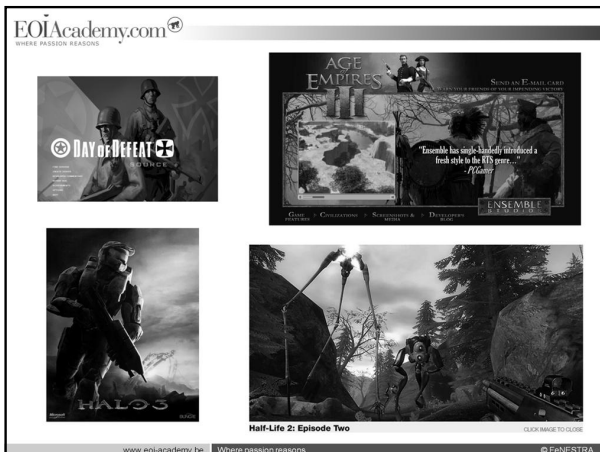
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"Teachers in the cloud"

Sugata Mitra, University of Newcastle

Sugata outlined some of his work over the past decade or so and his vision of new education for children...

These are some live blogging notes from his keynote.

- There will always be people in the world who are willing to mediate in children's learning for say an hour a week with no remuneration. Therefore if we create clouds of moderators and children on the internet and an arrangement by which they can interact, potentially than we would have an alternative schooling.
- In past three years Sugata and his team have created 12 Self Organised Learning Environments (SOLEs) in addition to the several hundred 'hole in the wall' computers that exist in India, Cambodia and several African countries. There exists a cloud of moderators that have begun to interact with those SOLEs. This cloud is self-organised and called a Self Organised Moderation Environment (SOME). The moderators interact with the children over Skype.

For a paper describing this work in more detail, refer to (also linked above):
<http://www.academy-publisher.com/jshel/vol1.no1/jshel01015559.pdf>

Photo1. Some children from Hyderabad, India appear in a live size on a Newcastle, UK, wall.

Photo2. A moderator from Newcastle, UK, appears live size inside a class facility in Hyderabad, India.

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BE VERY AFRAID

About BVA BVA 2 BVA 3 BVA 4 BVA 5

Reverse Coaching

Prof. Stephen Heppell

Each year a selection of ingenious students - from primary to university age - are invited along to BAFTA in London's Piccadilly to show and talk about the extraordinary things they are doing with new technologies in their learning.

Guests attend by invitation: from the senior policy making echelons of the Whitehall Department of Education & Skills, and the Department for Culture, Media and Sport; from BAFTA's own membership of film and theatre arts luminaries; from other influential organisations.

During the day the students explain just what it is that they are doing. Each year is more ambitious: each year poses real questions for policymakers and parents as the ambitions of these 21st century learners, together with their ability to deliver on these ambitions, becomes apparent.

Although we limit the scale of these conversations and demonstrations on the day, they are captured annually as a DVD, a web-site, podcasts and as photographs so that many thousands around the world can enjoy the event and be inspired too.

Welcome. Be very afraid!

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Twitter lets you turn your Twitter stream into a live stream-for video.
(©2008 CNET)

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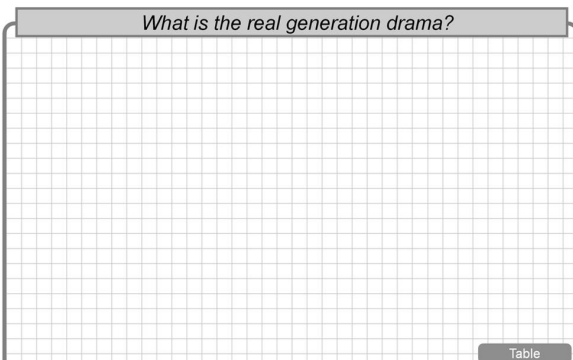
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What is the real generation drama?

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What is the real generation drama?




Table

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What's the impact of the global information wave?



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2 Global Smart Wave
Powered by Passionate Talents

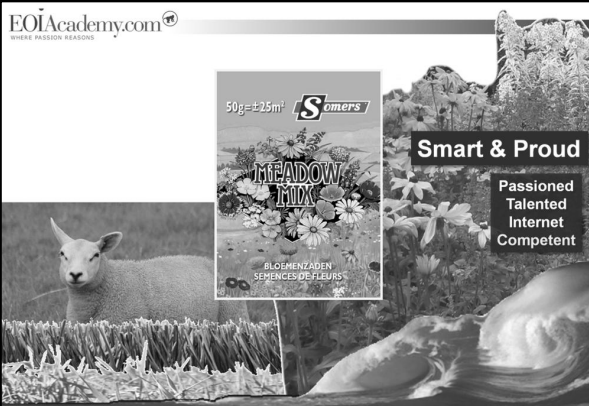


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Smart & Proud

Passioned
Talented
Internet
Competent




50g = 2.25m² Somers
MEADOW MIX
BLOEMENZADEN
SEMENCES DE FLEURS

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"Tough Statement"
Organizations are not built to handle the increasing smart-differences between people.

 A = Affirmative B = Negative

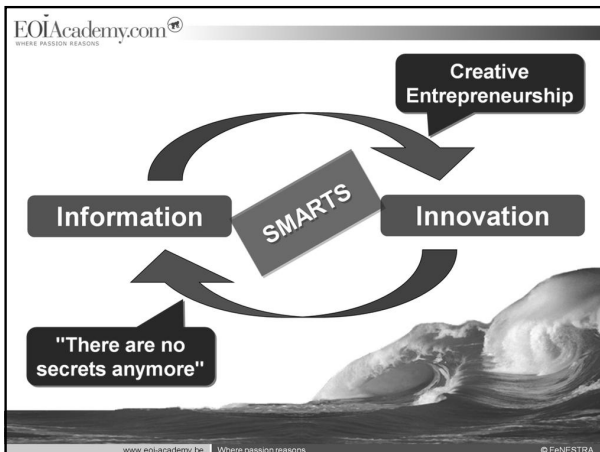
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3 Global Innovation Wave
Powered by Smarts



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Sustainable innovation ...

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Question - Adaption is priority

"Question"
Adaption to the ever changing market (world) is one of our major challenges and concerns.

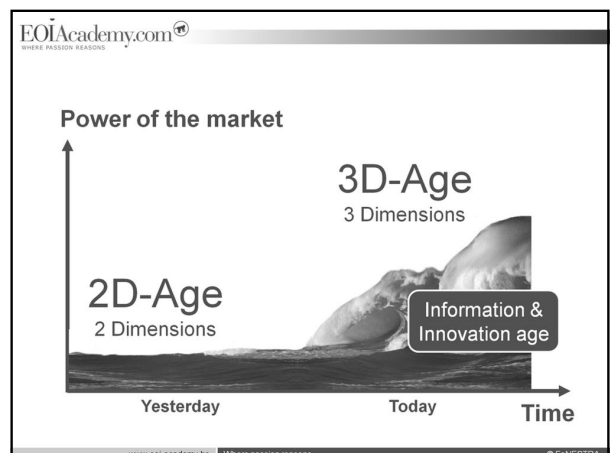
A = Affirmative B = Negative

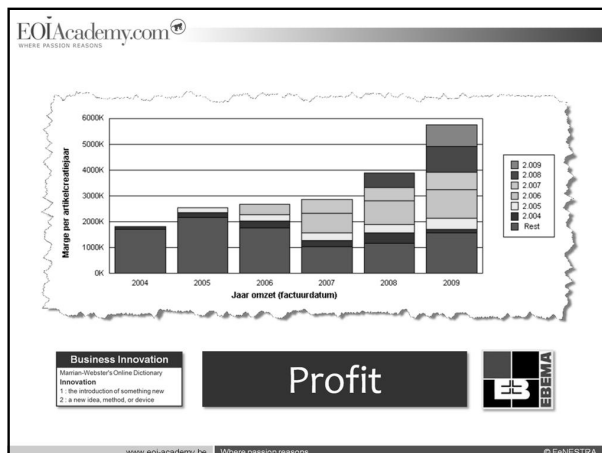
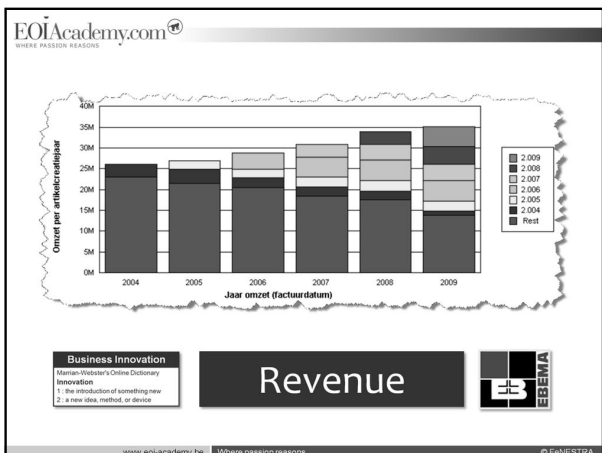
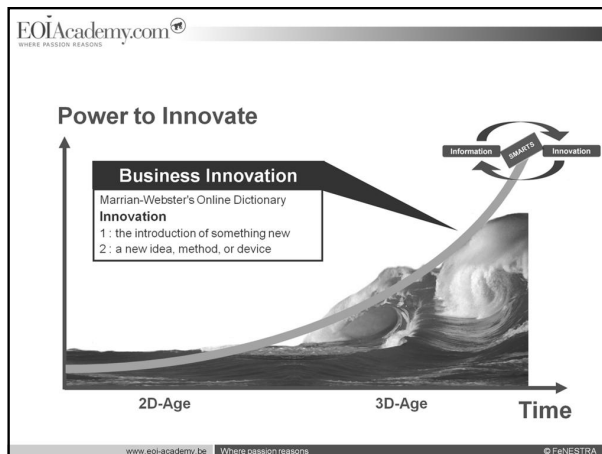
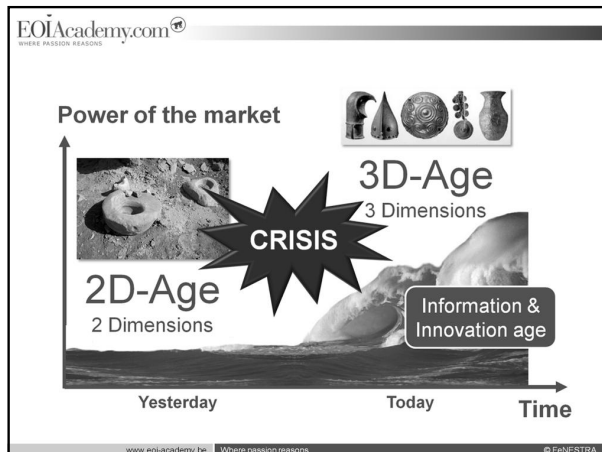
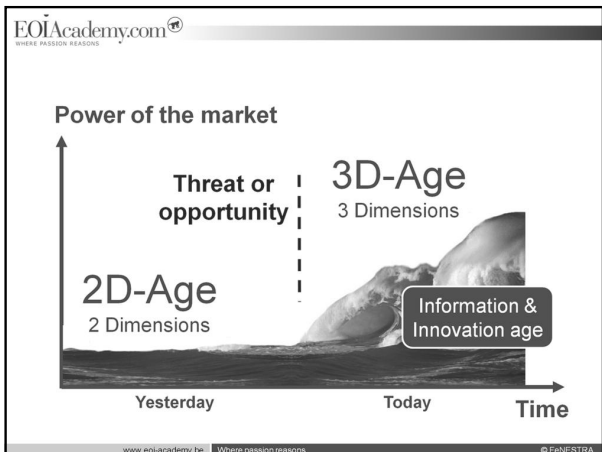
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4 2D becomes 3D
Powered by Innovation

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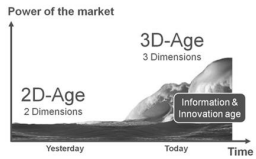
What's the biggest challenge?



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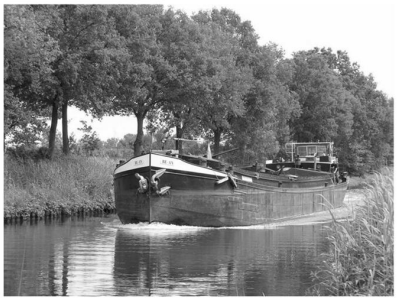
How do you transform a 2D-organization into a 3D-organization?



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2D



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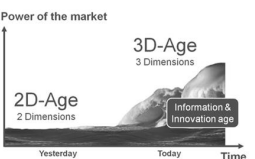
3D



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How do you transform a 2D-crew into a 3D-crew?



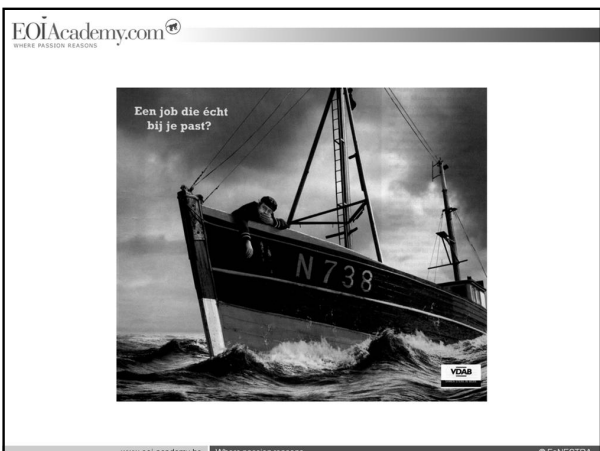
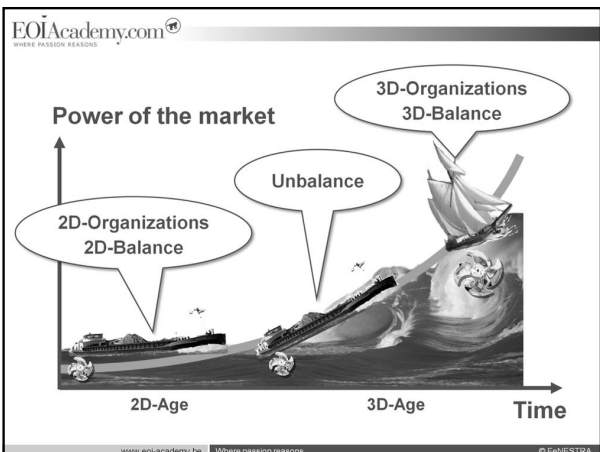
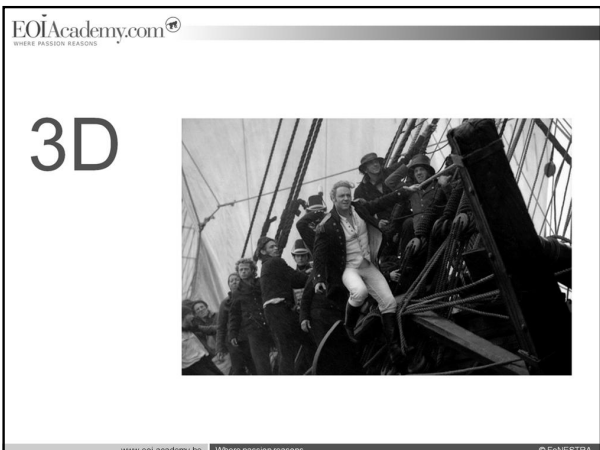
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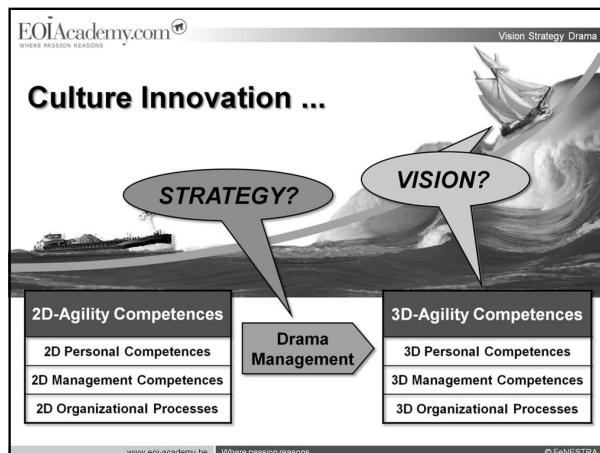
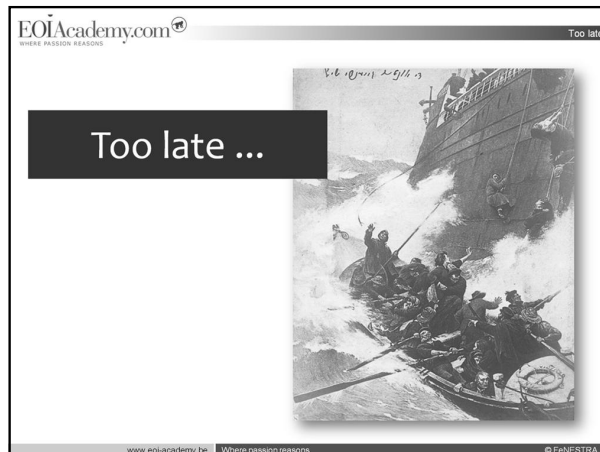
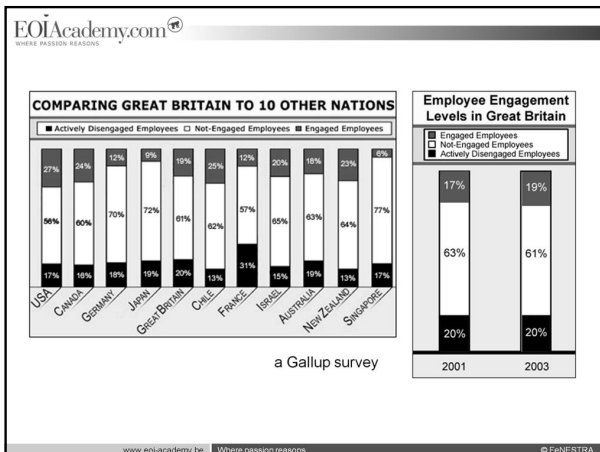
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2D



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Business Innovation
Powered by
Culture Innovation

Switch^{3D}

2D-Agility Competences

- 2D Personal Competences
- 2D Management Competences
- 2D Organizational Processes

Drama Management

3D-Agility Competences

- 3D Personal Competences
- 3D Management Competences
- 3D Organizational Processes

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So? What are you waiting for?

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EOIAcademy.com[®] WHERE PASSION REASONS Statement: No Vision, No Strategy

"Tough Statement"

Most organizations don't have a holistic vision and strategy to improve their power to innovate significantly. To become an agile 3D-organization.


 A = Affirmative B = Negative

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"Tough Statement"

Management development hasn't changed the last 20 years. We need another management development mindset!

 A = Affirmative B = Negative

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We have to face the dramas ...

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 **The Innovation Drama**

 **The Manager Drama**

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Organizations don't innovate fast enough!!!

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Continuous Improvement has to change into Continuous Innovation

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Power of Vision

Power to Innovate

CONFLICTS

3D SMARTS

2D

See & Understand

CONSENSUS

Immediate ROI

Power to Change

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WHY?

Innovation is a battle field ...

Comprehend the battlefield

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Where is the source?

Where is the source of the bio-diversity in a jungle?

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Where is the source? Answer

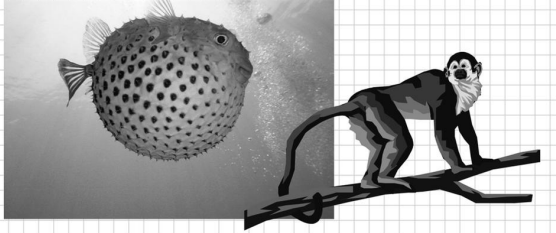
From the edge (verge) ...

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Where is the source? Answer

Open Innovation starts at the edge ...

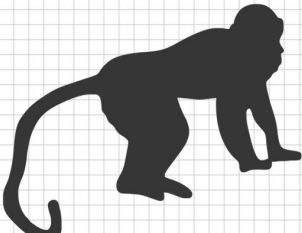


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New Species ... Red Monkey

Result... a red monkey

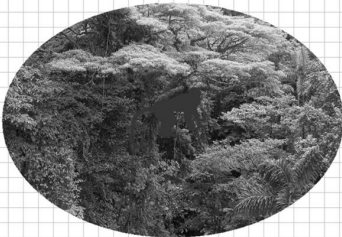


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Drop in the middle

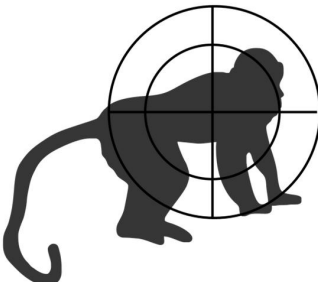
Drop the red monkey in the middle of the jungle ... what happens?



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Title Red Monkey® are game



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Red Monkey® Hunters



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Red Monkey® Killing Power

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Red Monkey[®] Killing Power...

Why

- Don't understand
- Don't need to innovate
- It is not my idea
- I don't like the breeder
- It is a threat

'Weapon'

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Red Monkey[®] Killing Power...

Red Monkey[®] Hunters

Red Monkey[®] Breeders

Innovation is a battlefield

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Red Monkey[®] Politics?

Comprehend the battlefield

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Red Monkey[®] Politics

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Creation red monkeys

CREATORS

Red Monkey[®] Breeders

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Red Monkey[®] Politics

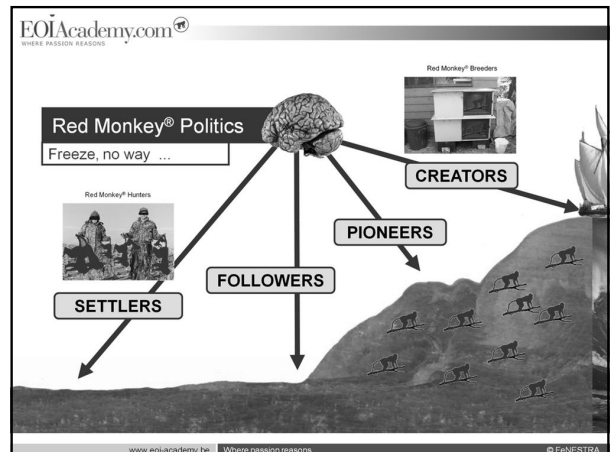
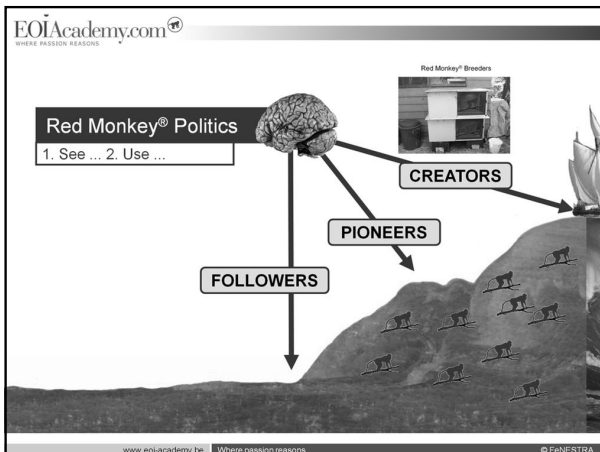
1. Belief ... 2. Integrate ...

CREATORS

PIONEERS

Red Monkey[®] Breeders

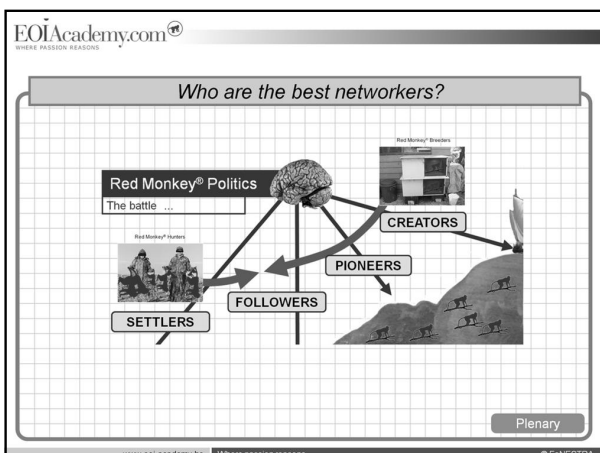
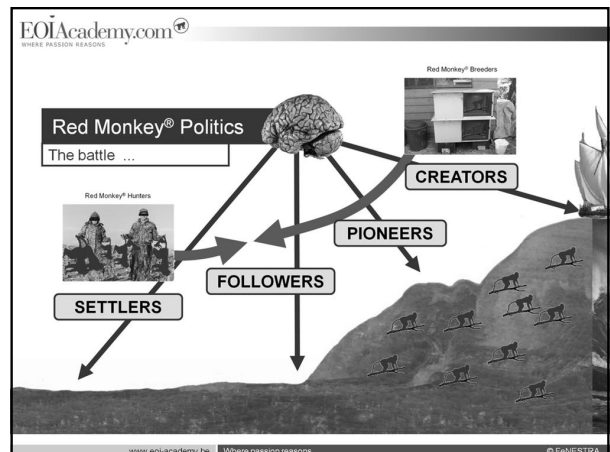
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Innovation = Networking

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Innovation is the result
of a red monkey that
has survived a conflict.

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Recipe for successful innovation
in 3D?





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THE CROWD
A Study of the
Popular Mind
Gustave Le Bon




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NO !!!

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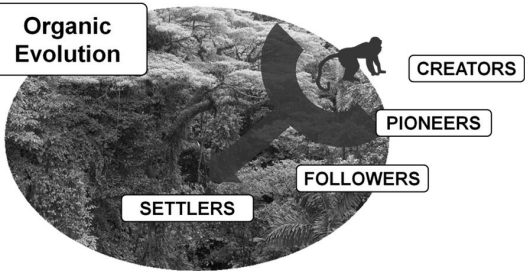
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We need Organic Evolution

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Organic Evolution




CREATORS

PIONEERS

FOLLOWERS




SETTLERS



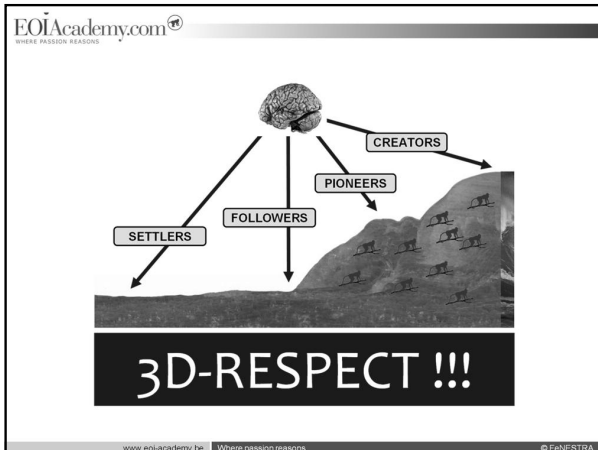
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Most important word?

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Our Consensus Model
has to change into a
“Respectful” Conflict Model

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We need a 'new', professional 3D-management generation!!!

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What is 'management'?

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The Art of Management

MANAGER

TEAM MEMBERS

management ['mennidzjənt] (Eng) o beheer, leiding, inz van een bedrijf; *metonymisch* de daarmee belaste personen, bedrijfsleer; **mana-gen** ['mennidzjən] (managede, h gemanaged) 1 manager zijn; 2 handig voor elkaar brengen; **manager** ['mennidzjər] (Eng) m (-s) 1 bestuurder, leider van een bedrijf of onderneming, 2 hij die voor een uitvoerend kunstenaar, een gezelschap of een sportman de uitvoeringen, het optreden, de tournees enz. regelt; -**ziekte** v ziekteverschijnselen, vooral van het hart, ten gevolge van overdrukke, dagelijkse bezigheden van personen in verantwoordelijke posities.

Mission Statement

Business Unit Manager

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Power to Innovate

2D-management

3D-management

2D-Age 3D-Age Time

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This happens in this period

Who will become 2D-manager?
Who will become 2D-teacher?

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A 2D-manager is the oldest technical expert with 'people skills'

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Power to Innovate

2D-organizations in the 3D-age

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This happens while he is 2D-manager

What's the result?

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'2' management malpractices

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Information overload

Management malpractices

COMA

The 2D-m 'the' brain

Unable to handle passionate talents with access to information

This happens while he is 2D-manager

Power of the market

3D-Age

2D-Age

TECHNICAL MANAGER

DO THIS DO THAT


TEAM MEMBERS

What's the result?

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Een job die echt bij je past?



COMA - COmpany MAIfnction

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INNOVATION STOP

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The real management drama


2D-managers & 2D-HR

are innocent ... untill now

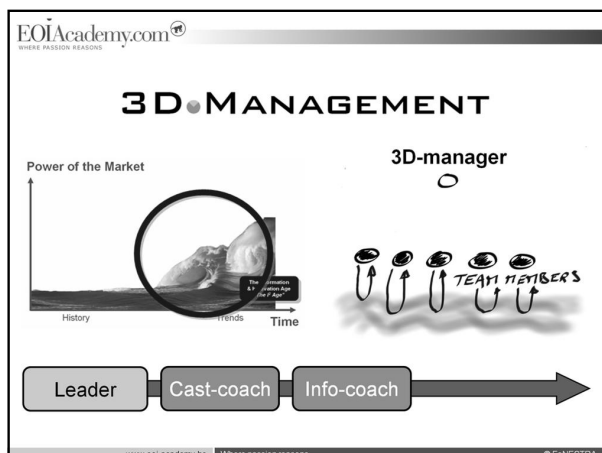
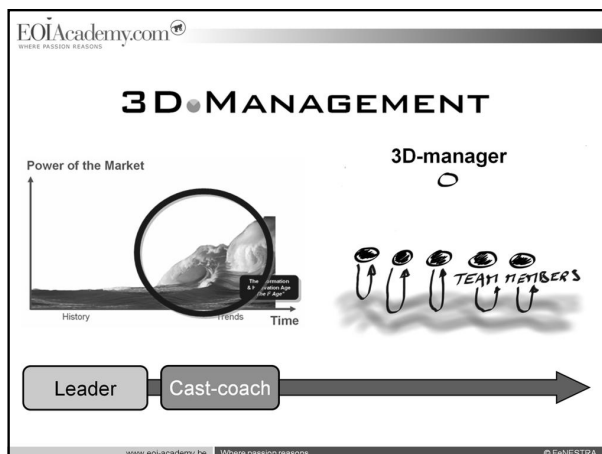
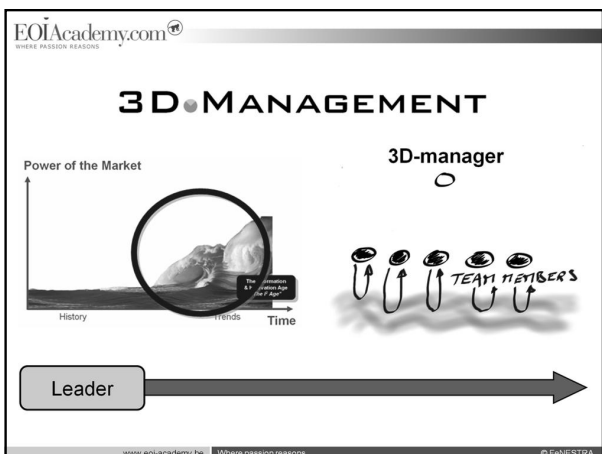
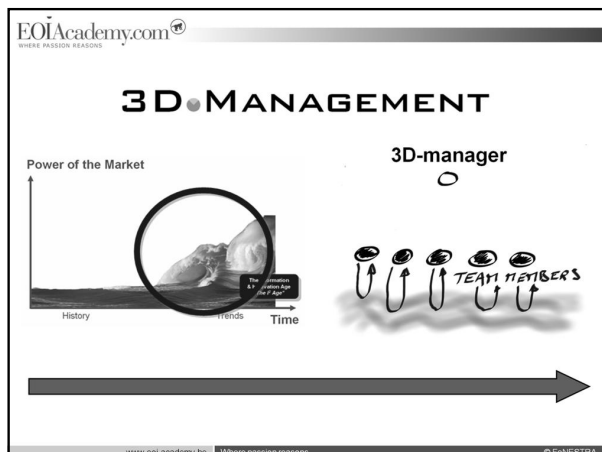
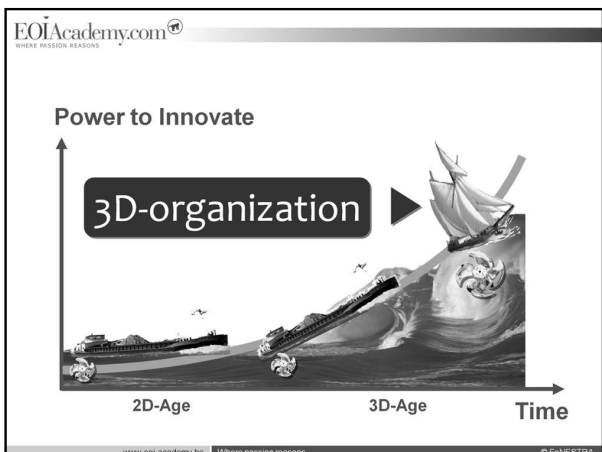
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What is '3D-Management'?



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3D-MANAGEMENT

Power of the Market

3D-manager

Leader

Cast-coach

Info-coach

Investor

➔

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WHERE PASSION REASONS

3D-MANAGEMENT

Power of the Market

In 3D-organizations
innovation & learning
are symptoms

Leader

Cast-coach

Info-coach

Investor

➔

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So what is a 'crisis'?

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Main Entry: **cri·sis**

Pronunciation: \ˈkrī-səs\

Function: *noun*

Inflected Form(s): plural **cri·ses** \ˈkrī-,sēz\

Date: 15th century

1 a : the turning point for better or worse in an acute disease or fever

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MUN
ORGANISATIE
IS EEN
OERWOUDE

MUN
MANAGER
IS EEN HELD

Don't EVER give up!!!

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