

Organizer



OMO Scholengroep De Langstraat

Creator



Valuable
@Work

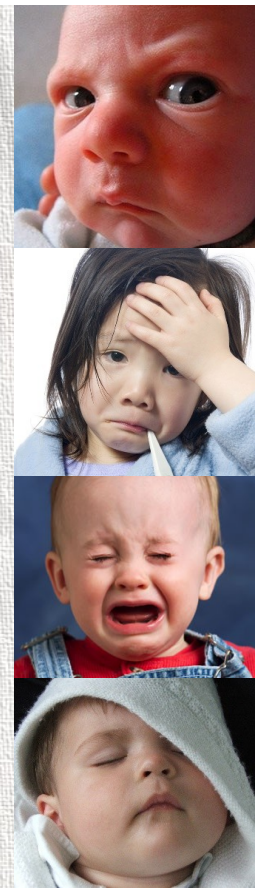
It's an Awakening!

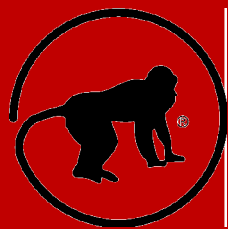
3 Awakening
Stories
about Switch^{3D}
and Creative
Destruction.

“The Destruction
of 2D-Things
and the Creation
of 3D-Things”

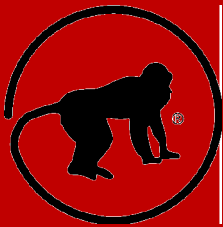
Awakening □ Disclaimer

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





Let's Start ...



Story 1/3

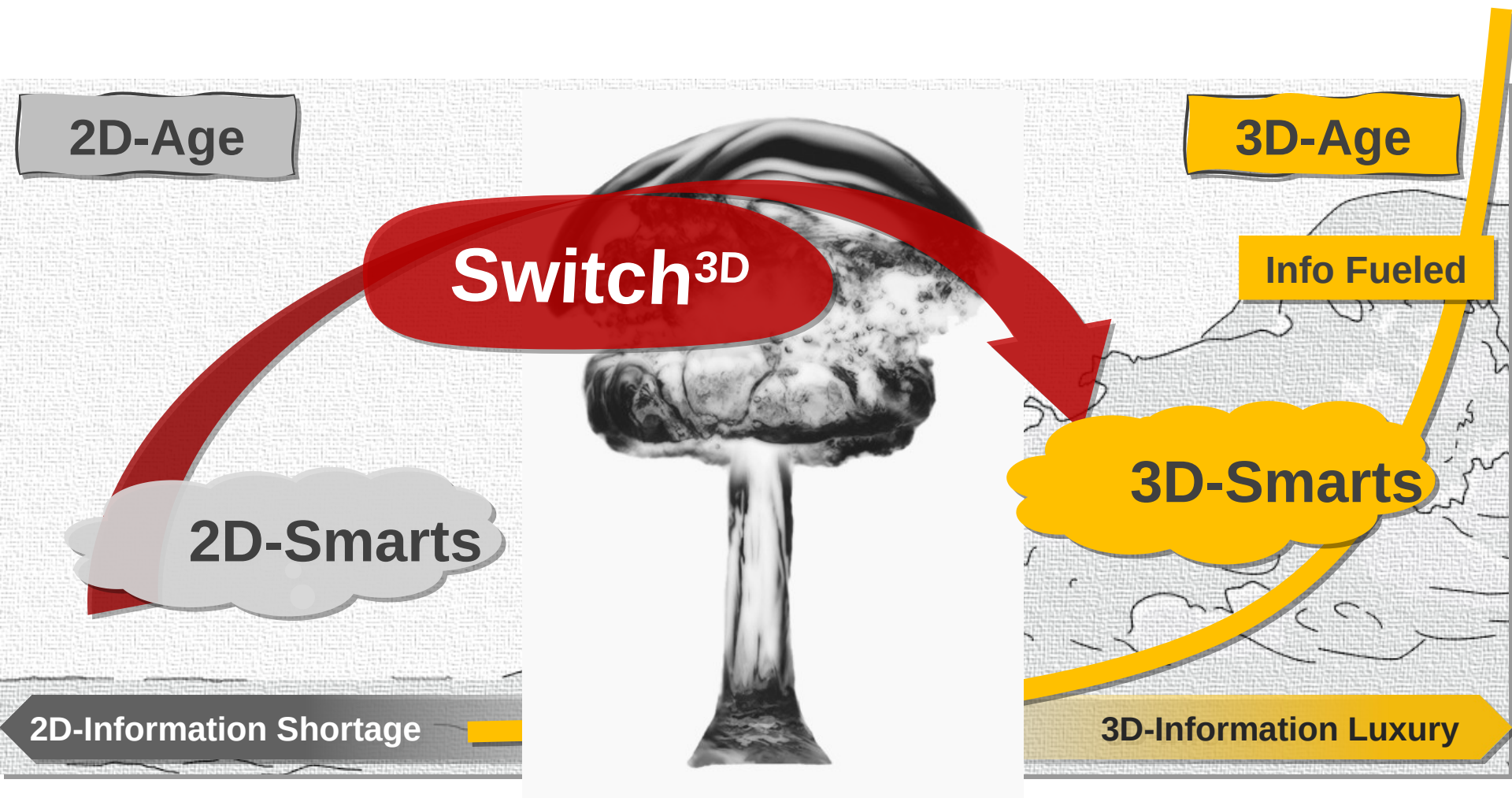
Switch^{3D}

The Battle of the Smarts

First Question

What is
happening with the world?

Switch^{3D}



2D-Age

3D-Age

The Switch^{3D} Drama of Leaving & Entering!

2D-Information Shortage

3D-Information Luxury



What was the impact of Information
Shortage on Education & Work?

2D-Smarting

Information Shortage

2D-Smarting

INFORMATION STRUCTURED-MEASURED

DISCIPLINE REPETITION-REPETITION

INTELLIGENCE ABLE2COPY

“ACTION” ABLE2APPLY

2D-DIPLOMAS

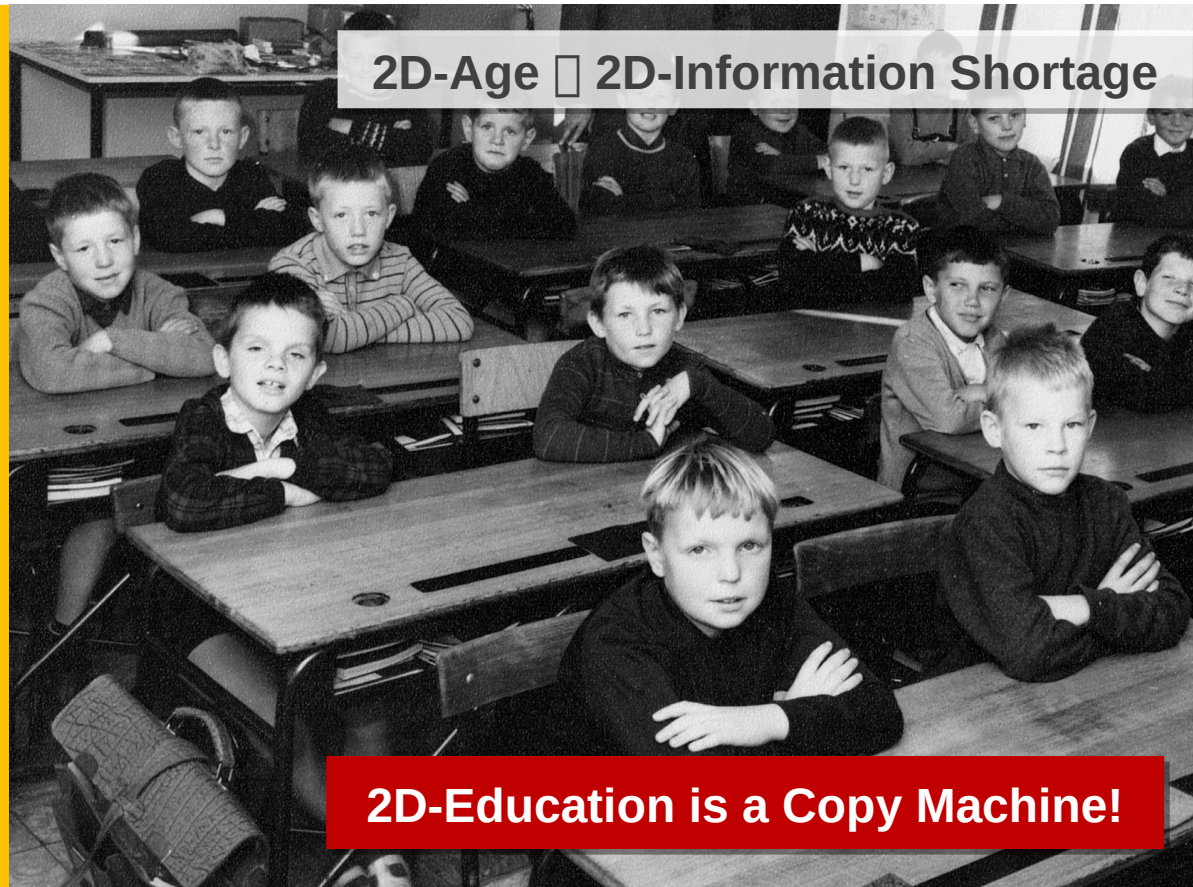
Ranking ☐ ‘Waterfall’ ☐ Too Long ☐ Status ☐ ‘Easy’

Diplomas
on the Wall
Copy Certificates

‘Copies’

2D-Smarts

***In 2D-Schools you
don't get a diploma
based on passion for
your talents but on
your intelligence &
discipline to study
stuff without
passion & talent.***



2D-Age □ 2D-Information Shortage

2D-Education is a Copy Machine!

*In 2D-Schools you
don't get a diploma
based on passion &
your
your
disci
stuff without
passion & talent.*

2D-Age □ 2D-Information Shortage

**Discipline & Intelligence
was needed!**

2D-Education is a Copy Machine!

***In 2D-Organizations
you don't get a
function description
based on passion for
your talents but on
your intelligence
& discipline to
work without
passion & talent.***



*In 2D-Organizations
you don't get a
function description*

based

your

you

& c

work without

passion & talent.

2D-Age □ 2D-Information Shortage

**Discipline & Intelligence
was needed!**

2D-Organizations are Copy Destroyers!



2D-Smart

80%
Not Engaged
**“Not Passionate
about Evolution”**

GALLUP CONSULTING®

2D-Age

3D-Age

**We need much more
3D-Passion for our Talents!**

In Learning, Working & Innovation!



What should be the impact of Information
Luxury on Education & Work?

3D-Smarting

“Real learning
only happens
when you are in
the groove with
your talents.”

Jef Staes

3D-Smarts

‘Originals’

3D-COMPETENCE PLAYLIST

Gamification □ Social Validation □ 3D-Guilds □ Universal

Information Luxury

3D-Smarting

TALENTS

DIVERSITY □ VALUE
INGREDIENTS

PASSION

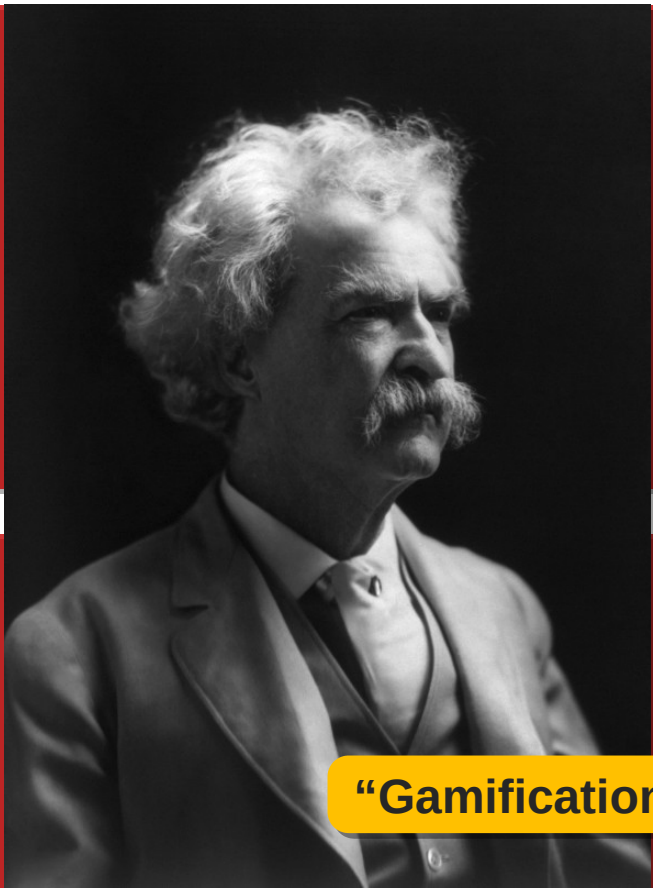
EVOLUTION □ SUFFERING
ENVISIONING □ COOKING

INFORMATION

LEARNING

ACTION

RESULT □ DOPAMINE



“Gamification”

The two most important days in
your life are the day you are born
and the day you find out why ...

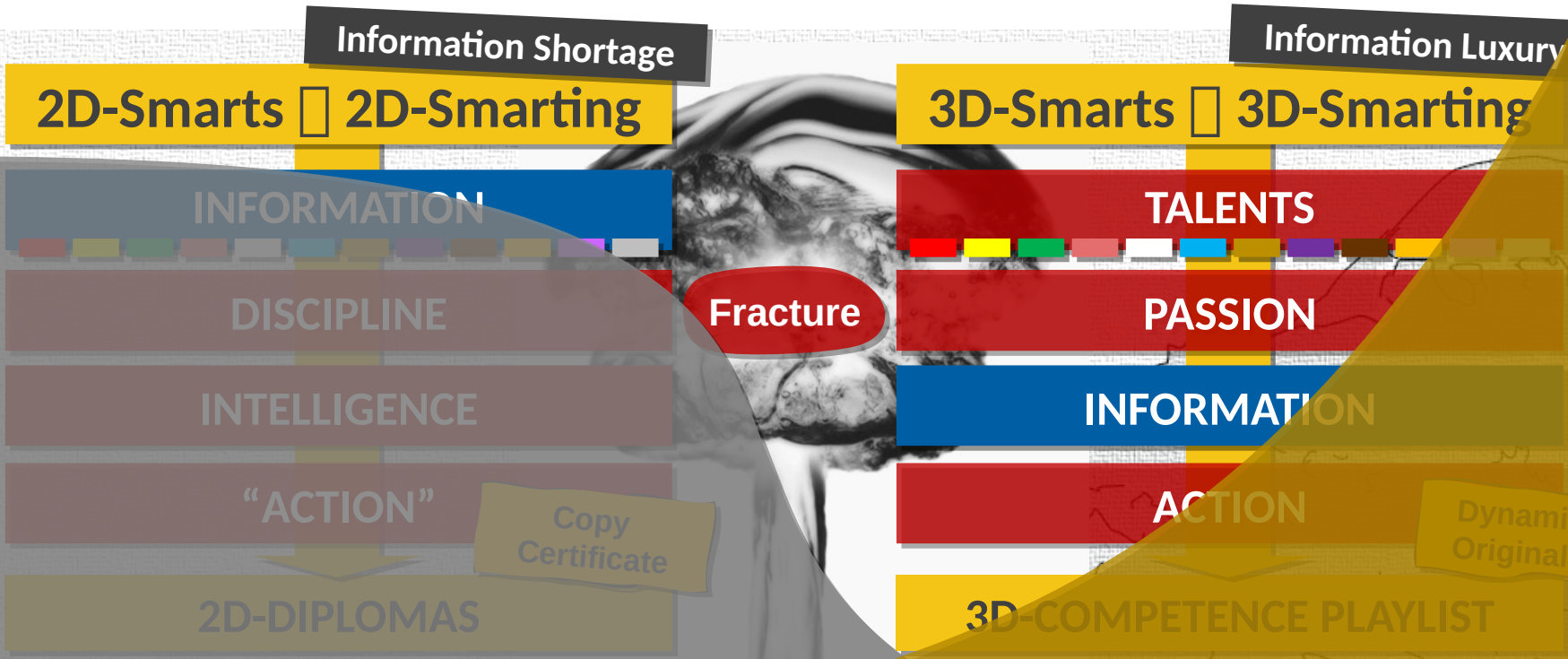
Mark Twain

... because you became
addicted to your talents.

Jef Staes

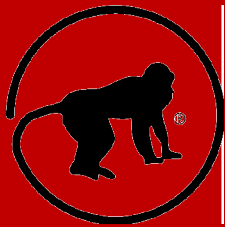
‘My’ Conclusions

We need a Learning & Working Paradigm Shift




ORGANIC □ 2D-EDUCATION & 2D-WORK IN ‘SELF-DESTRUCTION MODE’!

Story 2/3



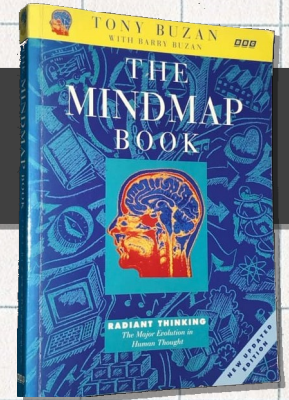
3D-Smarts are Bright



What's the impact
of 3D-Smarting on Learning?

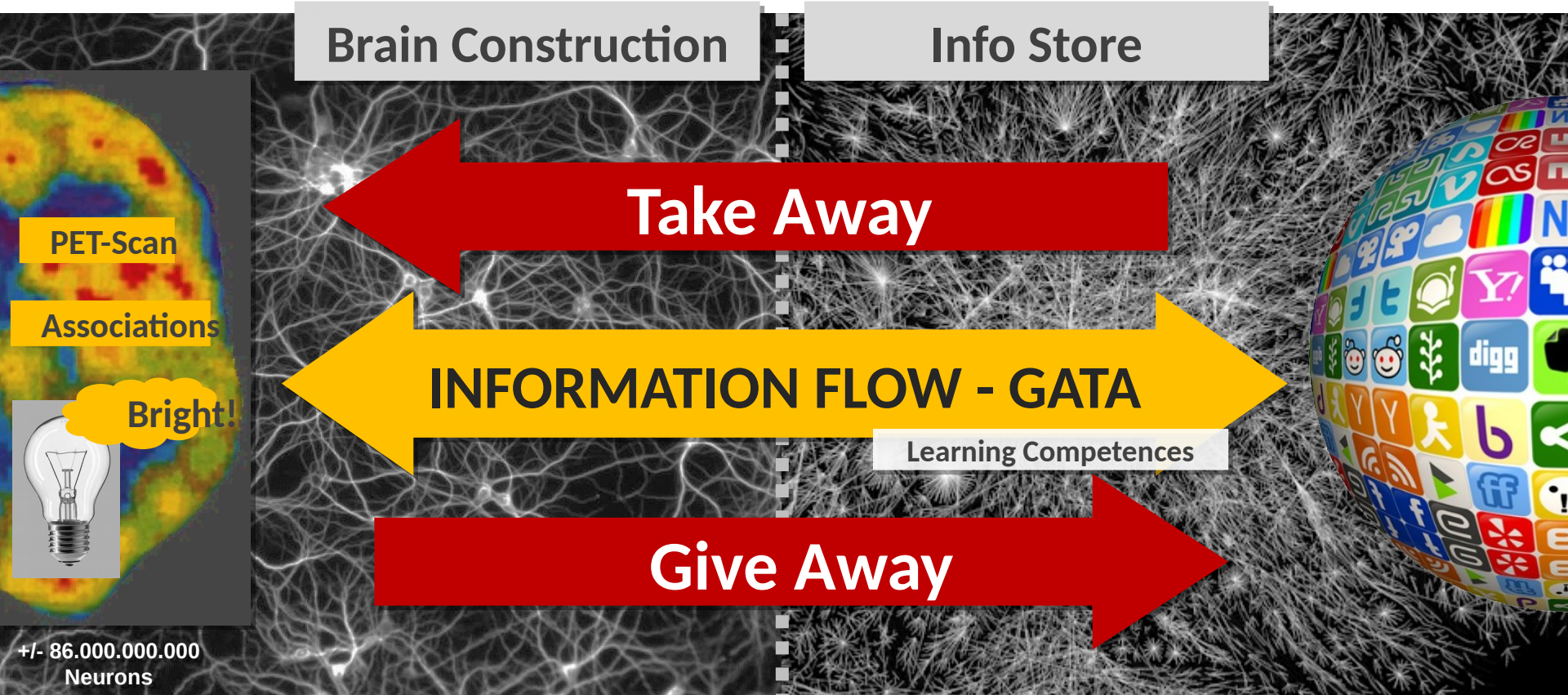
3D-Learning

But first ... what is 'Learning'?





Learning is a physical process





“3D-Smarts are Bright”

The Electricity of Learning



My Conclusions

We need a Learning & Working Paradigm Shift



The information you gather '@Home', reveals your passion



3D-Smarting results in ‘Competence Gaping’

Switch^{3D} from Discipline & Intelligence to Passion & Talents

All Sectors □ All Regions

Information Shortage

Information Luxury



**We have to find the courage
to reinvent “Education & Work”!**



CRIME SCENE DO NOT CROSS □ CRIME SCENE

People (all ages) with passion & talents, should have the freedom to accelerate their learning dramatically.

People (all ages) without passion or talents in something, should have the 'freedom' to slow down or choose something else.

Education & Work without these 'freedoms' build prisons instead of organizations.

Jef Straes

CRIME SCENE

People (all ages) with passion & talents should have the freedom to build their own future.

Why hasn't it happen yet?

We need a Learning & Working Paradigm Shift

People should have the freedom to build their own future, not be trapped in prisons instead of organizations.

Jef Straes

CRIME SCENE

Story 3/3



The Switch^{3D} Fracture



What's the impact of 3D-Smarting
on Innovation & Employment?

The Switch^{3D} Fracture

In Search of a
New Balance

A Disruptive View on the 'Evolution in Innovation'



**“Our biggest challenge is not disruptive innovation,
it is the resulting disruption in employment”**

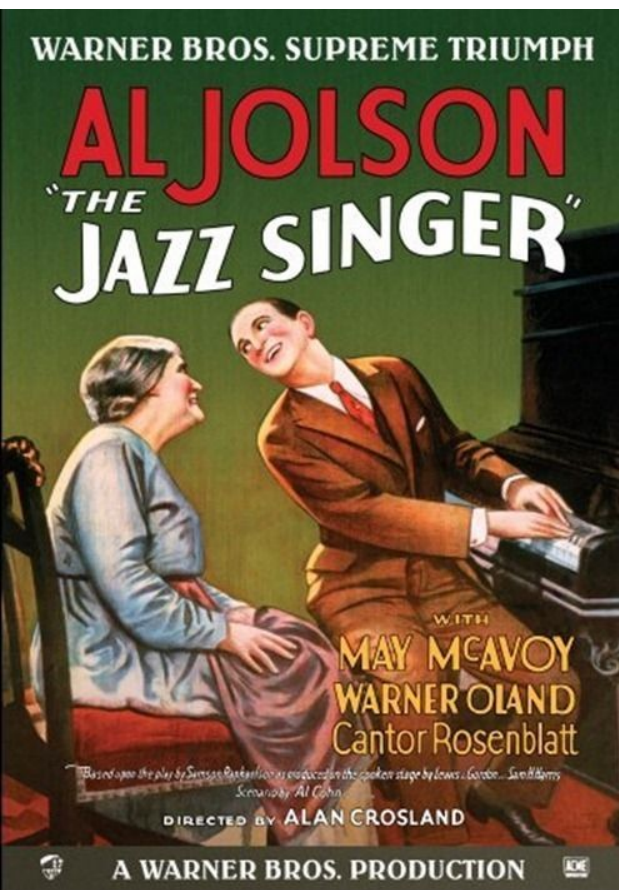
Jef Staes

From 2D- to 3D-Competence Development

2D-Industrial Revolution

3D-Industrial Revolution

Switch^{3D} Fracture



“Our biggest challenge
is not disruptive innovation,
it is the resulting disruption
in employment”

Jef Staes

Casting will beat Training & Education

Switch^{3D} Fracture

right-talents@the-right-time!

Modularization of Work!

Casting will beat Training & Education



Switch^{3D} Fracture

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Casting will beat Training & Education

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Jef Staes

Casting will beat Training & Education



Switch^{3D} Fracture

right-talents@the-right-time!

Modularization of Work!

Casting will beat Training & Education

My Conclusions

We need a Learning & Working Paradigm Shift

Switch^{3D} Fracture

**Disruptive innovation does
not fail because of too disruptive
‘business ideas’ but because of
non-courage in casting.**

Jeff Stans

Casting will beat Training & Education

Switch^{3D} Fracture

Disruptive innovation does

Stop with
everyone@thesametime!
courage in casting.

Jeff Stans

Casting will beat Training & Education

Switch^{3D} Fracture

**The ability & freedom to do fast
passion & talent based (re)casting
will be mandatory to survive
as an organization.**

Jef Stas

Casting will beat Training & Education



Transitie vraagt tijd, lef en vertrouwen



The MOST important sticker ...



We need 3D-Heroes

The Day **After**

www.jefstaes.com/after

Handouts • Info • Contact

