

The Horizon of Work and Learning in 2025

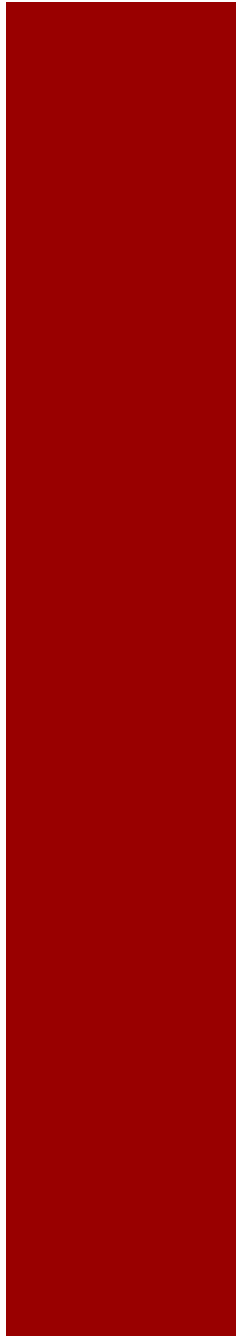
Hillsborough City School District
Board Presentation
Hillsborough, CA
May 13, 2015

SAVERI
CONSULTING

SHIFTS AT WORK

DEEP SKILLS

OPPORTUNITIES



SOCIAL PRODUCTION

the economy of the crowd



“Revolution doesn’t happen when society adopts new technologies, it happens when society adopts new behaviors.”

Clay Shirky



Lyft



Crowdfunder



AirBnB



Instructables



Zopa



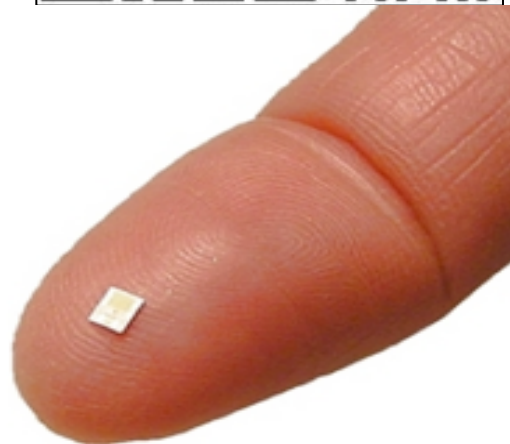
Etsy

SENSEMAKING big data and analytics

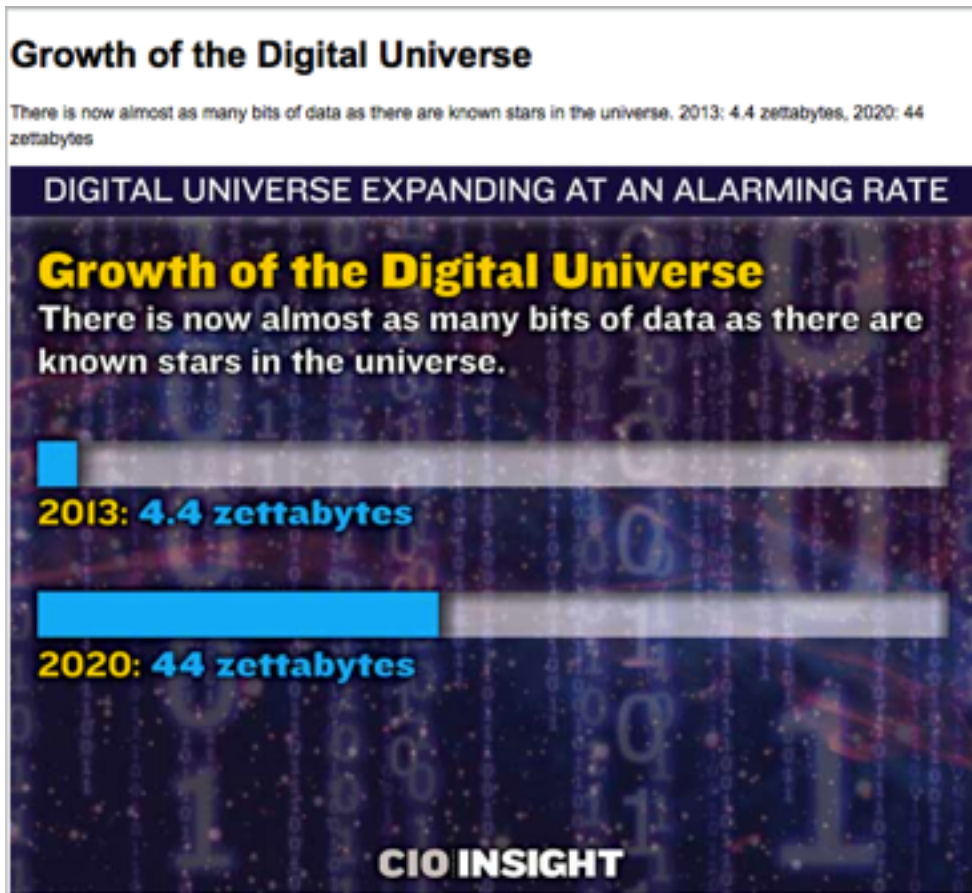
“Information is the oil of the 21st century,
and analytics is the combustion engine.”

Peter Sondergaard, Gartner Group

A Sensory Network



Data Abundance

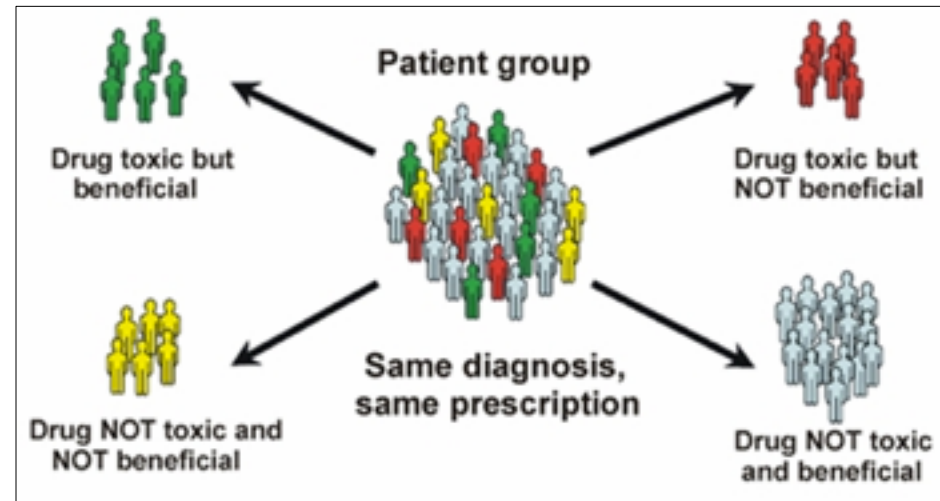


- Data Mining
- Computational statistics/analytics
- Machine Learning

Personalized Services: medicine

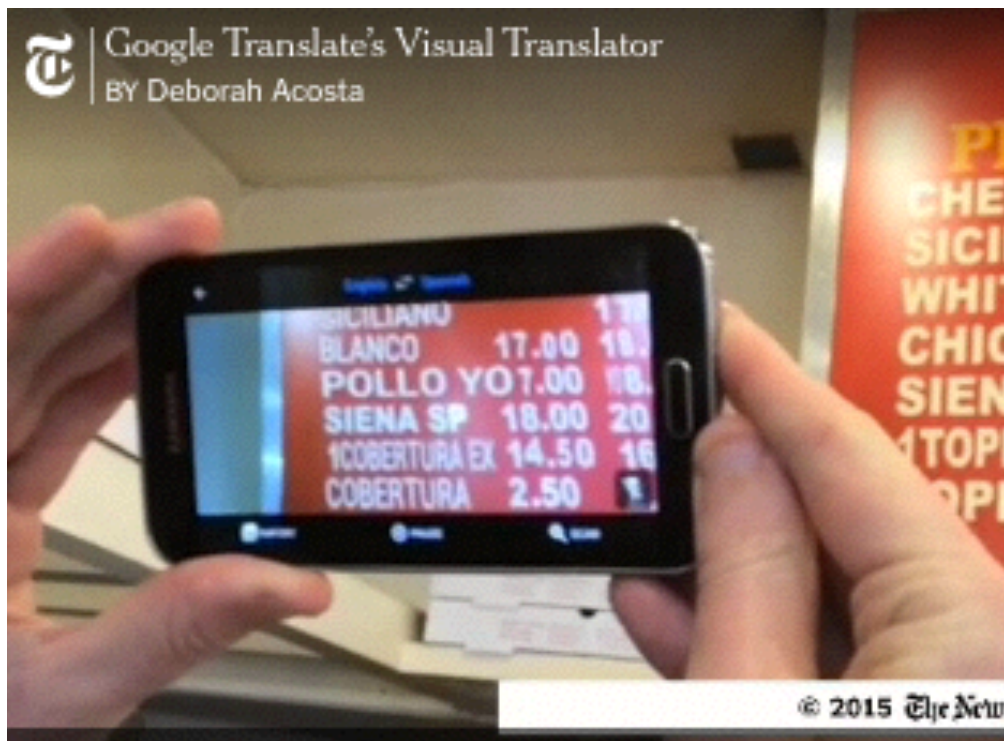


<http://images.nationalgeographic.com>

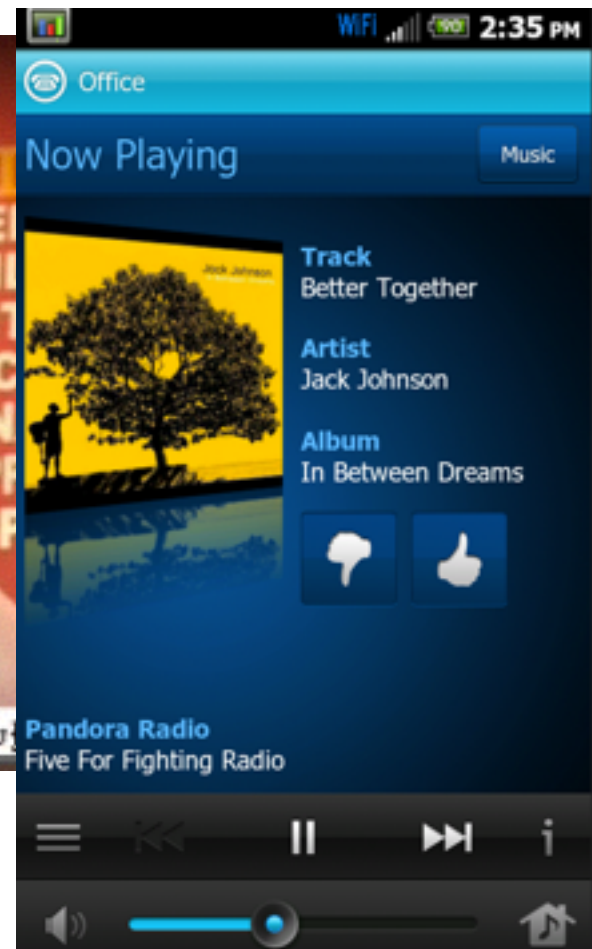


<http://1.bp.blogspot.com>

Personal Agents



www.nyt.com



<http://www.popsoci.com>

Software Bots

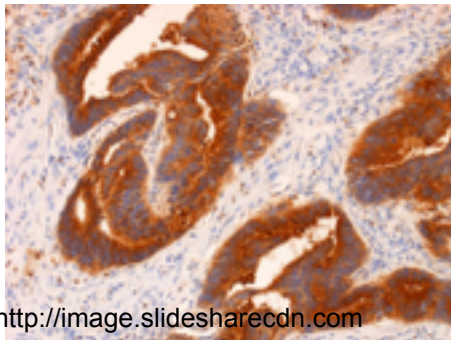
eDiscovery



Fraud detection



Medical image
reading



Patient check-in



EMERGING SCHOOL FORMATS

modular, adaptive, learner-centric

Agile Schools

- Differentiation
- Leverage Analytics
- Blended learning

Virtual Academies

- Independence
- Pacing & Flexibility
- Self-credentialing

Inside-Out Schools

- Deep Place
- Empathy, Embedded
- Participatory Service

Custom/Micro Schooling

- Custom Curation
- Passion-based

DIY Classroom

- Peeragogy Platforms
- School in a kit

MACHINE PARTNERS

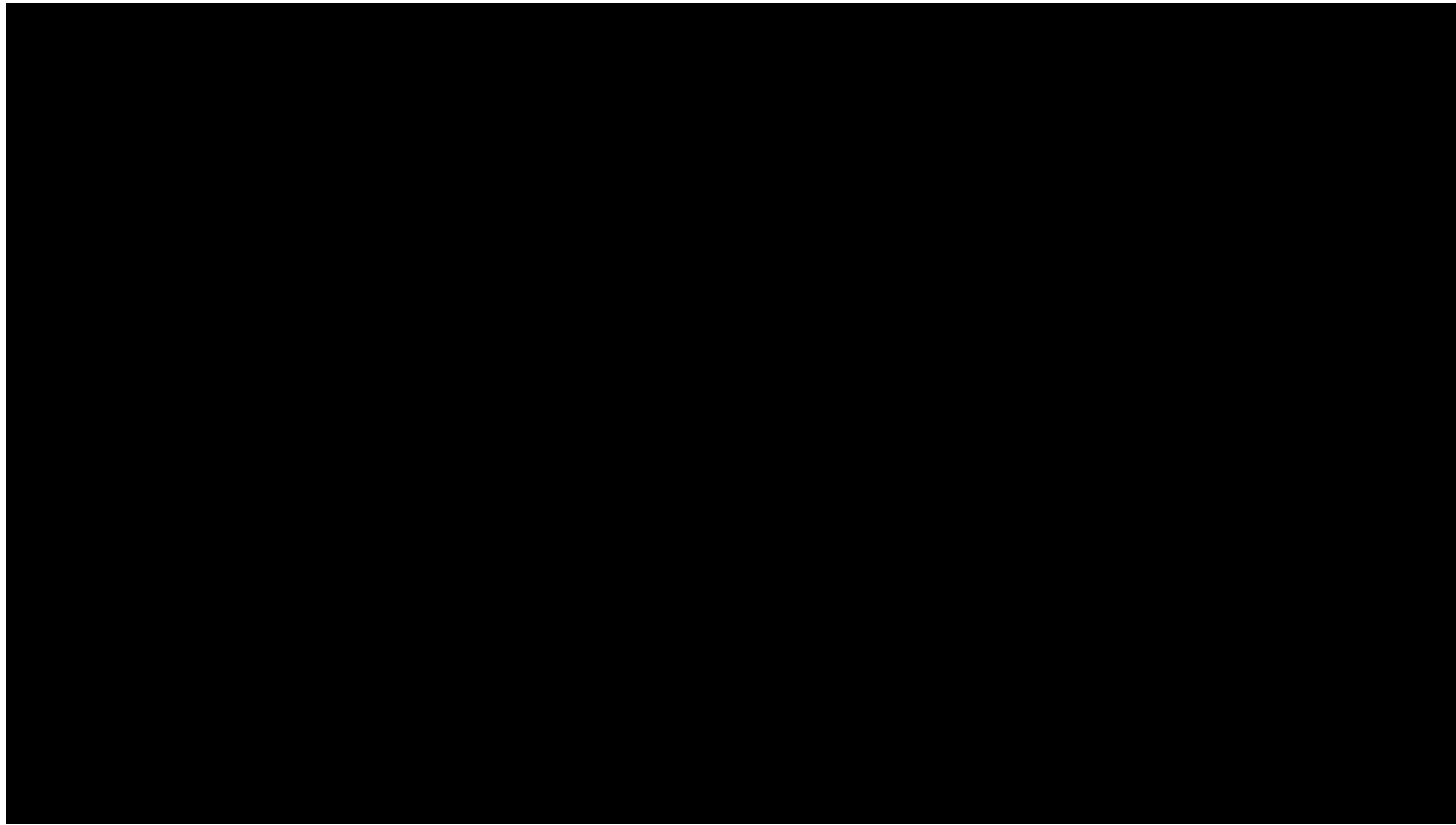
new robot relationships



“If you can show someone what to do, get a computer to do it.”

Tesla Software Engineer

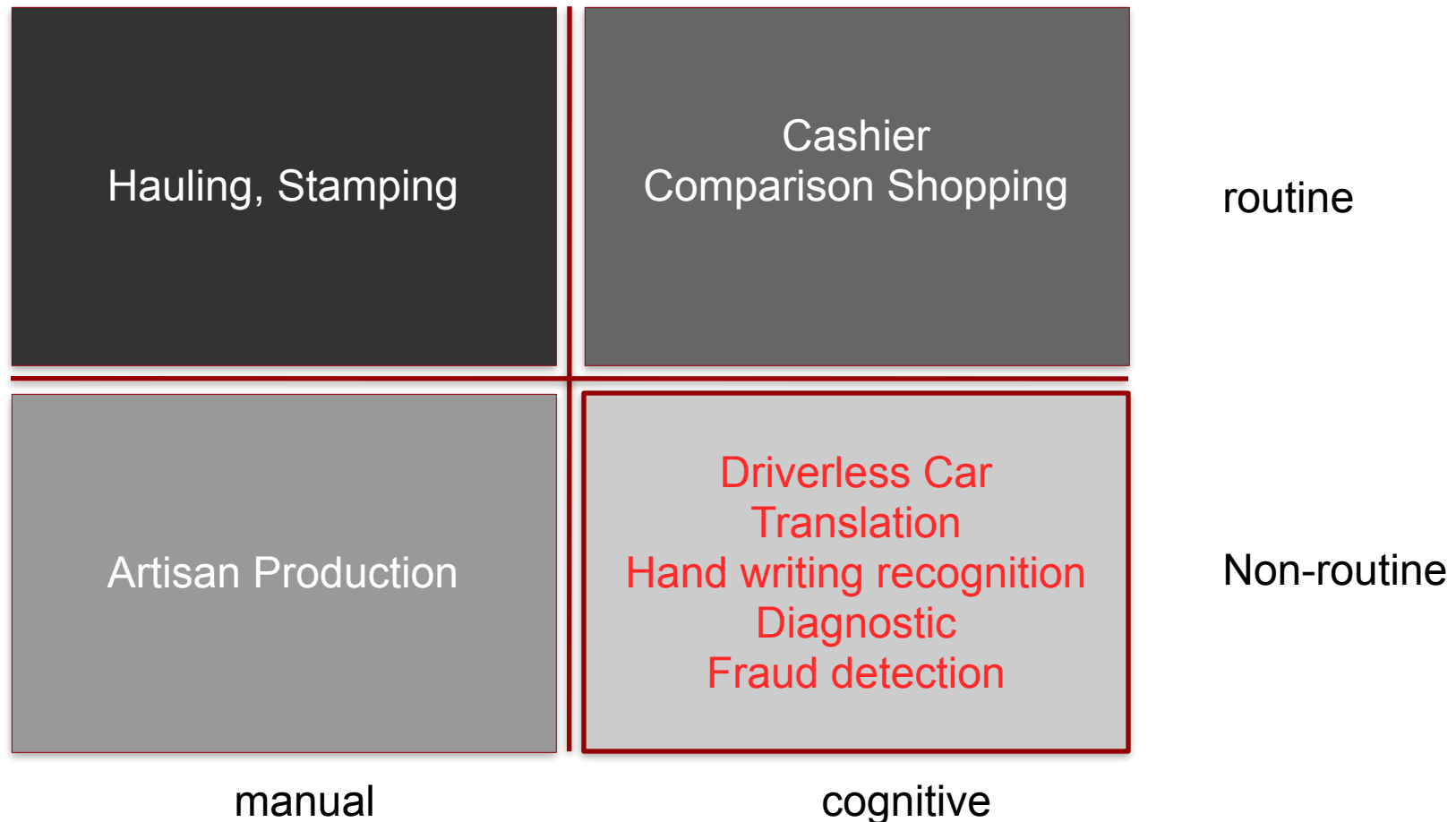
Machines that Learn



The Factory Floor



Towards Cognitive Non-Routine



Distinct Human Value Add

PERCEPTION AND MANIPULATION

- Finger dexterity
- Manual dexterity
- Cramped work space, awkward positions

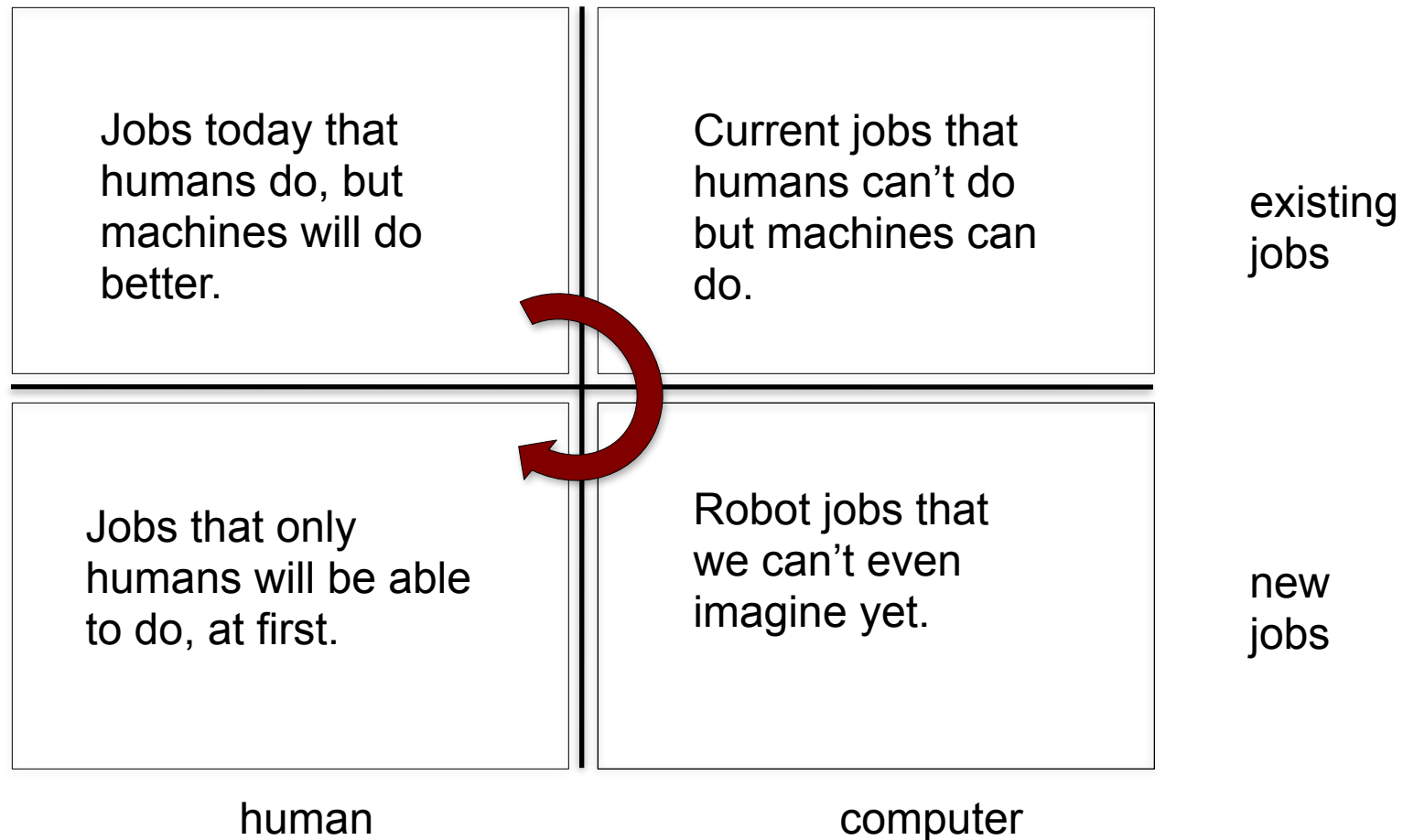
CREATIVE INTELLIGENCE

- Originality
- Fine Arts

SOCIAL INTELLIGENCE

- Social perceptiveness
- Negotiation
- Persuasion
- Assisting and caring for others

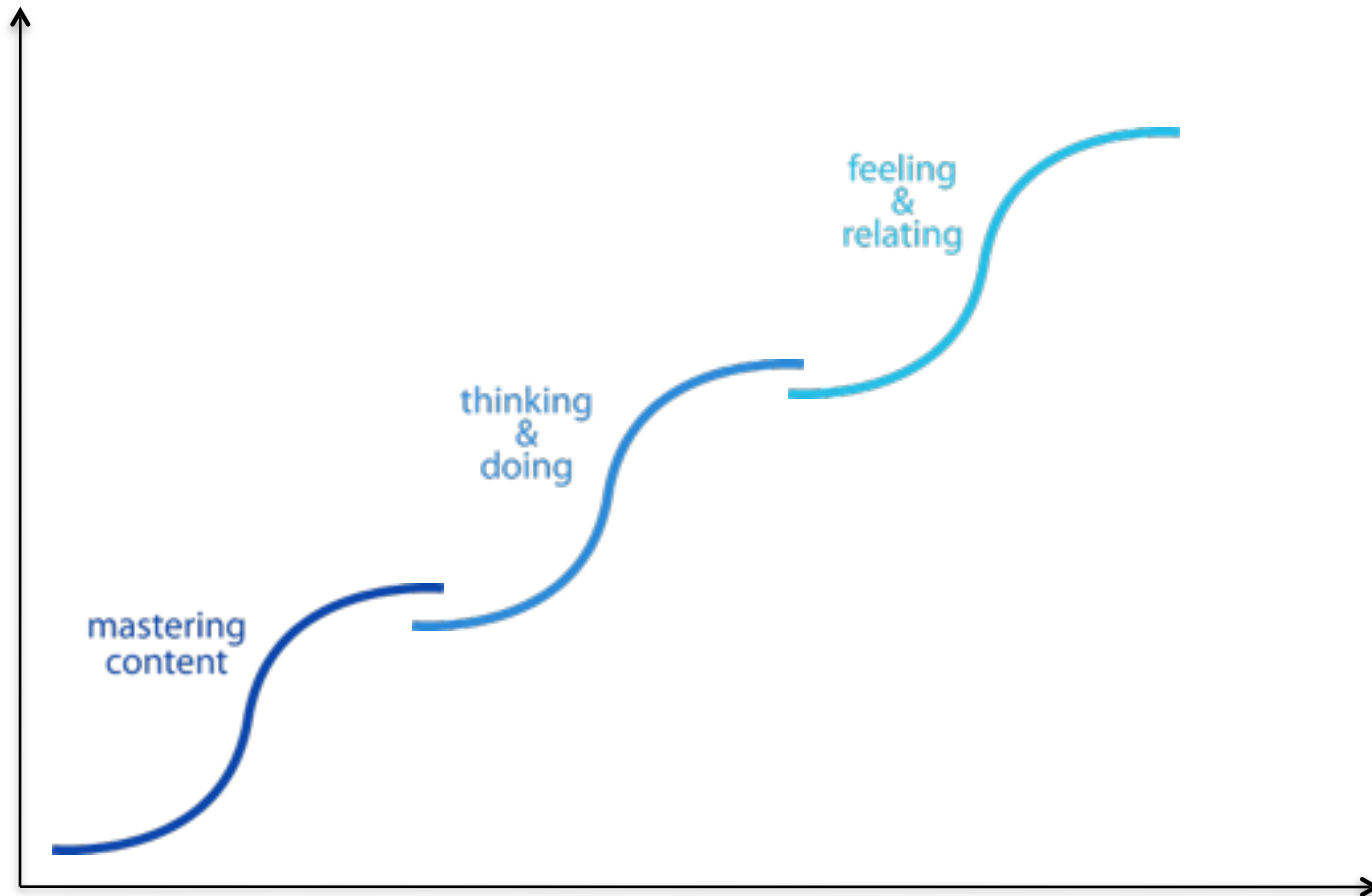
Race with the machine



DEEP SKILLS FOR THE NEW MACHINE AGE

- Virtual collaboration
- Ad hoc teaming
- Socialstructing
- Cognitive optimization
- Deep sense making
- Computational literacy
- Designing Novelty & Innovation
- Adaptability to disruption
- Cultural boundary crossing
- Transliteracy

SHIFTS IN ORGANIZING PRINCIPLES



Source: Saveri Consulting, 2014

EMOTION INTELLIGENCE

fully engaged human capacity



“Educating the mind without educating the heart is no education at all.”

Aristotle

Human Superpower: an interface to the world



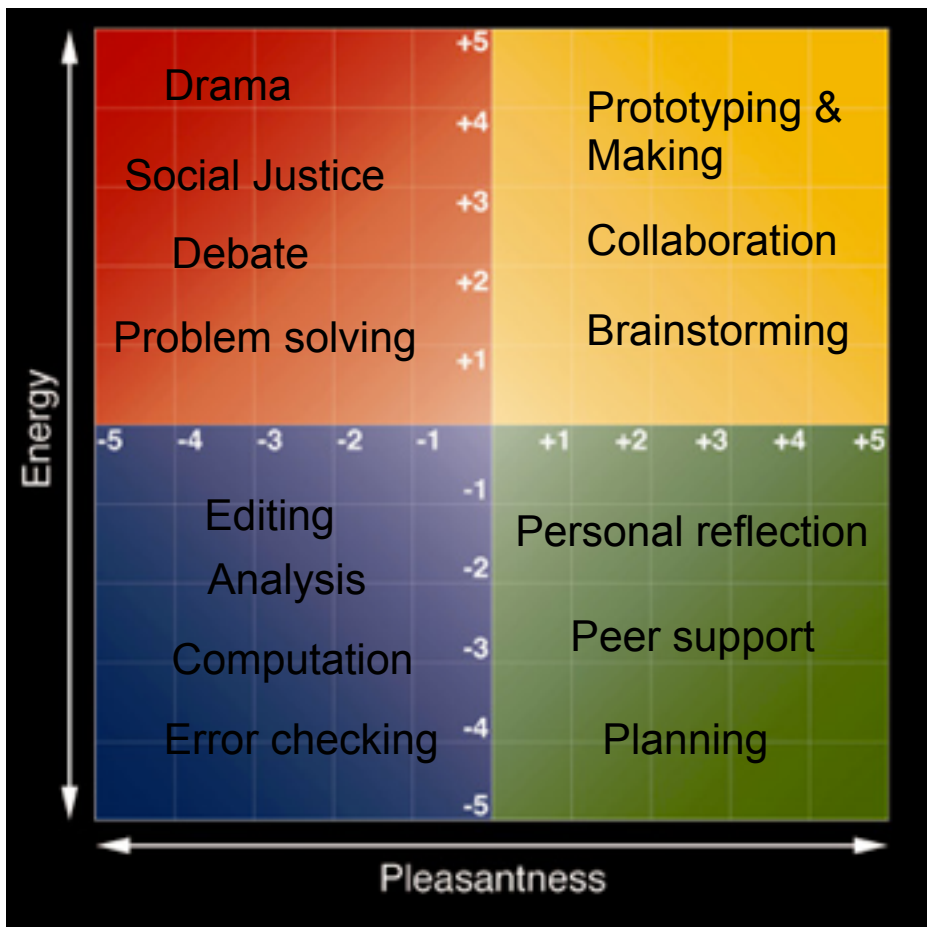
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“I don’t want to be at the
mercy of my emotions.

I want to use them, to enjoy
them, and to dominate
them”

Oscar Wilde

A Design Palette for Learning



The Mood Meter
Yale Center for
Emotional Intelligence

TECHNOLOGY AS LANGUAGE

“When you learn to read, you can then read to learn. And it’s the same thing with coding. **If you learn to code, you can code to learn.**”

Mitch Resnick, MIT



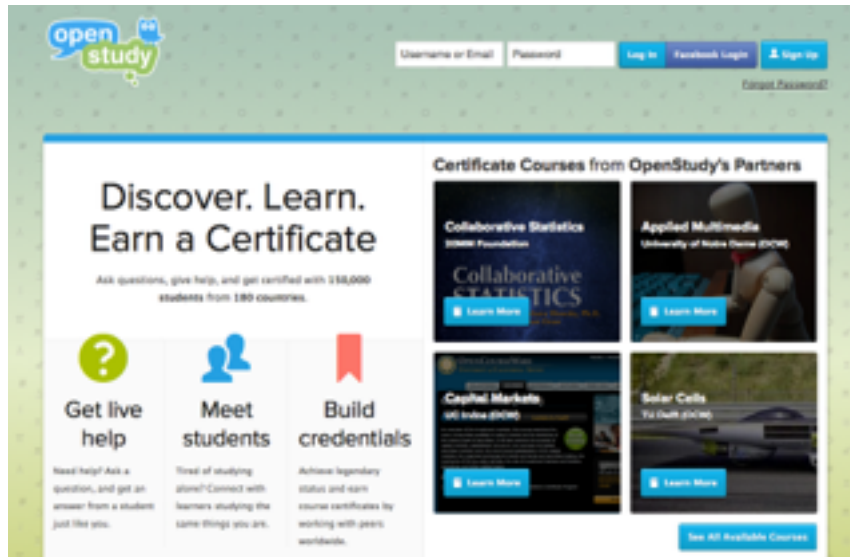
DIY EDUCATION: a new autodidact



“There is no excuse not to know how.”

Human Resource Manager

Mastery & Micro-credentials



openstudy.com/



www.udacity.com/

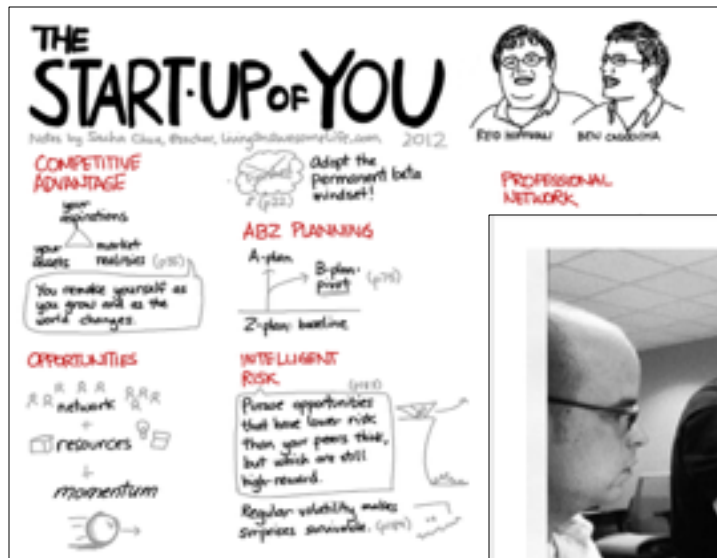


www.udemy.com/

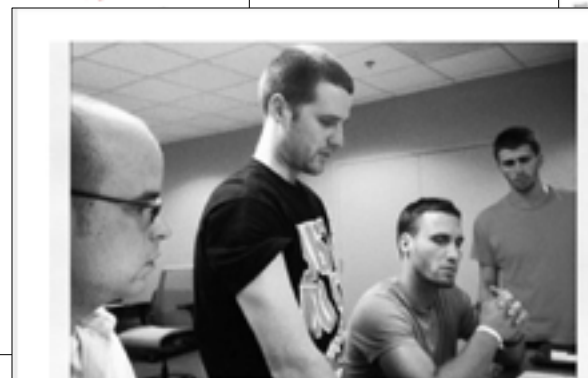


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STRATEGIC DESIGN QUESTIONS

- How might new school formats provide opportunities to deliver deeper learning experiences for HCSD students?
- How might learning experiences align with deep skills of the new machines age?
- How might faculty and administration use emotion intelligence as a design framework for healthy, productive learning climates?

IT'S 2025 AND HCSD IS A LEADER IN PREPARING
GRADUATES TO THRIVE IN THE NEW MACHINE AGE.

IN PAIRS DISCUSS:

1. WHAT IS HCSD DOING DIFFERENTLY IN 2025?
2. WHAT ARE NEW IDEAS TO EXPLORE TO HELP YOU
CONTINUE TO DELIVER EXCELLENCE IN 2025?