

# Globalised Skills and attitudes For the Future

OIE GLOBAL EMPLOYERS' WORKSHOP  
UNDERSTANDING THE FUTURE OF WORK: CHALLENGES AND PROPOSALS  
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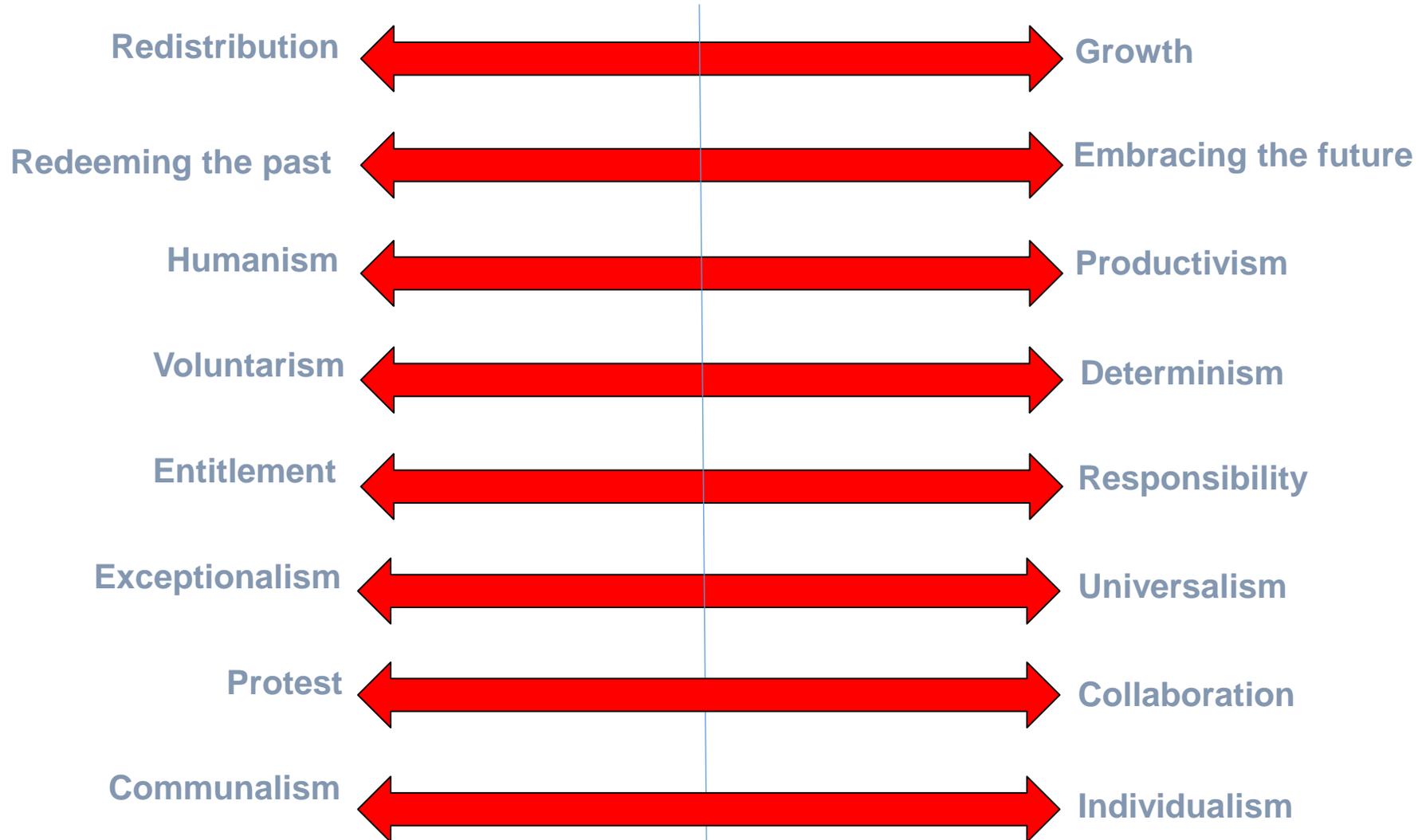
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the  
**Henry  
Ford.**

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1. We **cannot predict** the future
2. Futures is an **exospective science**
3. **A spectrum of multiple, past-complimentary futures (explorative & normative)** is always possible and the **entirety** of a selected future is **never inevitable, despite current 'facts'**
4. FS has **complexity paradigm**, i.e. even problem definition is inherently problematic, and any attempt at solution will be **experimental and heuristic**
5. The same future may be achieved in **multiple ways**
6. FS moves beyond ontos (essence, definition and meaning) to telos (**purposiveness**)
7. That means the future is partially **subject to our collective decision-making**
8. **The observer alters the observed** once a decision is made, and probably earlier in the inquiry
9. Therefore the **quality of our cognitive processing** will impact the **quality of our future**
10. By exploring **multiple partial views**, we enable ourselves to generate **options for alternative futures.**
11. *In the future, not all lists have to contain 10 things*
12. We **cannot go back**. Not even to basics.

# The battle of the paradigms



# Contrasting possible outcomes

Cohesion & collaboration



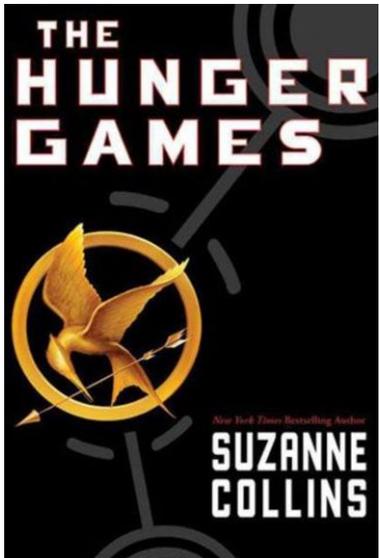
4IR Surfing

Islandia

Faux global fool's paradise

Factionalism & self-interest

Exceptionalism



# Transitional Competence

1. **Imagination-Anticipation-Creativity-Innovation** value chain creators
2. **Purpose-driven Curiosity & LLL** (cf. shift in university age profile)
3. **Alternate VUCA-embracing cognitive processing: Systemic, adaptive & computational thinking & Contextual intelligence, JIT presentation, etc.** incl. deep generalism; **Divergence & Trans-disciplinarity** (beyond multi-)
4. **Competitive Enterprise, Intra- & Entrepreneurship**
5. **Experience Transcendence** (incl. suspension of judgement & disbelief, change resilience & adaptability)
6. **Discernment**, especially vis-a-vis the **noise-to-signal ratio, trend transcendence & new media literacy**
7. **Digital dietician** (appositional/pertinence editing)
8. **Social Intelligence, notably Empathic Collaboration & Design**, including Diversity & Conflict Management
9. **Evolutionary ecologist** due to rate of change
10. **Future funding**, incl. failure fund, life-stage transition education fund, geographic relocation fund, ERP fund, etc.
11. **List aversion – it is going to be much more interesting!**

# Gracias



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