

Cognitive Collaboration – Working Smarter in a VUCA Economy

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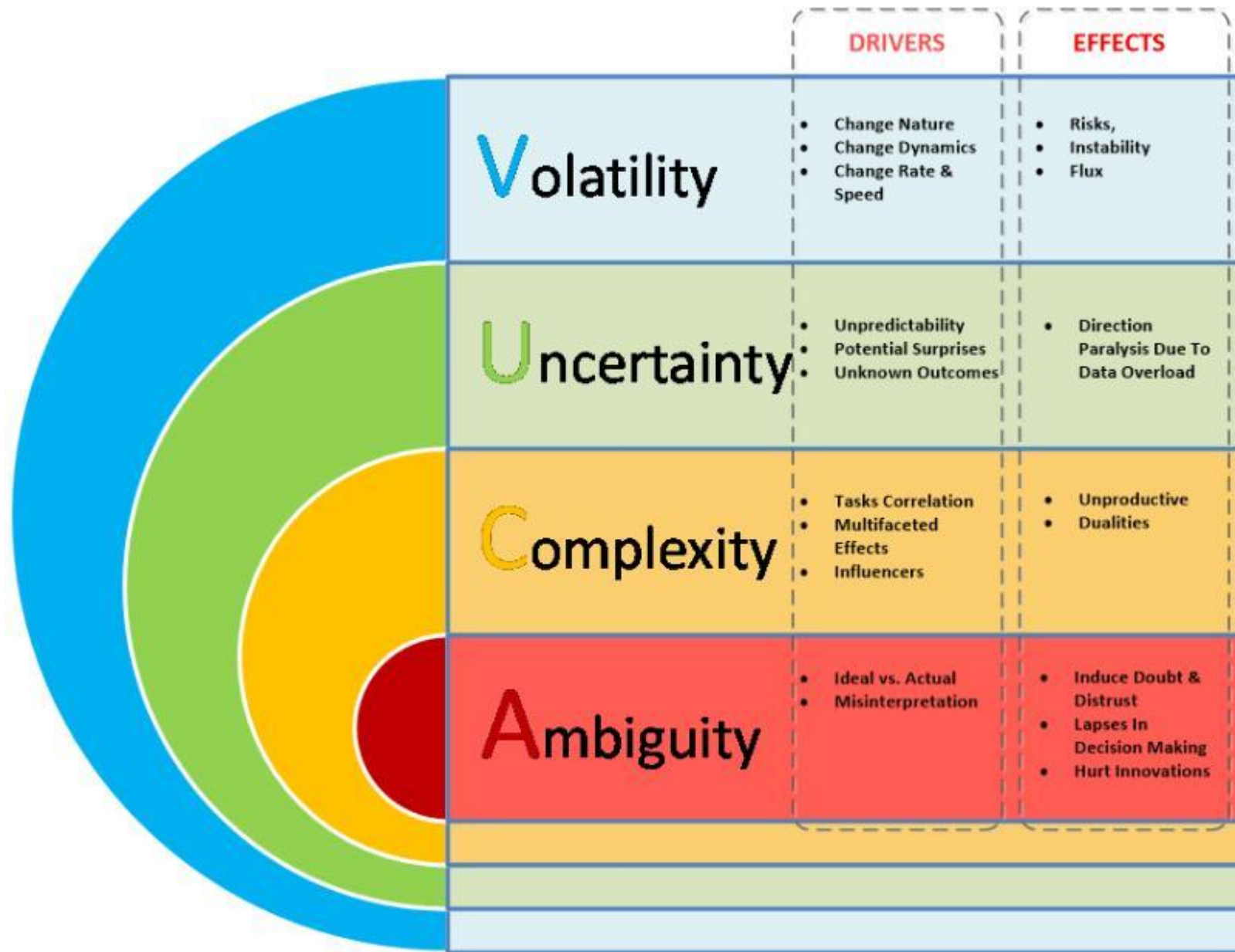
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Volatility

Uncertainty

Complexity

Ambiguity



What is VUCA to you at this moment?





BREXIT





Hu Xijin, chief editor of Global Times

44 electoral votes still available



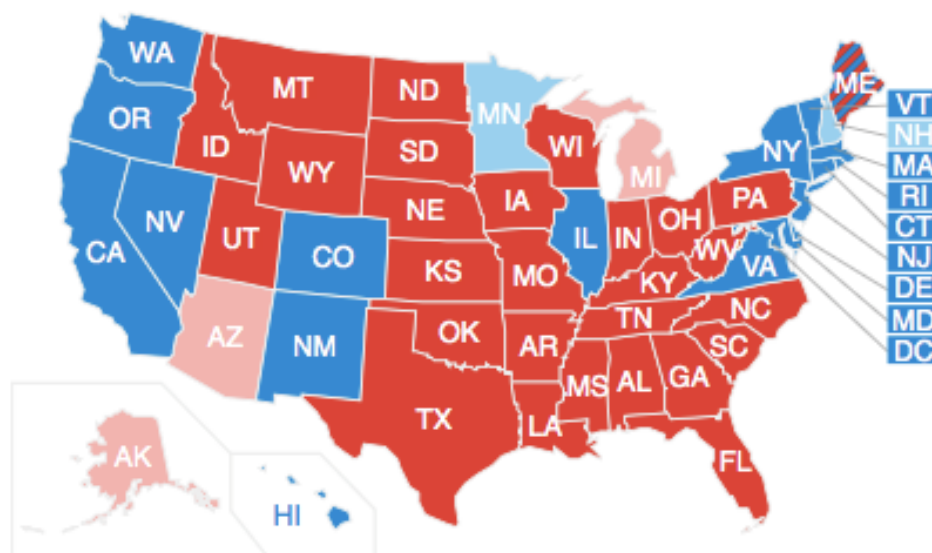
218

270 to win

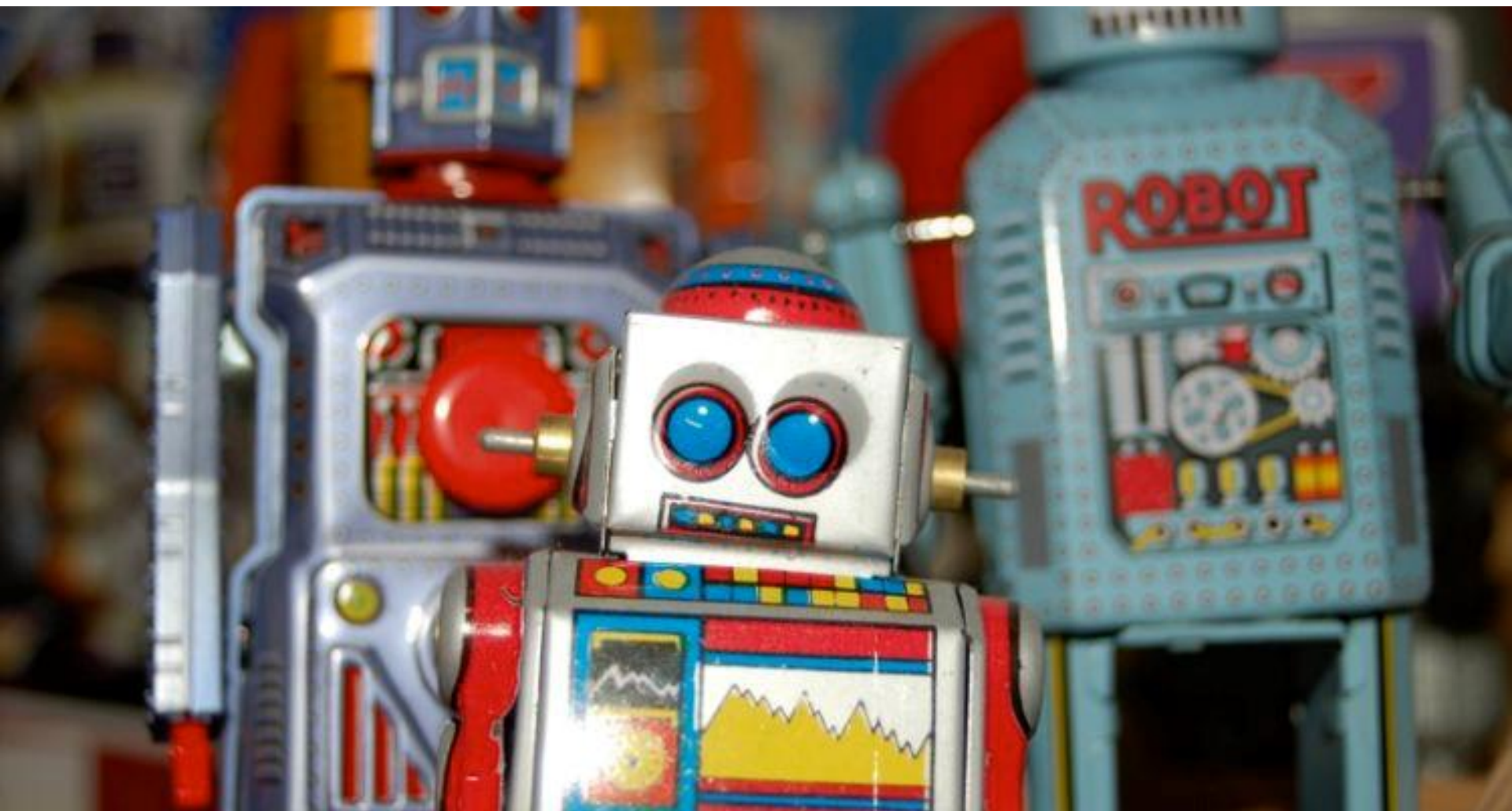
Trump



59,085,787 votes



■ ■ Won ■ ■ Leads





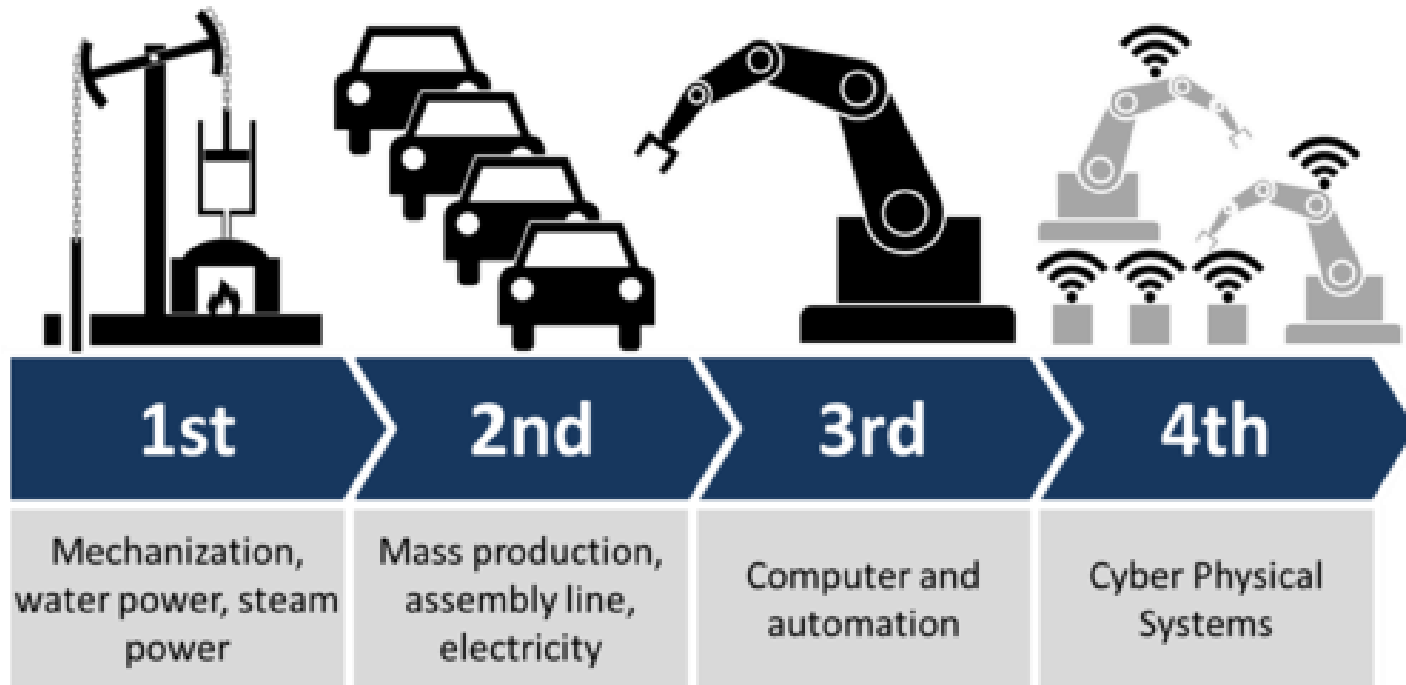




THE FUTURE

Industry 4.0

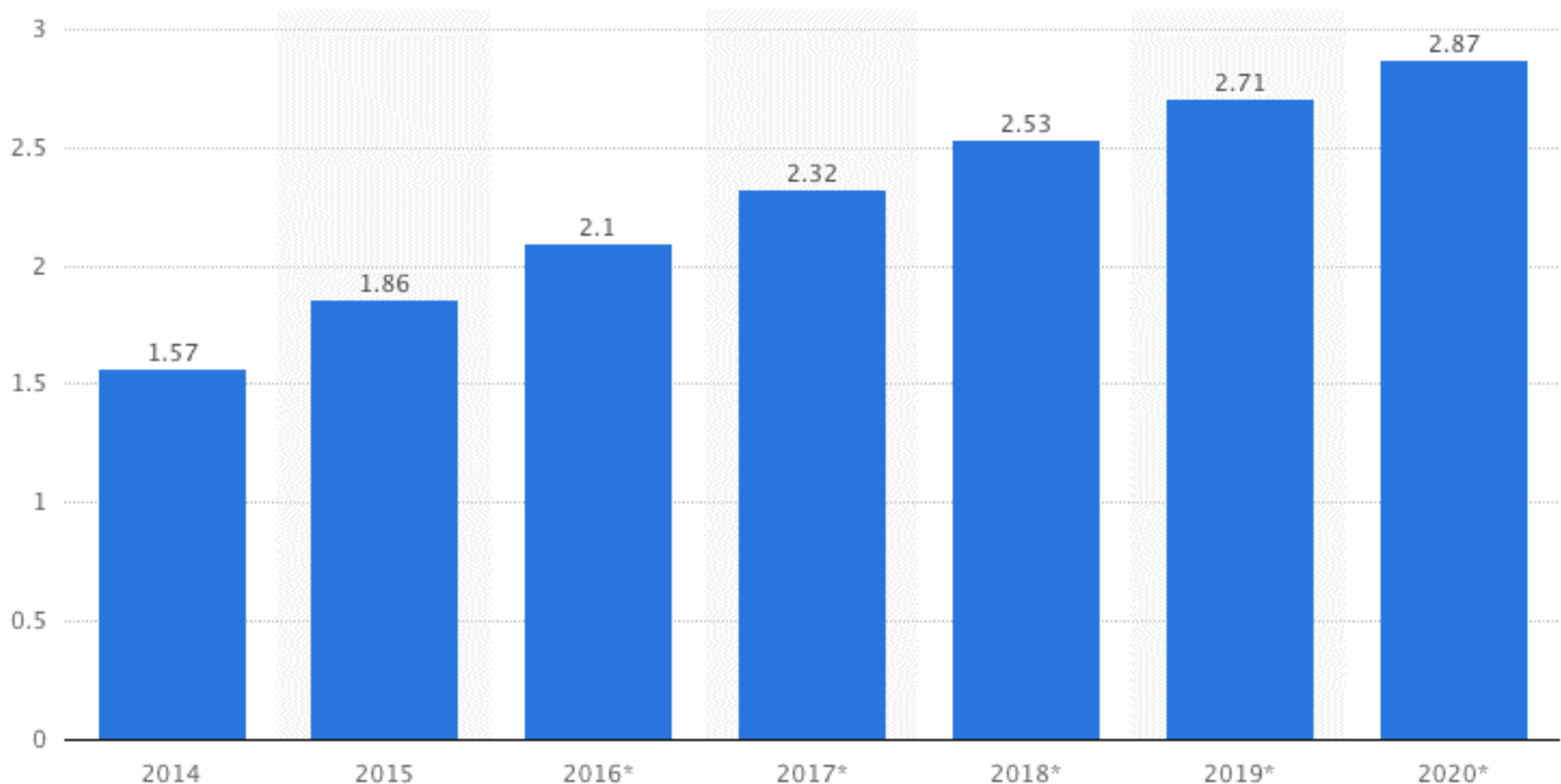
Fourth industrial revolution



Industry 4.0

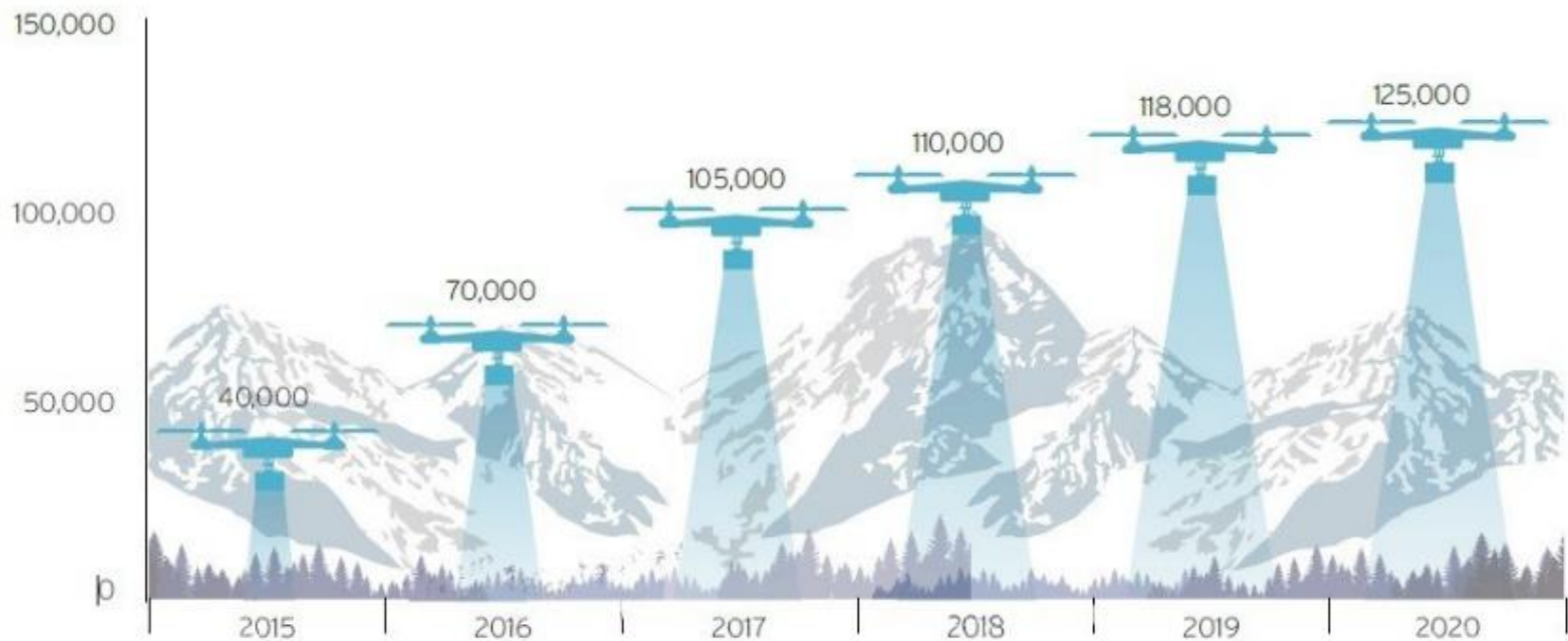
- Internet of Things (IOT)
- Automation
- Data exchange
- Cloud computing

Number of smartphone users to cross 2.5 billion by 2019



Source: Statista

More than 125,000 unmanned vehicles by 2020



Source: Association of Unmanned Vehicle Systems International.⁴

What's Work
Gonna Be Like?

Executive Summary

The Future of Jobs

Employment, Skills and
Workforce Strategy for the
Fourth Industrial Revolution

January 2016



65% of children entering primary school today will ultimately end up working in **completely new job types that don't yet exist.**

By 2020, more than a third of the desired core skill sets of most occupations will be comprised of **skills that are not yet considered crucial** to the job today.

In many industries and countries,
the most in-demand occupations
did not exist 10 or even five years ago,
and this pace of change is set to
accelerate.

10 Jobs That Didn't Exist 10 Years Ago



App Developer



Social Media Manager



Uber Driver



Driverless Car Engineer



Cloud Computing Specialist



Big Data Analyst



Sustainability Manager



YouTube Content Creator



Drone Operator



Millennial Generation Expert



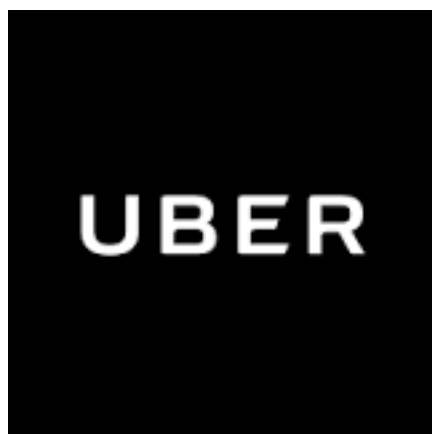
2006



2007



2008



2009



2011



2011

So, how do you
view your future?

How Do We Outsmart
VUCA?

Regional Community Briefing

Human Capital Outlook Association of Southeast Asian Nations (ASEAN)

Kuala Lumpur, Malaysia 1–2 June 2016



Business stakeholders need to consider:

- Collaboration, rather than competition
- Multi-sector partnerships
- Bold leadership and strategic action

Top 10 Skills in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgement and Decision Making
9. Active Listening
10. Creativity

Top 10 Skills in 2015

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- ~~6. Quality Control~~
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Top 10 Skills in 2020

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10. Cognitive Flexibility

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So... How do we
attain success?



The illiterate of the future are not those who cannot read or write, but those who cannot **learn, unlearn, and relearn.**

Alvin Toffler, Future Shock





Success

1. Learn, Unlearn, Relearn
2. Communicate and Collaborate
3. Feedback

2 Frameworks

1. Whole Emergenetics (WE)

- Collaborating and Communicating in Cognitive Diversity

2. Action Learning (AL)

- Problem Solving, Taking Action, Learning, Feedback

WHAT

is Cognitive Diversity?

The differences of **thinking** and **behaviour** that exist within a group.



COGNITIVE DIVERSITY

is a common, natural phenomenon

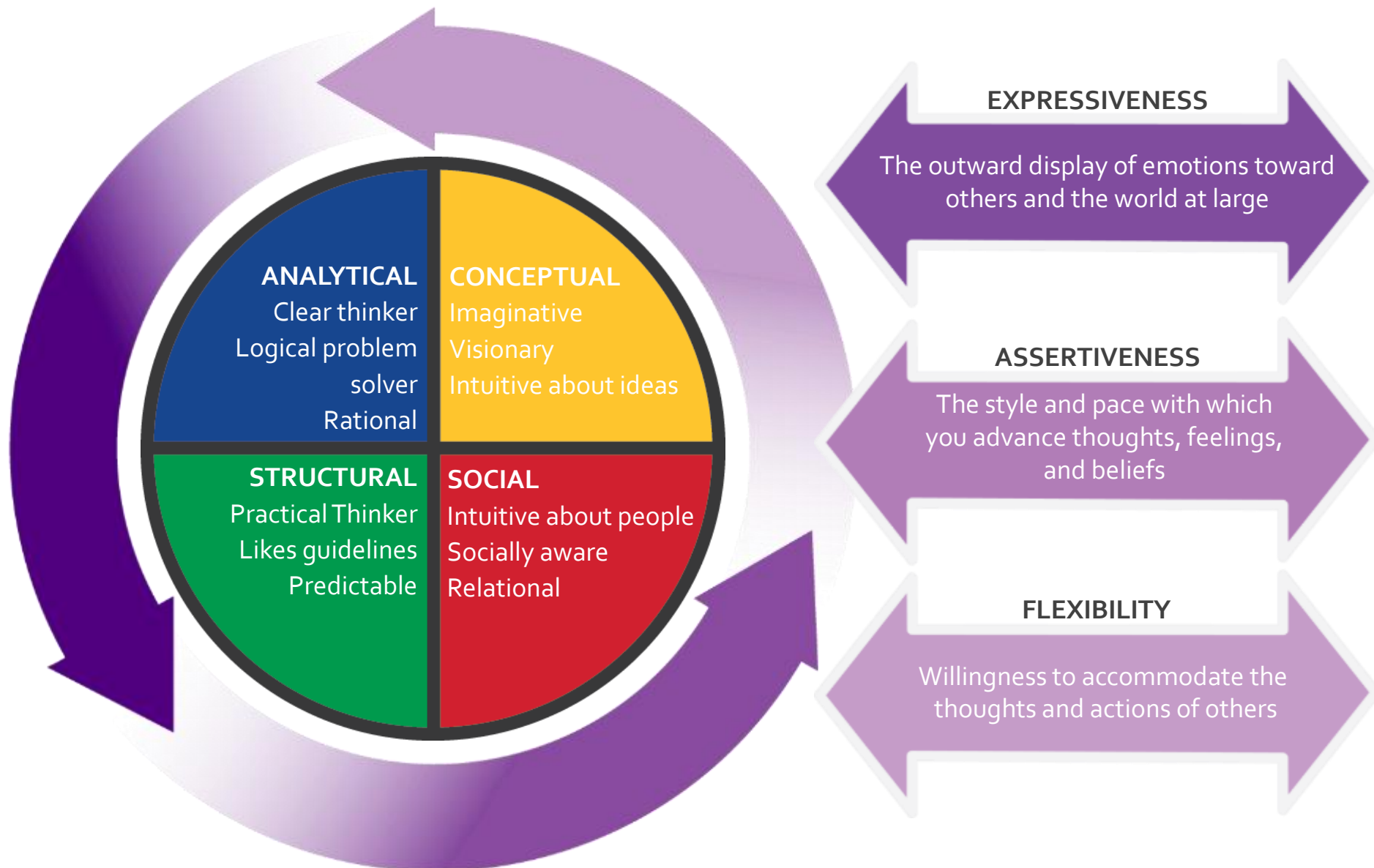





Dive into the competitive advantage

“When there is diversity
in the team, **meaningful
work** is more likely
to happen.”

EMERGENETICS ATTRIBUTES





“What does
the research
say?”

“Let’s
brainstorm
new ways
to solve
this.”

“Who else
should be
on the
team?”

“What are
the next
steps?”

“I learn through listening.”

“I get energy from driving ideas forward.”

“I adjust plans as I go along.”

“I pick and choose my battles.”

“I learn through discussion.”

“I pick a decision and stick with it.”

COGNITIVE DIVERSITY

It's what you do with it that makes a difference.



THE NEW ENVIRONMENT

An organization is now limited only by its ability to connect employees and information together.

- Fast Company





Dive into the competitive advantage

“You need to make the linkage between the individual and the organization. If we really have **an environment which brings out different perspectives, and use those in a productive way**, then business products and services can improve.”

Peter Bye, Corporate Diversity Director for AT&T

COGNITIVE DIVERSITY



COGNITIVE COLLABORATION



GROUP DISCUSSION



What does cognitive
collaboration mean
to you?

COGNITIVE Collaboration

- Provides **multiple perspectives** to solve problems
- Awareness of **all types** of thinking and behaviour
- Provides language to **bolster communication** resulting in stronger engagement, better performance and ultimately business results
- Fosters **productive tension**, leading to greater business results and solutions to problems

GROUP DISCUSSION



What does cognitive
collaboration mean
to you?

Why is cognitive
collaboration important
to Action Learning? How
might it integrate?



EMERGENETICS WITH ACTION LEARNING

An Experiential Seminar for Problem Solving and Leadership Development

2 June 2015



Leveraging Emergenetics through Action Learning

- The objective is to hone our team as a Whole Emergenetics Team.
 - By leveraging our individual strengths, we strategise to overcome our team's blind spots
- Consider:
 - What are our strengths/brilliances?
 - What are our blind-spots?
 - What do we want to develop/enhance?



Developing/Enhancing our Attributes

EMERGENETICS® ATTRIBUTES – ENHANCEMENTS SUGGESTIONS

Choose an Aspect of an Emergenetics Attribute to Focus On Today!

ANALYTICAL	CONCEPTUAL
Weighs Options Diagnostic-approach Critical Thinking Strategic Focus Problem Solving	Big Picture Thinking Global Thinking Long Term Visioning Presents Unique, Imaginative Ideas Experimental
STRUCTURAL	SOCIAL
Seeks Accountability Asks about Next Steps Adhering to Rules/Guidelines Practical Considerations Seeks Clarity	Motivates Others Customer Focused Compassion Seeks Collaboration Relational Approach

EXPRESSIVENESS

Readily Listens Introspective Thinks before Speaking	Readily Asks Questions Animated Provides Energy
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ASSERTIVENESS

Appears Patient Invites Consensus Calm	Appears Confident Persuades Drives Discussion Forward
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FLEXIBILITY

Focused Stays the Course Firm / Resolute	Deals with Diversity / Paradoxes Open to Change Reframes
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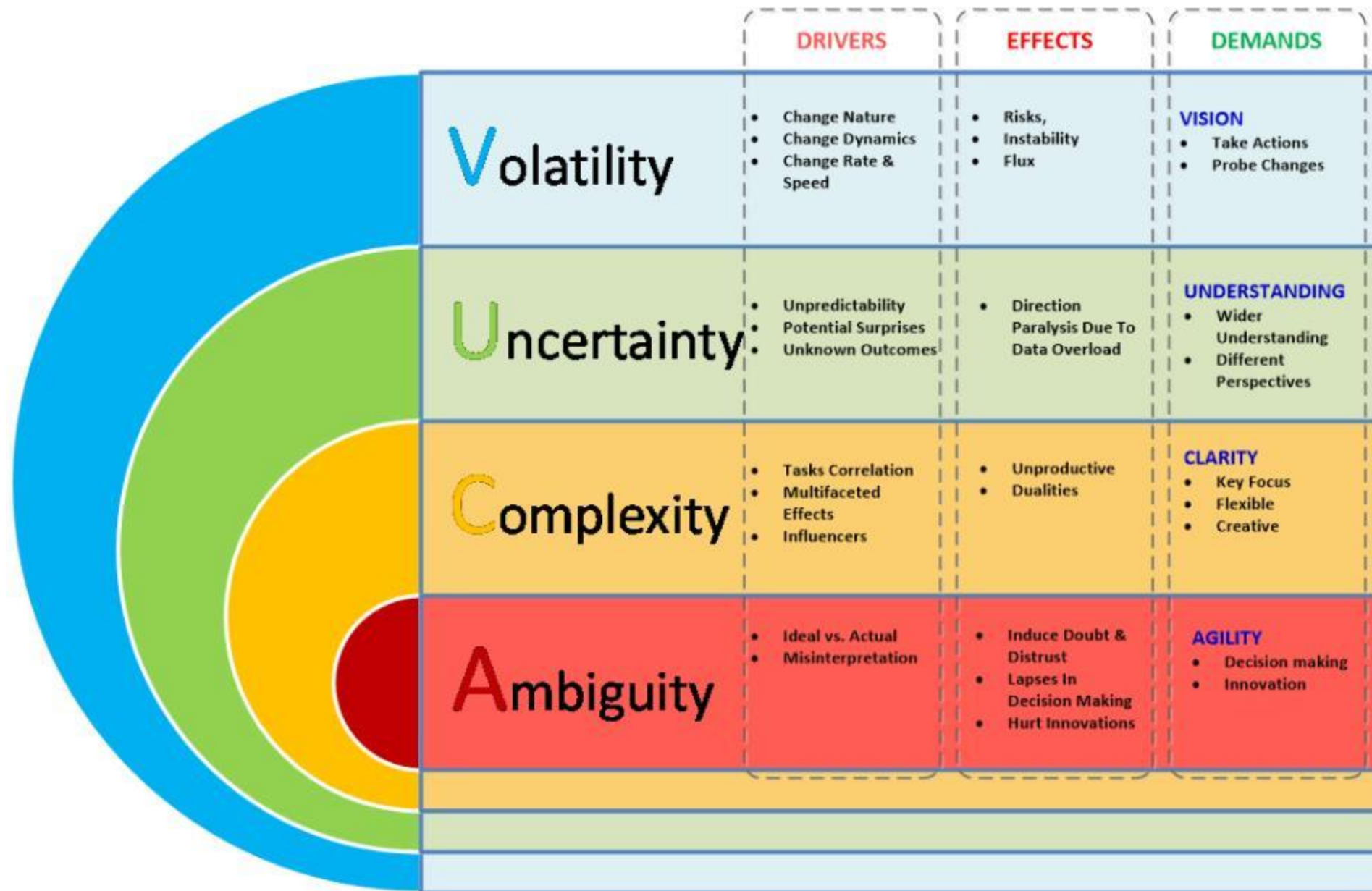
What if I don't use
Emergenetics?

Dive into the competitive advantage



“Our diversity workplace strategy includes programs to **attract, retain, and develop diverse talent**; provide **support systems** for groups with diverse backgrounds; and **educate all** associates so that we master the skills to achieve sustainable growth.”

Coca Cola website on Workplace Culture





It's NOT about doing more.
It's about doing it
differently.

Vision

Understanding

Clarity

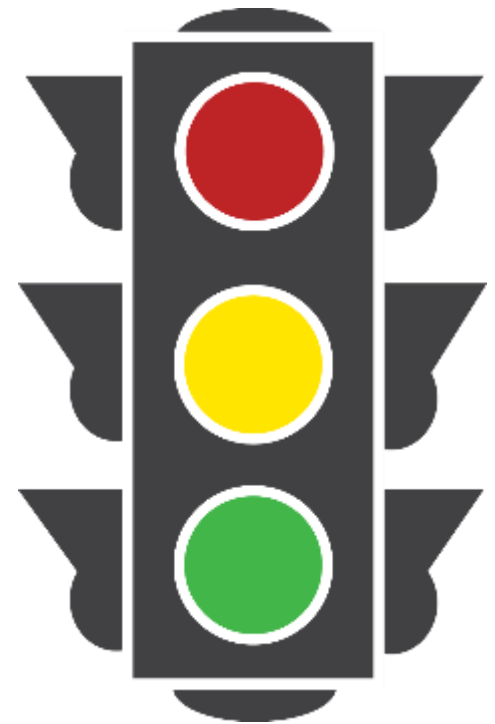
Agility

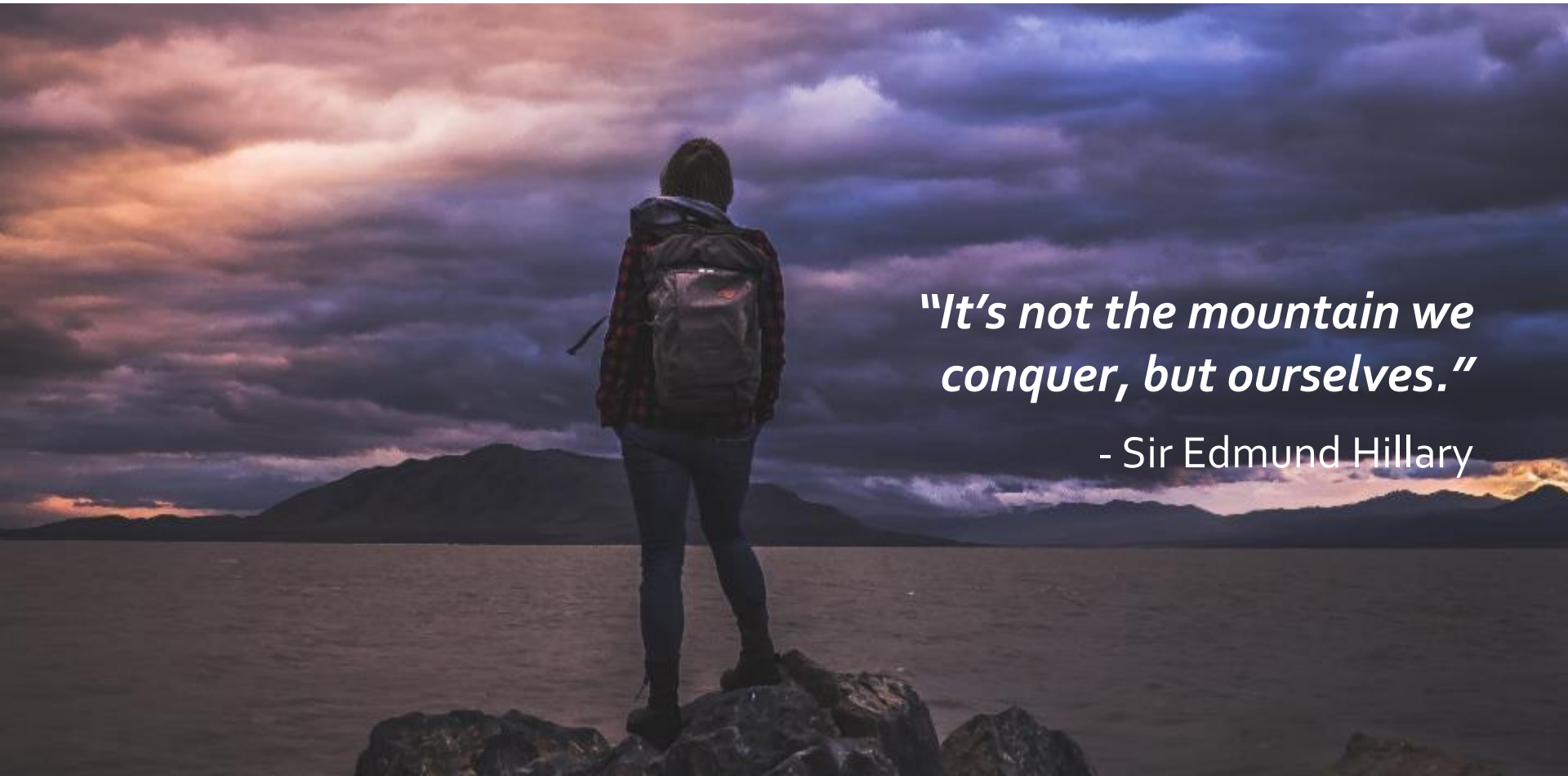
START. STOP. CONTINUE.

What will I **START** doing?

What will I **STOP** doing?

What is working and how
will I **CONTINUE**?





*"It's not the mountain we
conquer, but ourselves."*

- Sir Edmund Hillary

What impact will I **choose** to make
today?

Stay Connected!

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