

5 MINUTE QUIZ

1. Year Alan Turing's famous article "Computing Machinery and Intelligence" was published?
2. Year web had one million websites?
3. Year social media first used?
4. Year Twitter was born?
5. Year urban dwellers become the majority of the global population for the first time?
6. Year Facebook had one billion users in a single day?
7. Year global population estimated to exceed eight billion?

ANSWERS

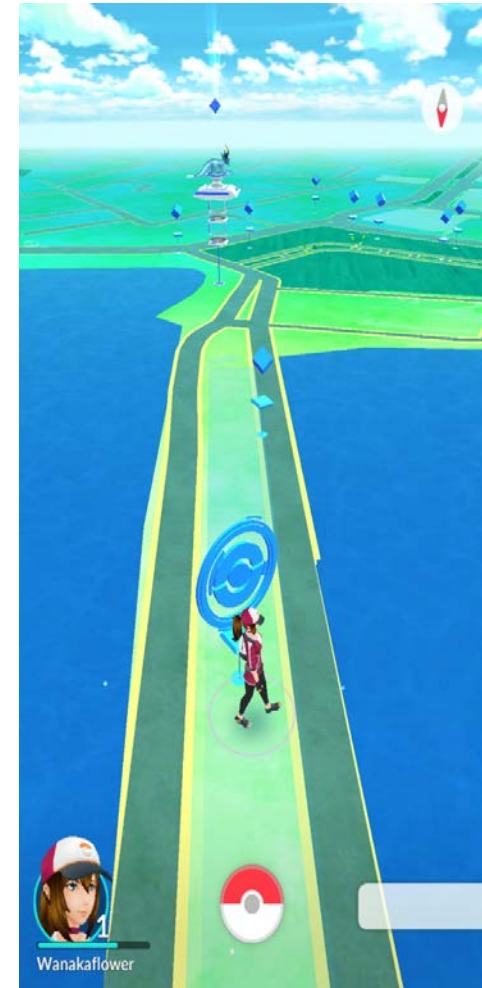
1. Year Alan Turing's famous article "Computing Machinery and Intelligence" was published? 1950
2. Year web had one million websites? 1995 (one billion in 2014)
3. Year social media first used? 2004
4. Year Twitter was born? 2006
5. Year urban dwellers become the majority of the global population for the first time? 2009
6. Year Facebook had one billion users in a single day? 2015
7. Year global population estimated to exceed eight billion? 2024

AGENDA: THREE QUESTIONS

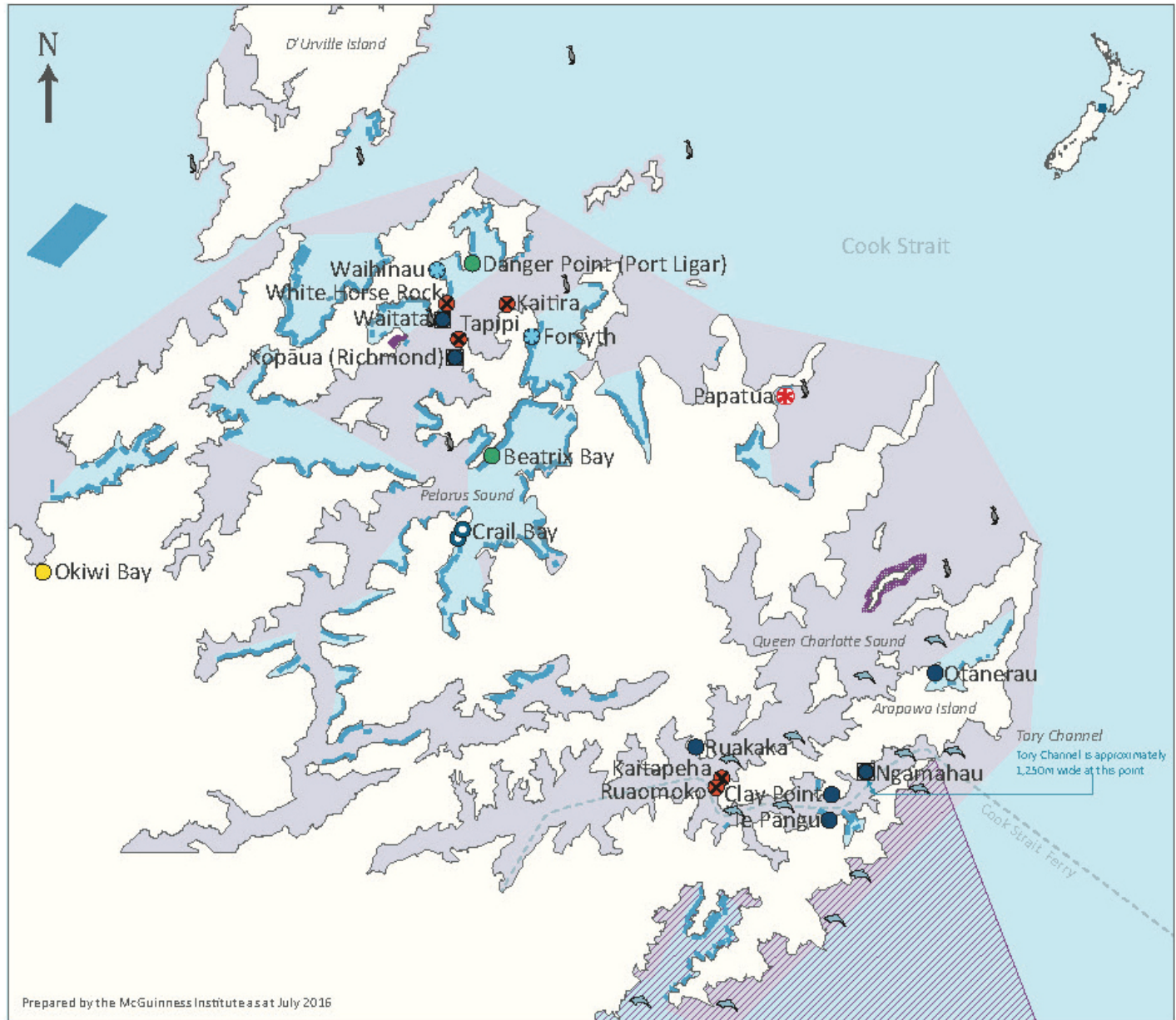
- 1. Why is our spatial industry important?**
- 2. How is our '9.00 am to 5.00 pm' life changing?**
- 3. What can you do – take aways?**

1. WHY IS OUR SPATIAL INDUSTRY IMPORTANT?

“ Spatial information is the digital connection between location, people and activities. This information can graphically illustrate what is happening (where, how and why) to show the insight and impact of the past, the present and the (likely) future.” – CRCSI



Map of Salmon Farms in Pelorus Sound, Queen Charlotte Sound and the Tory Channel



July 2016
 Working Paper 2016/02
 New Zealand
 King Salmon:
 A Financial
 Perspective
 A case study exploring the financial
 information of a privately owned
 company that uses publicly owned
 resources

MCGUINNESS INSTITUTE



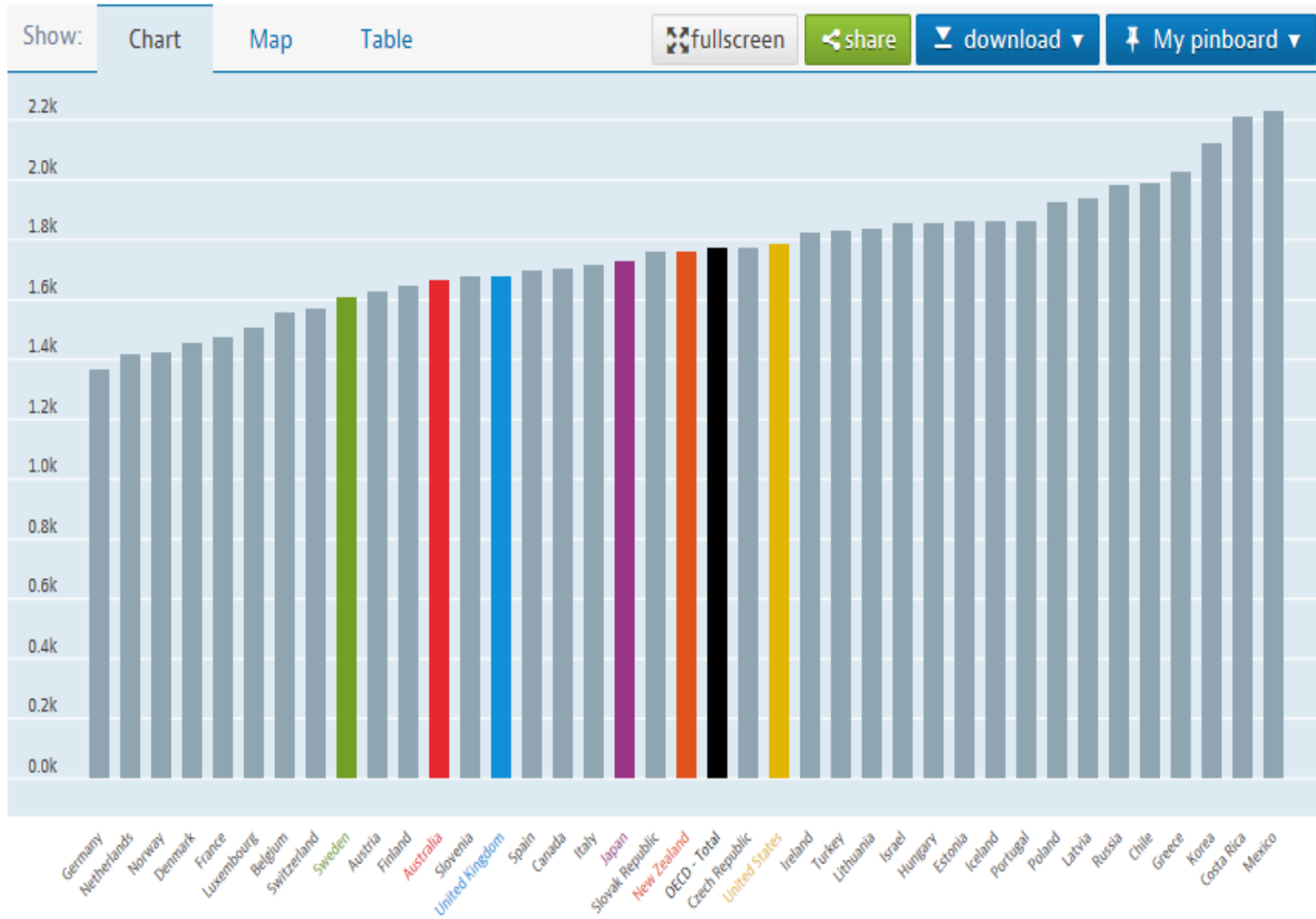
A panel discussion *Exploring the Antarctic Treaty in 2056* with (left to right) Lionel Carter, Andrew Townend, Neil Gilbert, Rear Admiral John Martin, Lou Sanson and Tim Naish (not shown in this photo) on 14 July 2016

2. HOW IS OUR '9.00 AM TO 5.00 PM' LIFE CHANGING?

1. Old model – the idea of 9.00 am to 5.00 pm conceived during the Industrial Revolution – it is loaded with assumptions about trust, loyalty, ambition and productivity
2. New model – the idea of work/life balance and creativity – it requires a high level of empathy, trust and flexibility, redefinition of failure, every decision is an experiment
3. Catalysts for change include demographics, technology, climate change, health concerns, retention of scarce skills, family matters
4. What it's looking like – six hour days, four day weeks, flexible hours, family leave, zero hour agreements, emphasis on team building and culture, embracing diversity to improve creativity

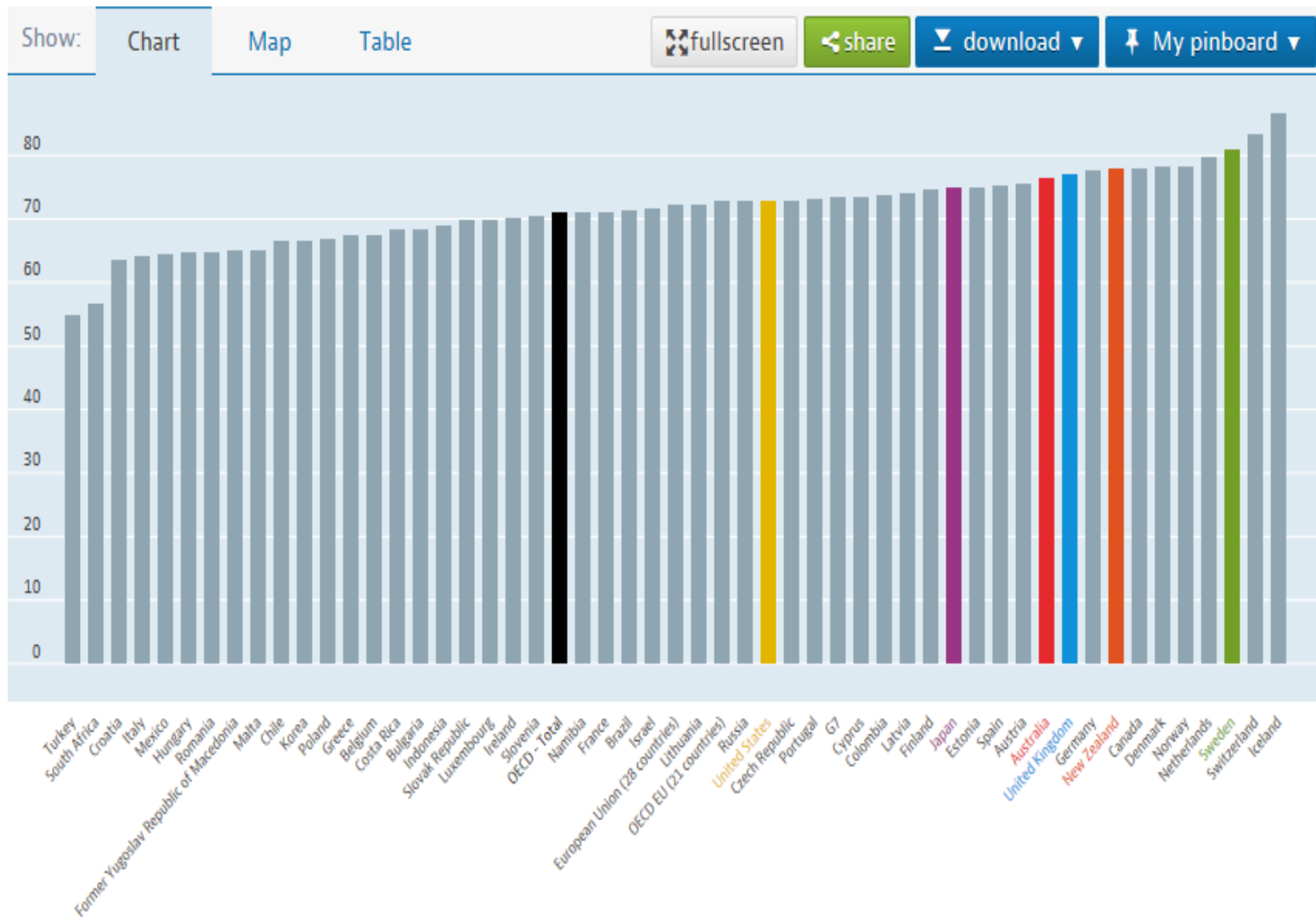
Hours worked Total, Hours/worker, 2014

Source: Hours Worked: Average annual hours actually worked



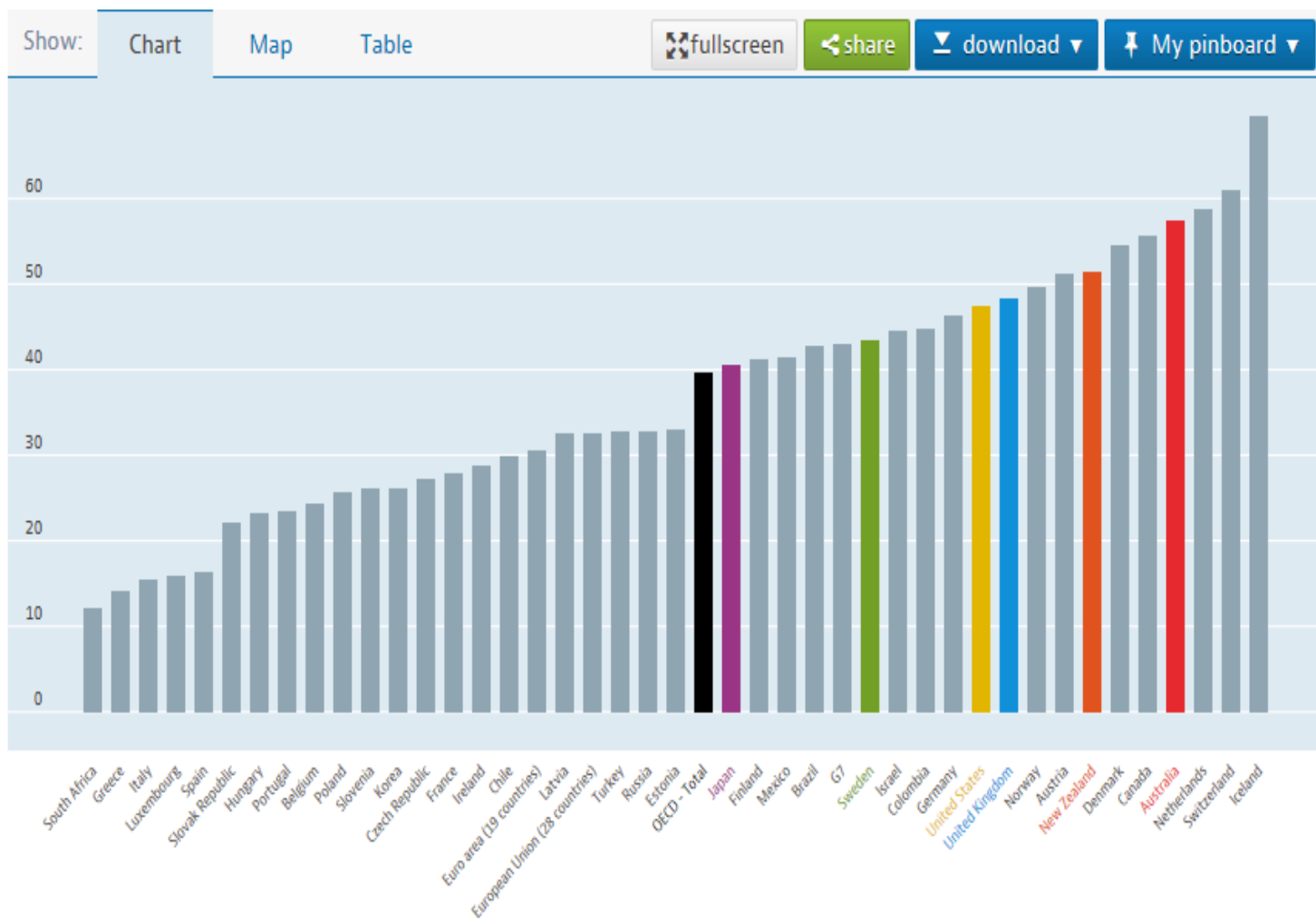
Labour force participation rate 15-64 year-olds, % in same age group, 2013

Source: Labour Market Statistics: Labour force statistics by sex and age: indicators

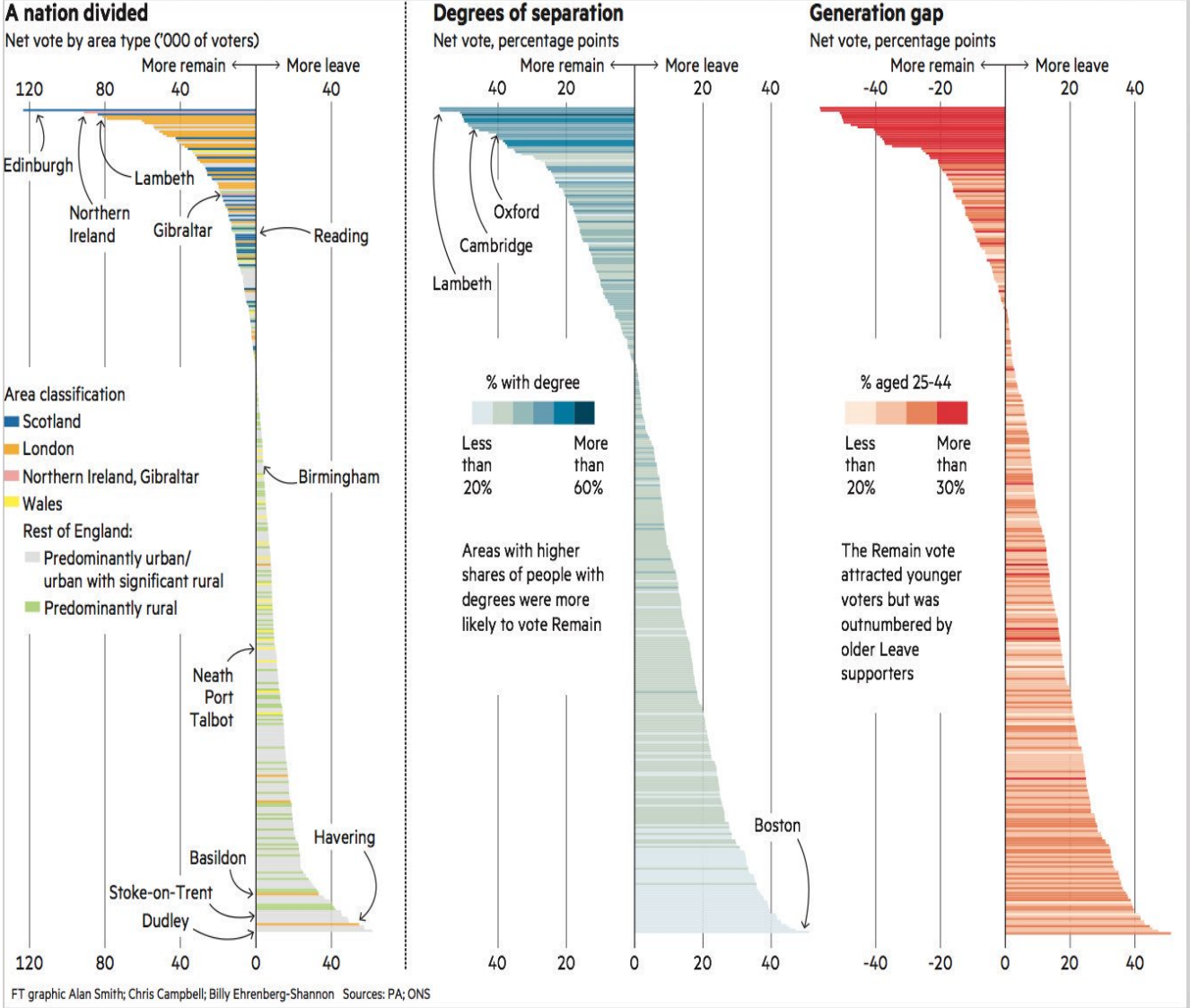


Employment rate by age group 15-24 year-olds, % in same age group, Q3 2014

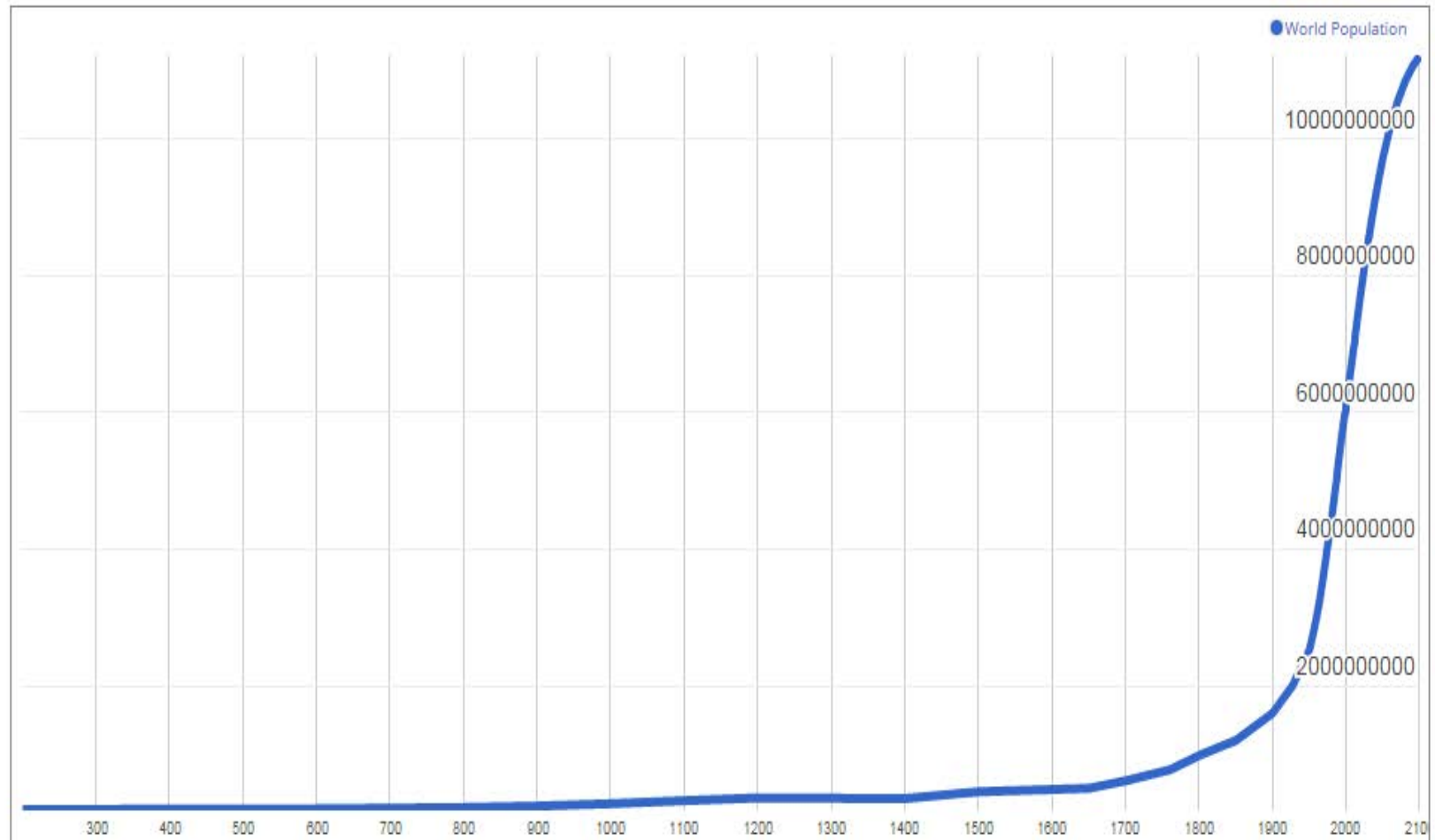
Source: Labour: Labour market statistics



BREXIT VOTE – A DIVIDED NATION



WORLD POPULATION: PAST, PRESENT, AND FUTURE



VIDEOS X 2



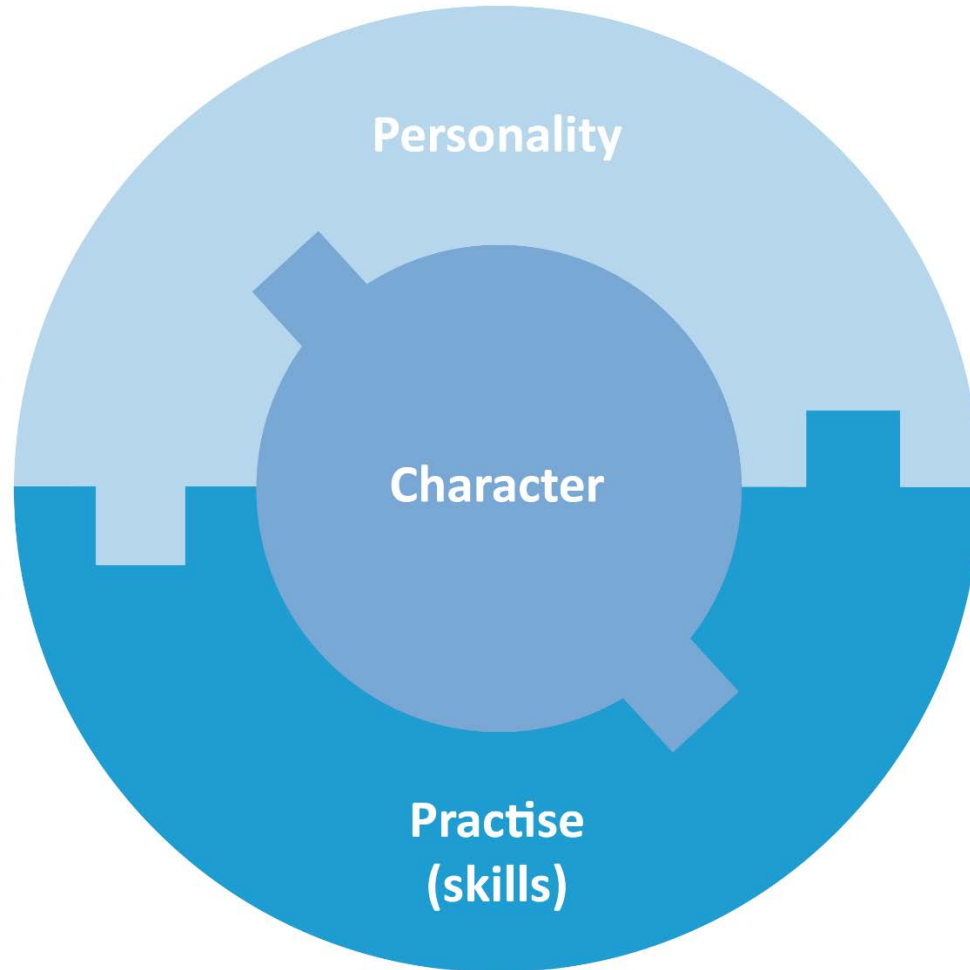
Atlas, The Next Generation Boston Dynamics, 23 February 2016

<https://www.youtube.com/watch?v=rVlhMGQgDkY>

The Untold Story of Magic Leap, the World's Most Secretive Startup WIRED – Kevin

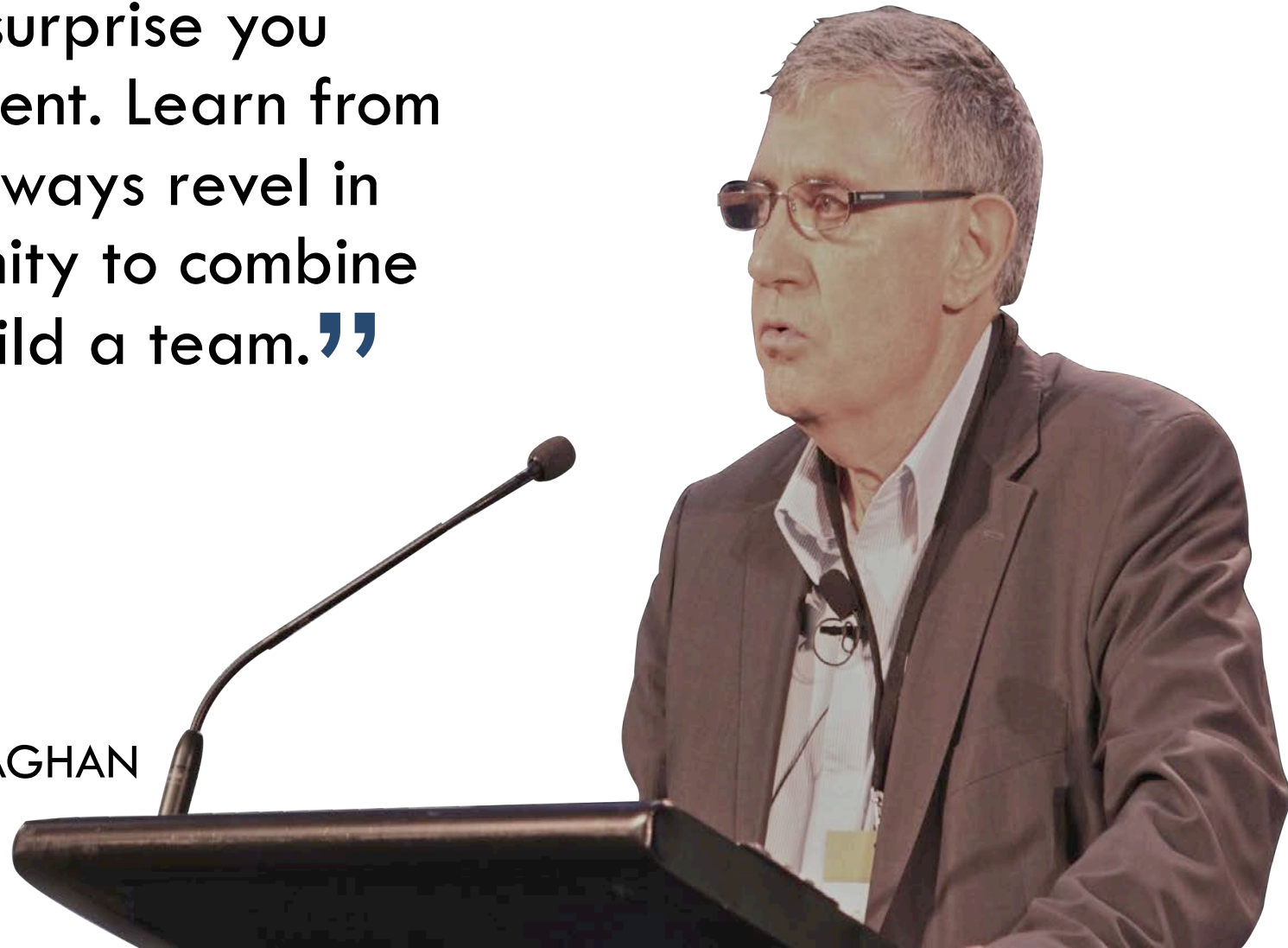
Kelly, May 2016 <http://www.wired.com/2016/04/magic-leap-vr>

3. WHAT CAN YOU DO – TAKE AWAYS?

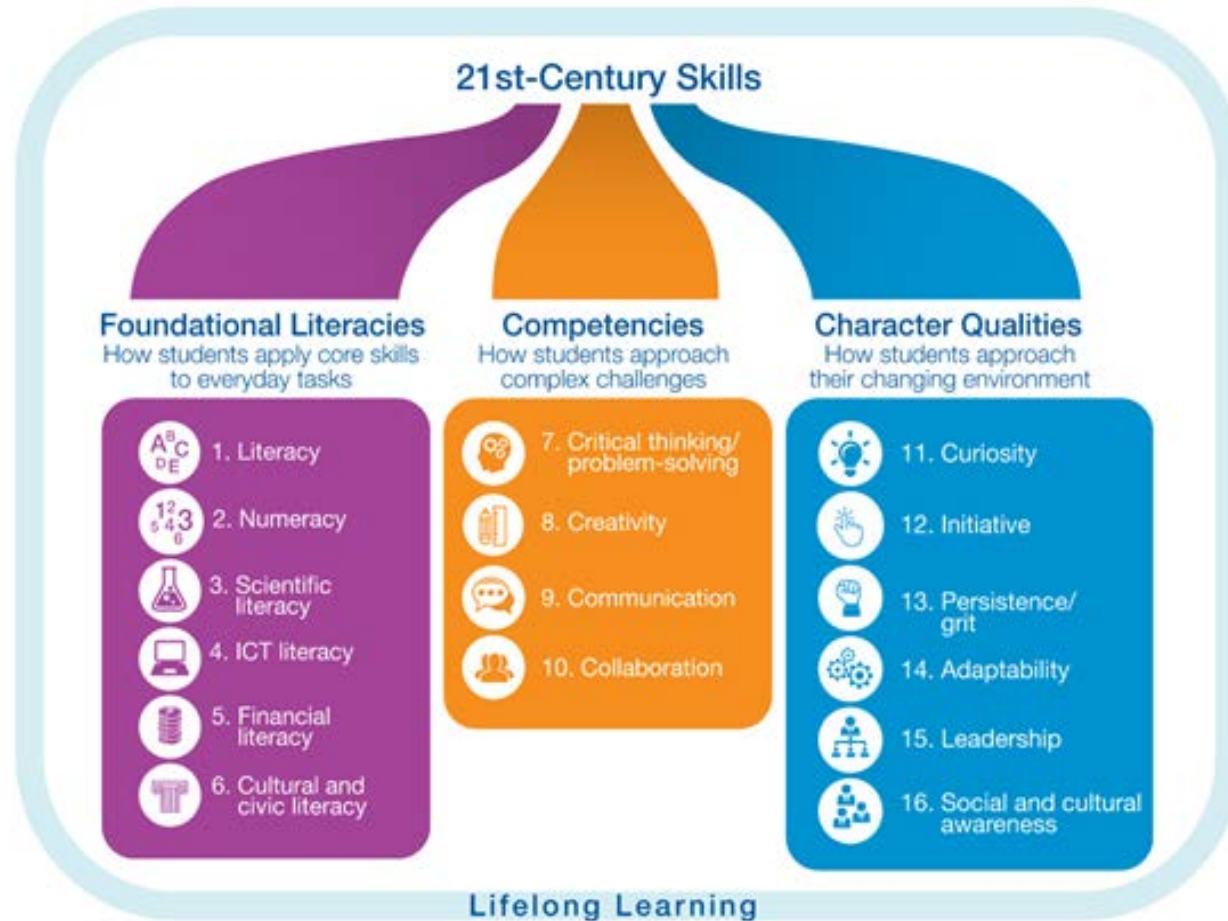


“Never underestimate the capacity of those younger than you to surprise you with their talent. Learn from them, and always revel in the opportunity to combine talents to build a team.”

– SIR PAUL CALLAGHAN



21st-CENTURY SKILLS



Where are you on the transition to a talent based economy?

Job-based economy	Talent-based economy
Organisational Structure	
Hierarchical (controlling) Change is made from the top down	Networked (evolving) Change is made by people building and sharing ideas. The best ideas are then woven into the organisation
Type of thinking	
Fast thinking (reactive) Looks backward to predict the future Tends to respond to the noise and those that are perceived to have power (often overreacting)	Slow thinking (proactive) Looks forward (does not believe in predicting the future but instead focuses on understanding a range of possible futures) Creating space for foresight, research, observation, hacking ideas, stress-test thinking and reflection – what is happening in the external landscape? Talent tends to have wide knowledge and diverse networks while maintaining the ability to focus intensively when required
Output focus	
Goal-orientated	Team and task-orientated
Metrics most commonly used	
Quantity Key question: How do we store and search all of this data? (The problem is information overload)	Quality Key question: How can we mine the data so we get the information we need? (The problem is how to curate the information to develop strategic knowledge)
Communication	
Embraces traditional marketing and media tools (one-way)	Embraces the digital revolution, design and storytelling and engages with social media in a considered and responsive manner
Risk	
Identifies and manage risk events	Considers deeply its risk appetite and risk profile and uses this information to better position itself against a range of events (where possible improving its position when negative events happen)
Funding	
Banks	In additions to banks: crowdsourcing, microfinancing and other forms of collaboration
Pivot Point	
When the CEO changes	When the external landscape changes
Aim	
To be innovative, robust and resilient To be the best	To be creative, adaptive and agile (antifragility) To be better



"A place where talent wants to live"

– Sir Paul Callaghan

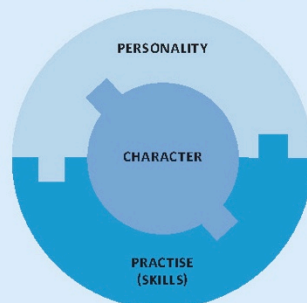
Watch Sir Paul Callaghan's 20 minute video: *StrategyNZ: Mapping our Future workshop: A place where talent wants to live* on our YouTube Channel, 2011

"Never worry about the things you are not good at. Discover what you are good at and do that, and do it with commitment. But always respect those whose talents are different from your own."

"Never underestimate the capacity of those younger than you to surprise you with their talent. Learn from them, and always level in the opportunity to combine talents to build a team."

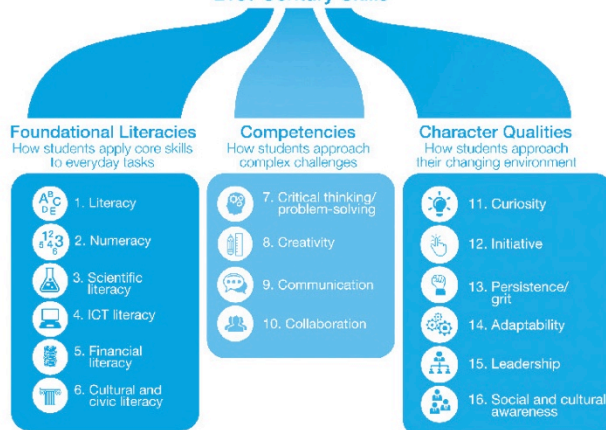
Read *Luminous Moments*, Bridget Williams Books, 2014

What is talent?



The Institute discovered from 30 in-depth interviews we undertook with New Zealanders in 2013 that talent was best defined in terms of three components: character (the key component), personality, and a commitment to learning and practising skills. Read the interviews in the *TalentNZ Journal* – see <http://talentnz.org/2013-journal-interviews>. Interestingly, these ideas around talent have also been developed by the World Economic Forum (see below).

21st-Century Skills



To uncover the skills that meet the needs of a 21st-century marketplace, in 2015 the World Economic Forum conducted a meta-analysis of research about 21st-century skills in primary and secondary education. They distilled the research into 16 skills in three broad categories: foundational literacies, competencies and character qualities – see <http://widgets.weforum.org/nve-2015>.

How do you create a talent based economy?

Grow

- Put the student at the centre
- Build curriculums fit for the future
- Incentivise young people who want to be makers
- Incentivise young people who want a university education to complete their undergraduate degree in New Zealand
- Cultivate new talents
- Promote storytelling (Pūrākau)
- Seek out a youth voice

Attract

- Map the ecosystem
- Identify the talent you want
- Attract international talent
- Showcase existing talent
- Showcase hard infrastructure
- Showcase soft infrastructure
- Provide an appropriate rewards package

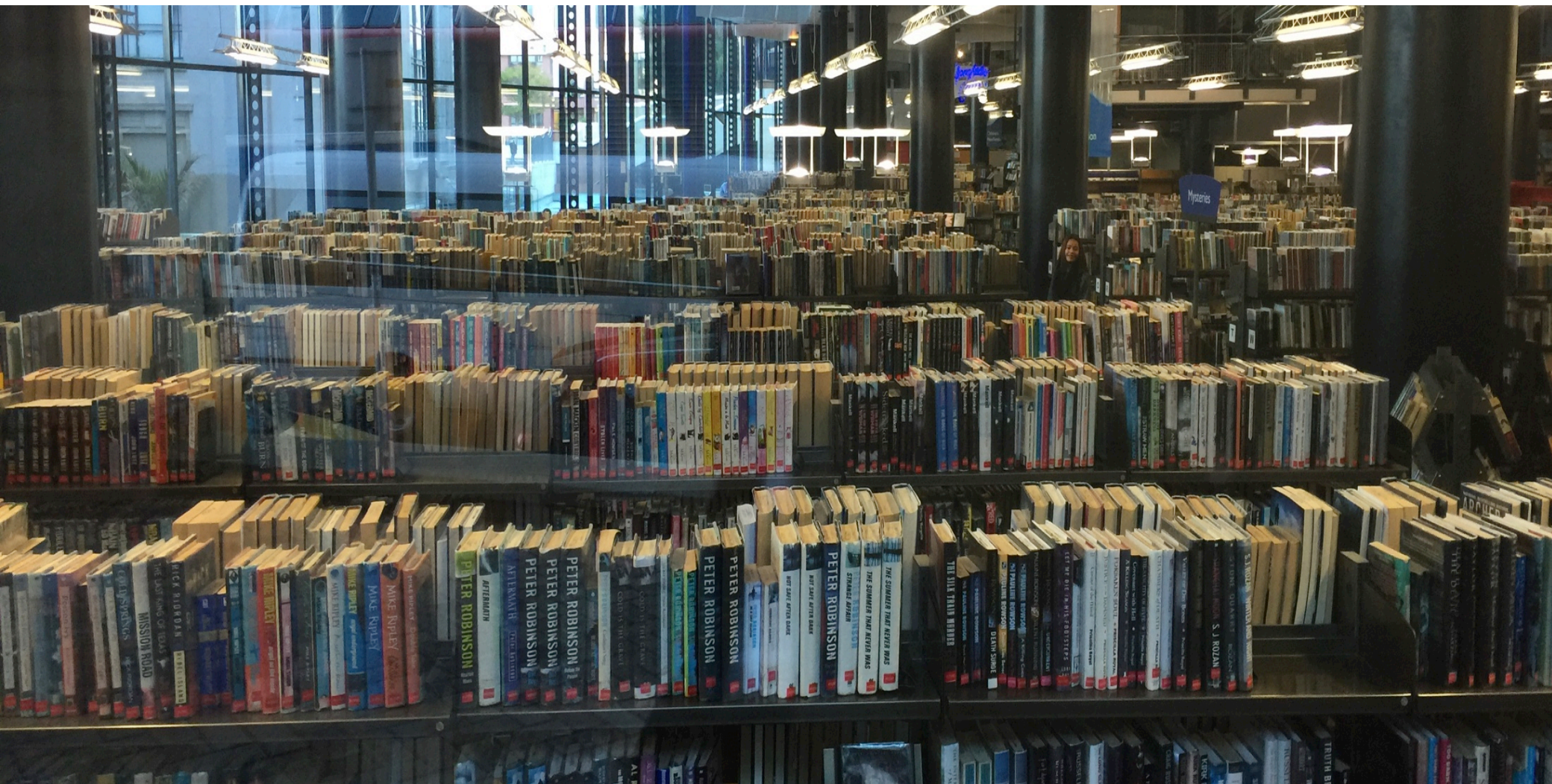
Retain

- Use the talents we have
- Provide clear career pathways for individuals
- Foster a caring and enjoyable environment (Manaaki)
- Focus on creating a good entry and exit
- Combine talents to build effective teams
- Communicate future intentions
- Share community goals

Connect

- Take responsibility for connecting
- Connect existing talent with a purpose
- Create twinning opportunities
- Embrace diaspora
- Create hubs
- Create an online presence
- Manage logistics by aligning people, data, products and services

“An Informed Society is a Good Society”



“Grow Talent”



“Connect Talent”



ForesightNZ Workshop,
27–29 April 2016



ForesightNZ Workshop,
27–29 April 2016

“Focus on
building empathy
and embracing
diversity”



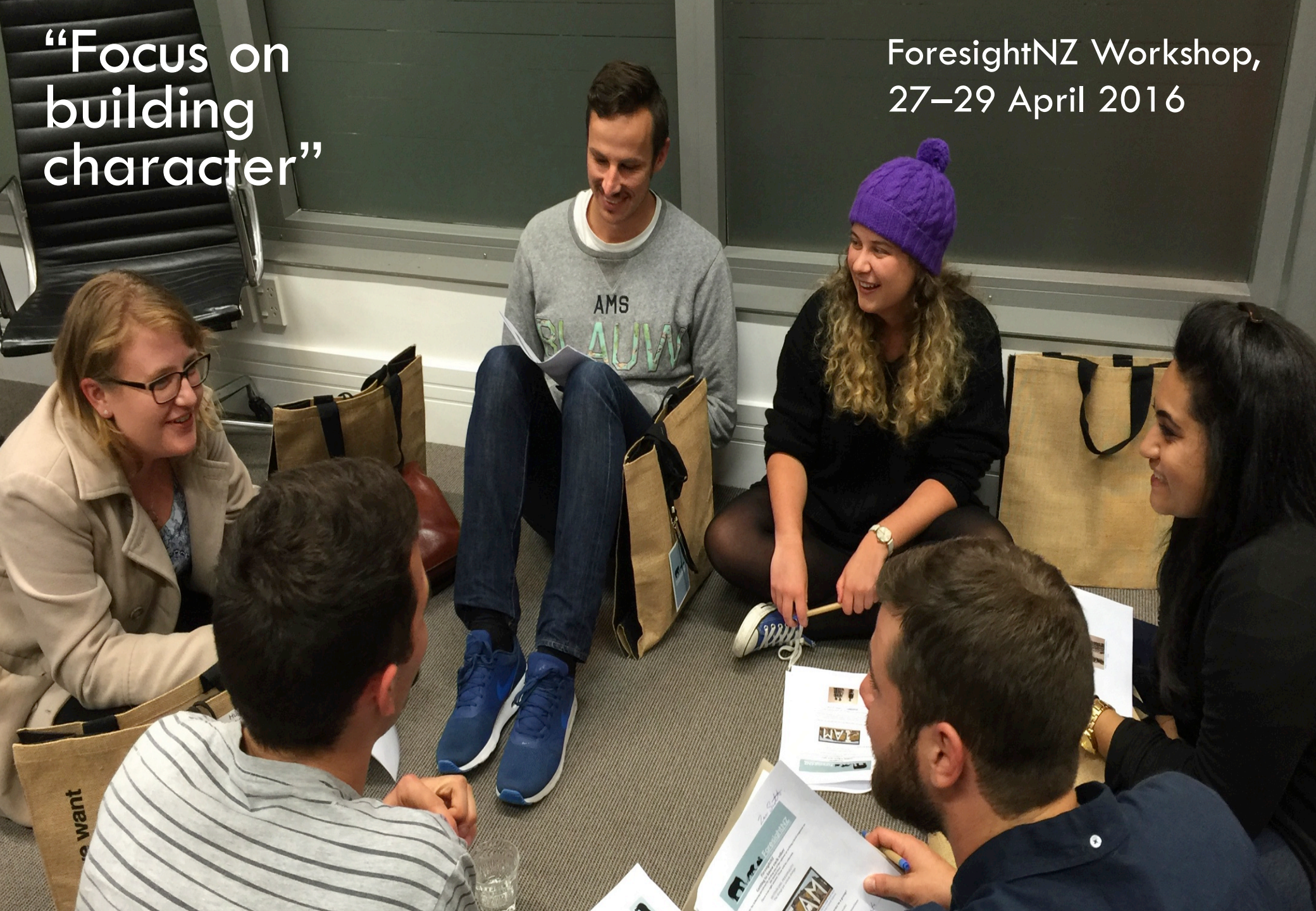
“Be aware of
your own echo
chambers”

ForesightNZ Workshop,
27–29 April 2016

The old adage “don’t judge
a man till you’ve walked a
mile in his boots” could be
updated to say “don’t form
your opinions till you’ve
ventured outside your own
echo chamber”.

“Focus on building character”

ForesightNZ Workshop,
27–29 April 2016





“THANK YOU”