

Management and Learning Will Change Forever

Presenters:

David Grebow &
Stephen J. Gill

(and you need to know
how and why)

Your Host



Ryan Changcoco

Your Presenters



David & Steve



The Book

Two Basic Approaches to Management and Learning

Industrial Economy	Knowledge Economy
Managing Hands	Managing Minds

WARNING: The following program may cause you to change the way you think about your future.

How did we get here?

Where do we need to go?

How do we get there?

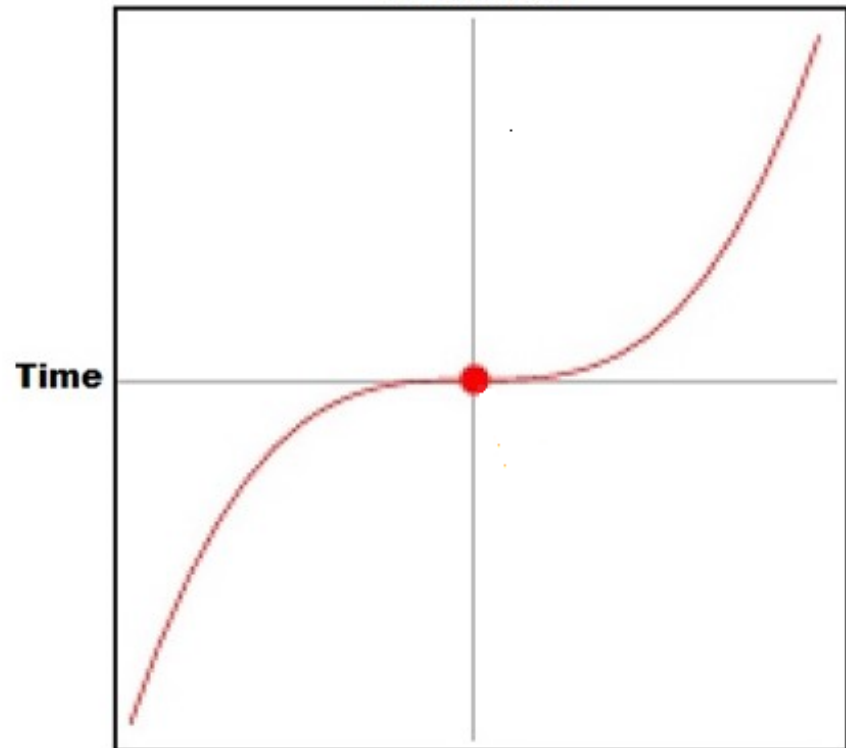
What's so
Wow!?



The Great Inflection Point

The Great Inflection Point

Innovation



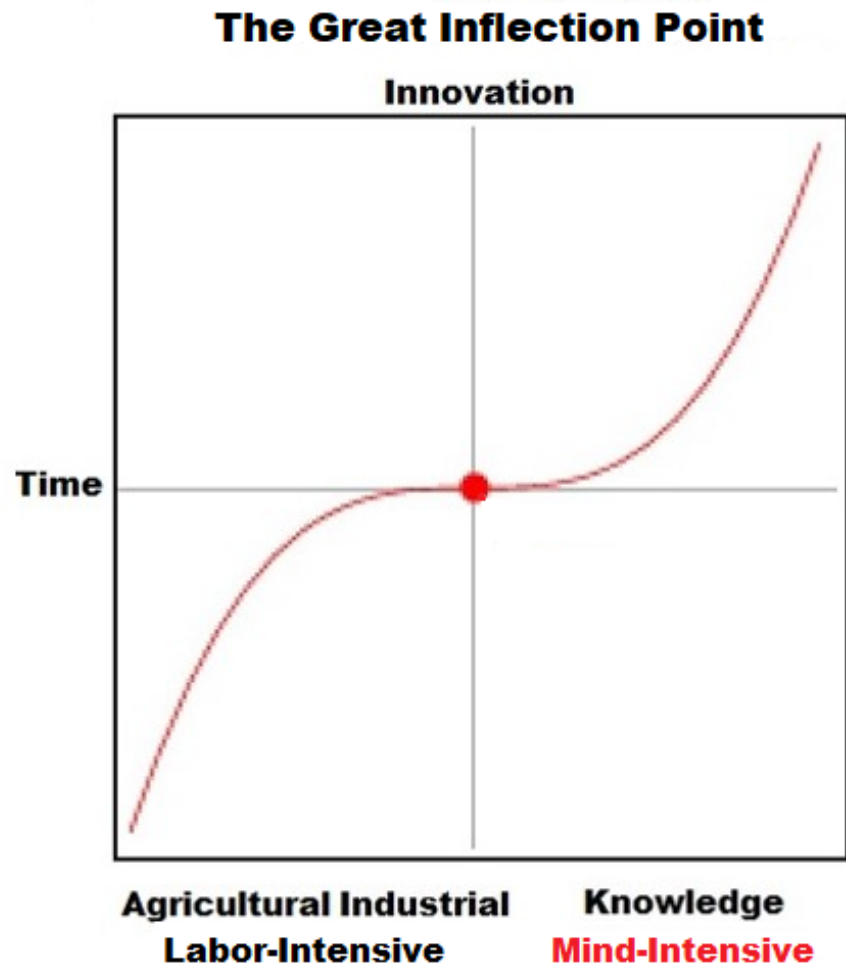
Agricultural Industrial

Labor-Intensive

Knowledge

Mind-Intensive

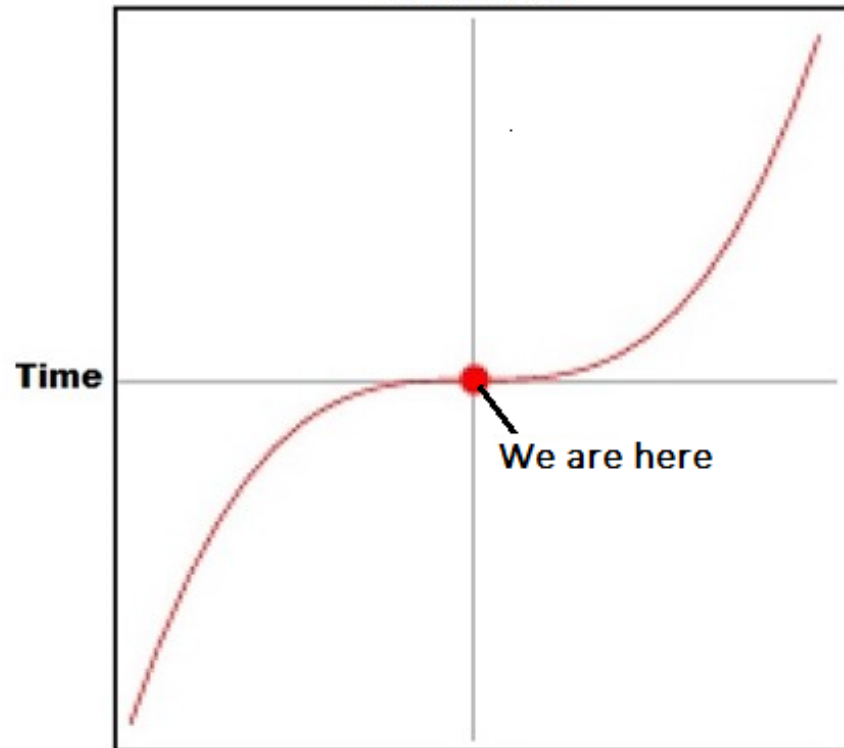
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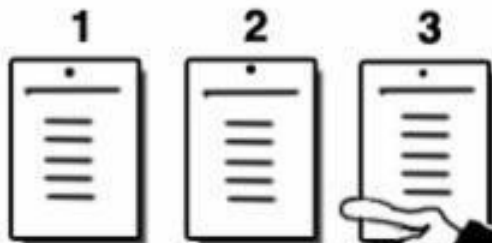
Agricultural Industrial
Labor-Intensive

Knowledge
Mind-Intensive

The Result ...

ATTENTION! YOUR NEW
SHIFT ASSIGNMENTS
ARE ON THESE LISTS
AS FOLLOWS:

1. **DAY SHIFT**
2. **NIGHT SHIFT**
3. **PARADIGM SHIFT**



IF YOU'RE ON THE
PARADIGM SHIFT,
YOU MIGHT WANT TO
START LOOKING
AROUND FOR A
NEW JOB.



The Raft of Problems

- Learning
- Hiring
- Retaining
- Innovating
- Engaging
- Responding



Which of these are a problem in your organization?

Check all that apply.

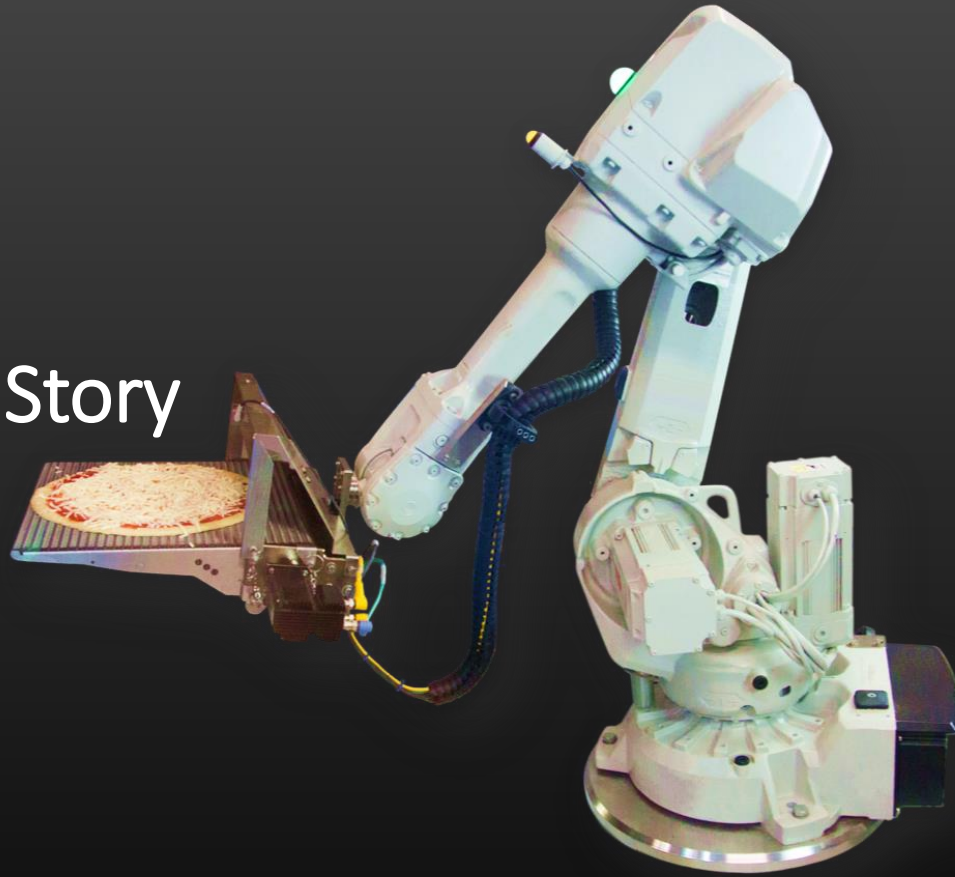
- Learning that results in performance improvement
- Recruiting and hiring new employees
- Retaining employees
- Engaging workers
- Innovating new products and services
- Responding to rapid change
- All of the above
- None of the above

The 5 Unstoppable Trends

1. Technology
2. Automation
3. Artificial Intelligence
4. Globalization
5. Diversity



The Pizza Story



**That's how we
got here.**

**Where do we
need to go?**

**How do we
get there?**

Key Attributes of the Two Basic Approaches

Industrial Economy	Knowledge Economy
Managing Hands	Managing Minds

Managing Hands or Managing Minds

Command-and-Control



Collaborate and Communicate

Knowledge is Power



Sharing Knowledge is Power

Office Spaces



Learning Spaces

Siloed/Secretive



Open/Transparent

Training is Pushed



Learning is Pulled

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Learning is Pulled

Which of the following best describes the relative percentage of “push training” and “pulled learning” in your organization?

- 90% push; 10% pull
- 80% push; 20% pull
- 70% push; 30% pull
- 60% push; 40% pull
- 50% push; 50% pull
- 40% push; 60% pull
- 30% push; 70% pull
- 20% push; 80% pull
- 10% push; 90% pull

Managing Minds Works Together

Command-and-Control



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Learning is Pulled

**That's how we
got here.**

**That's where we
need to go.**

**How do we
get there?**

Follow the Leaders



**That's how we
got here.**

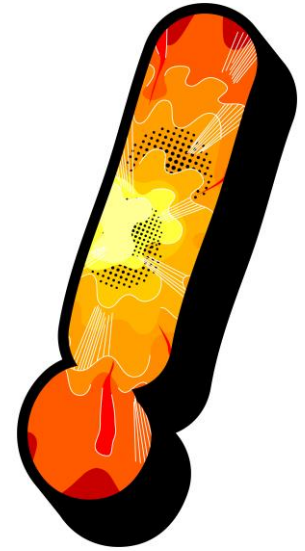
**That's where we
need to go.**

**That's how
we get there.**

What Does it Mean
for You?



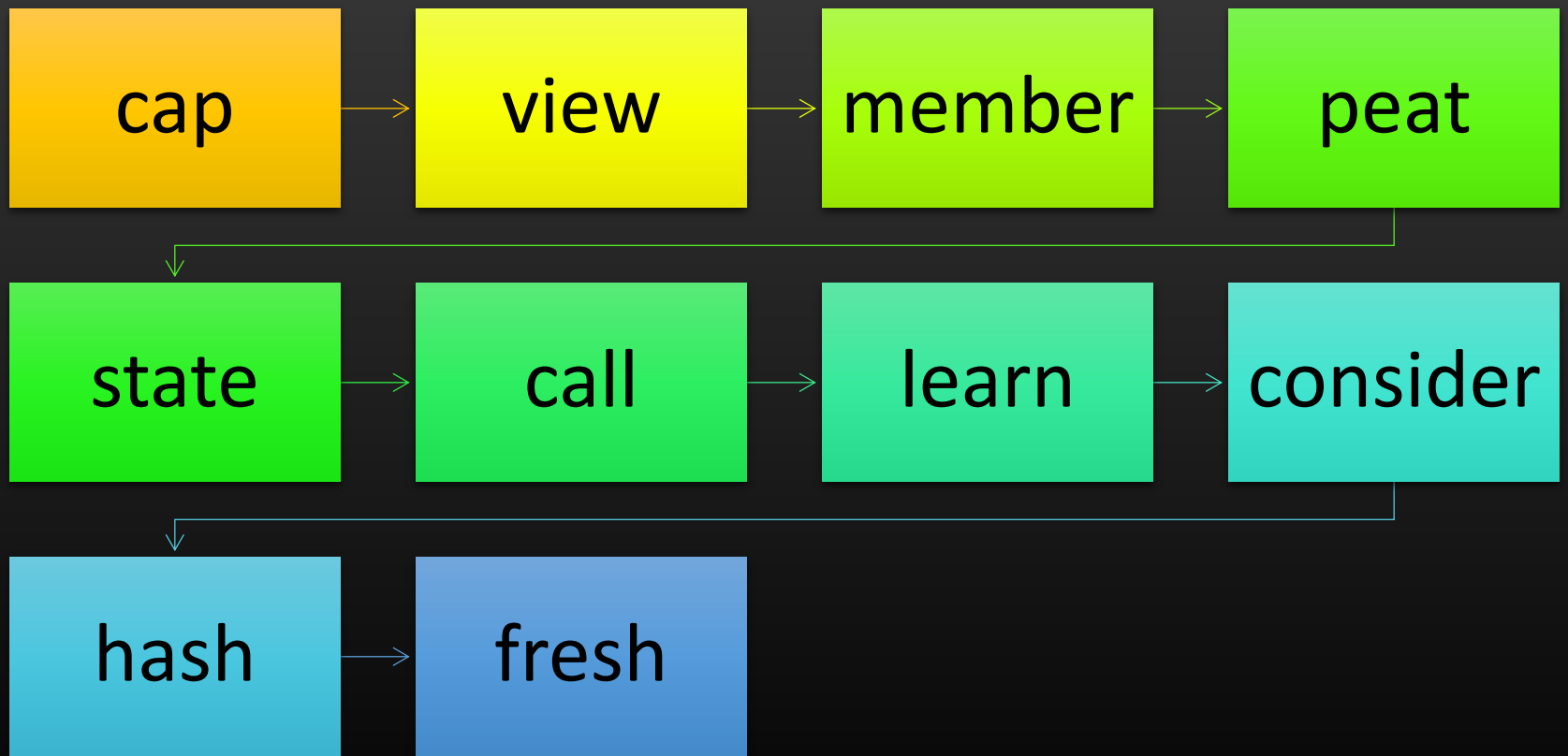
A Great Opportunity!



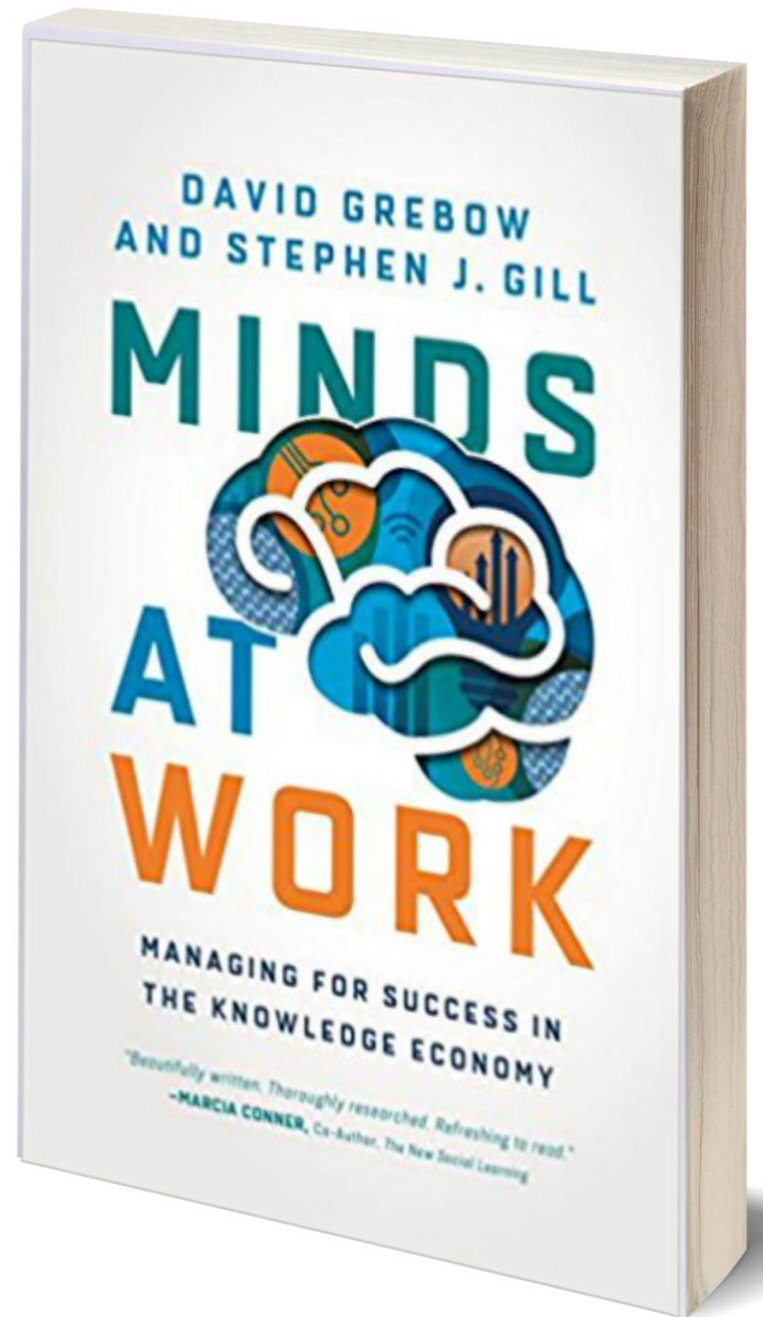
The Future is in
Your Hands



Re ...



The Book



Questions?
Answers?



David Grebow

david@knowledgestar.com

david@mindsatwork.co

Stephen J. Gill

stephenjgill@learningtobegreat.com

steve@mindsatwork.co

Thank you for joining us!