

WE ARE CHANGING THE WAY WE WORK?



How old is this woman?



PARADIGM SHIFT
a change in
basic assumptions

NATURE OF WORK IS CHANGING

Operating Systems Are Constantly Developing

1.0

1.2

1.5

2.0

Rural
Manual

Industrial

Computer Tech.
Urban / Corp. Culture

Global
Entrepreneurship

Information

Innovation



Assumption #1

We must cultivate skills and knowledge that are not available at a cheaper price in other countries or that cannot be rendered useless by machines.

Assumption #2

Creativity, interpreted as both ability and passion to make new things and adapt to new situations, is essential.

Assumption #3

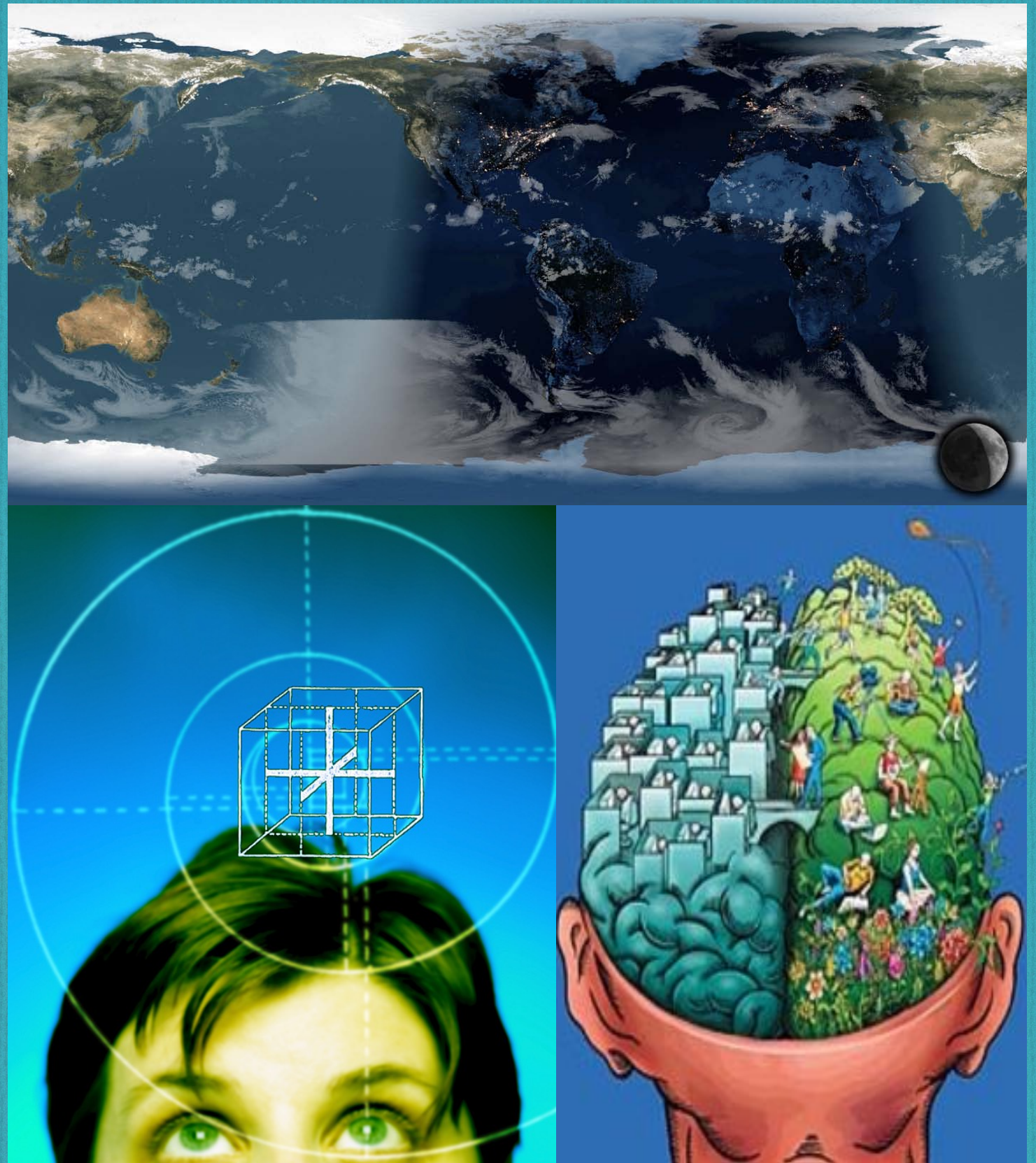
New skills and knowledge are needed for living in the global world and the virtual world.

Assumption #4

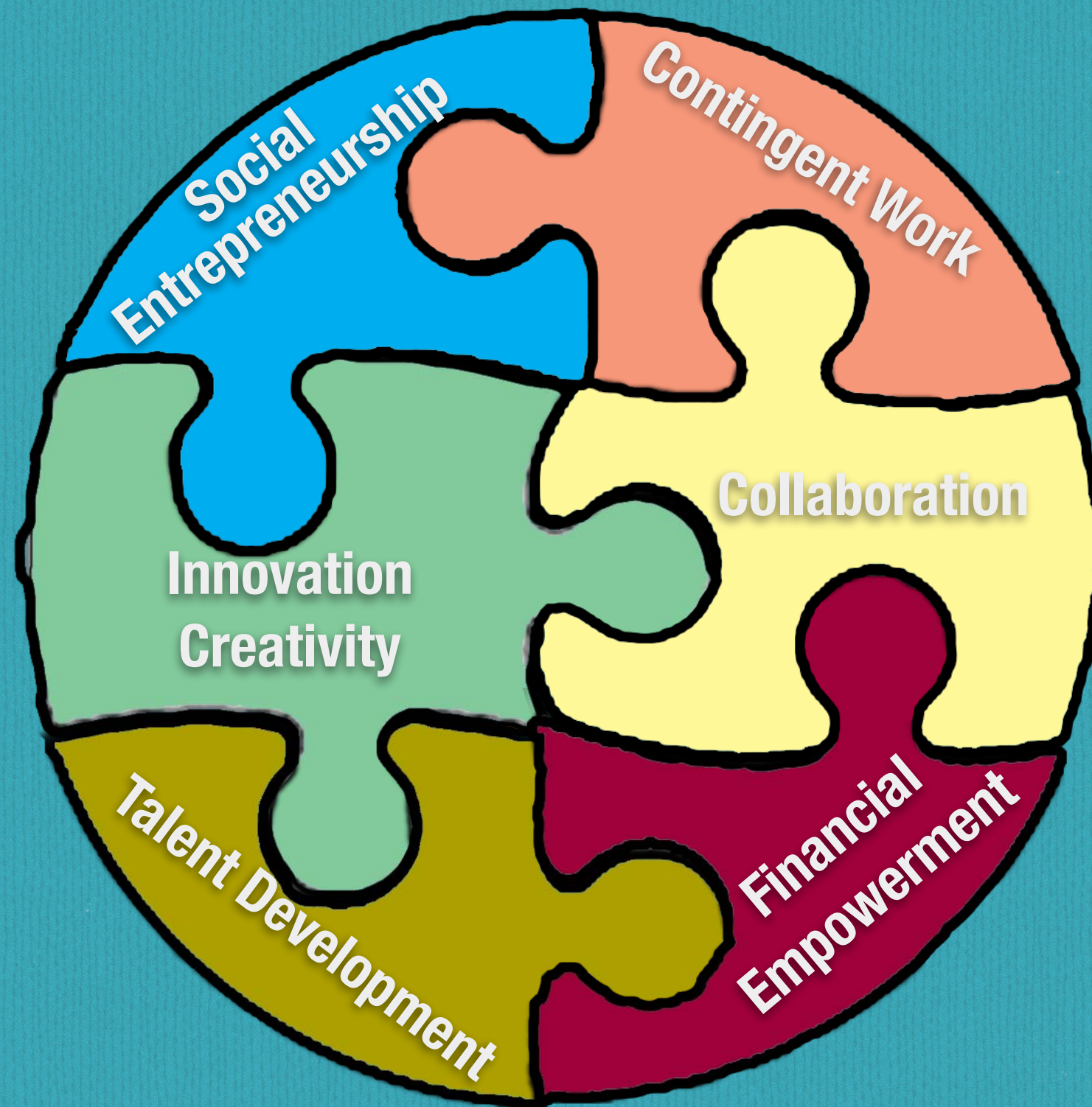
Cognitive skills such as problem solving and critical thinking are more important than memorization of knowledge.

Assumption #5

Emotional intelligence - the ability and capacity to understand and manage emotions of self and others - is important.



—Yong Zhao
Catching Up or Leading the Way





THE NEW AMERICAN WORKFORCE: FLYING SOLO FEELS SAFER; LEAVES WORKERS IN MORE CONTROL THAN EVER BEFORE

-  **54% of millennials either want to start a business or already have**
-  **65% of young people think making it easier to start a business should be a priority of Congress**

Kauffman Foundation



What is the primary goal of business?

Social Entrepreneurship

Are interested in the triple bottom line

- People
- Planet
- Profit



www.niucause.com



What if we changed the goal?

Why should we care?

- ▶ 16 million children in the U.S. - 22% - live in families with incomes below the federal poverty level (\$23,550)
- ▶ Student debt in the U.S. has reached \$1.2 trillion; the average borrower will graduate with \$26,000 in debt and 10% will accumulate more than \$40,000
- ▶ Climate change is impacting everyone; the U.S. is the second largest emitter of carbon dioxide (behind China)
- ▶ Plastic bottles and bags are the most prevalent form of pollution found on beaches and in the ocean; 10% of the plastic manufactured worldwide ends up in the ocean; Chicago institutes partial ban on plastic shopping bags



Social Entrepreneurship

- > Capitalism that serves humanity / environment
- > Identifies social / environmental problems on a large scale
- > Change agent for society

What is **SOCIAL ENTREPRENEURSHIP?**

www.pbs.org



ASHOKA'S YOUTH VENTURE
CREATING AN "EVERYONE A CHANGEMAKER" WORLD

www.youthventue.org



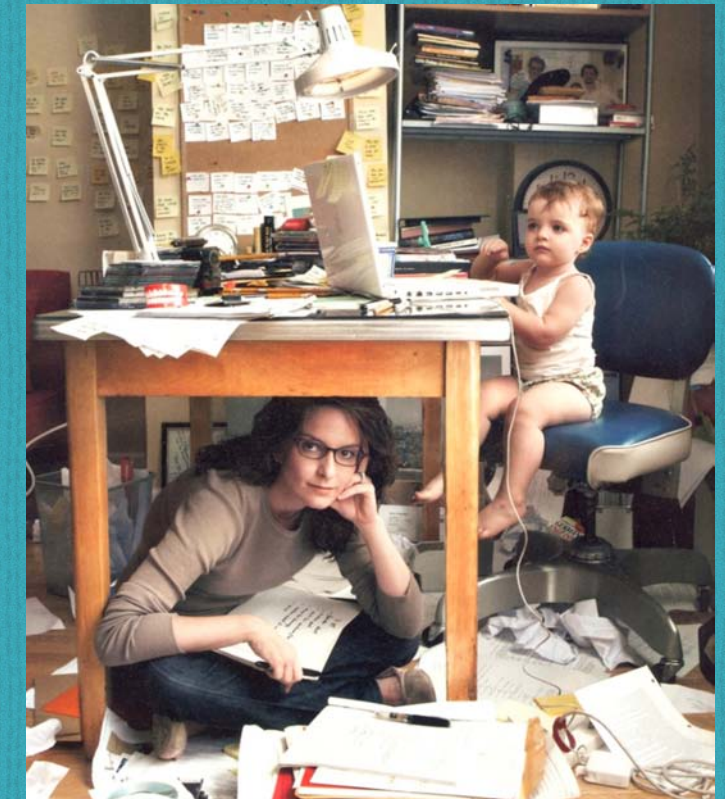
WHAT PROBLEM
DO YOU BELIEVE
STUDENTS,
OR YOU,
WOULD BE
PASSIONATE
ABOUT
SOLVING?

In what way(s) would you most want to have a positive impact on people or the planet?

THE NEW AMERICAN WORKFORCE: FLYING SOLO FEELS SAFER; LEAVES WORKERS IN MORE CONTROL THAN EVER BEFORE

- 📌 In 2015 there were 30.2 million independent workers age 21 and older.
- 📌 Independent workers generate more than \$1.5 trillion of revenue.

**Contingent Worker:
Freelancer
Consultant
Independent Contractor
Temporary Contract Worker**



THE NEW AMERICAN WORKFORCE: FLYING SOLO FEELS SAFER; LEAVES WORKERS IN MORE CONTROL THAN EVER BEFORE

- 📌 There are 12.4 million Part-Time Independents supplementing their income as a contingent worker.
- 📌 43% of Part-Time Independents say they work to pursue a passion or interest.

**Contingent Worker:
Freelancer, Consultant
Independent Contractor
Temporary Contract Worker**



THE NEW AMERICAN WORKFORCE: FLYING SOLO FEELS SAFER; LEAVES WORKERS IN MORE CONTROL THAN EVER BEFORE

- 📌 **Full-Time Independents earned more than \$100,000.**
- 📌 **Millennials constitute 30% of the Full-Time Independent workforce.**

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THE NEW AMERICAN WORKFORCE: FLYING SOLO FEELS SAFER; LEAVES WORKERS IN MORE CONTROL THAN EVER BEFORE

- 📌 45% of the workforce is projected to be independent workers by 2020
- 📌 43% of independent workers feel more secure working independently.

Contingent Worker:
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Business are increasingly using contingent workers

Retail

82%

Financial Services

80%

Healthcare

81%

Professional Services

81%

Public Service Agencies

86%



MBO PARTNERS STATE OF INDEPENDENCE IN AMERICA 2015

FIVE YEARS OF INSIGHT ON THE GROWTH
OF THE INDEPENDENT WORKFORCE

The independent workforce is growing
more than five times faster than overall workforce growth.



+27%
INDEPENDENT
WORKFORCE
GROWTH

+5.4%*
U.S. EMPLOYMENT
GROWTH



*Bureau of Labor Statistics

X

25N Coworking



The Rise of the Creative Class

Richard Florida

Creativity

- **Technological** creativity or innovation
- **Economic** creativity / entrepreneurship
- **Artistic** and **Cultural** creativity

“In order to generate entrepreneurship a region must create conditions that stimulate innovation, arts, and culture. The three types of creativity stimulate and reinforce one another.” (Richard Florida)

**“Creativity is
the process of having
original ideas that
have value.”**

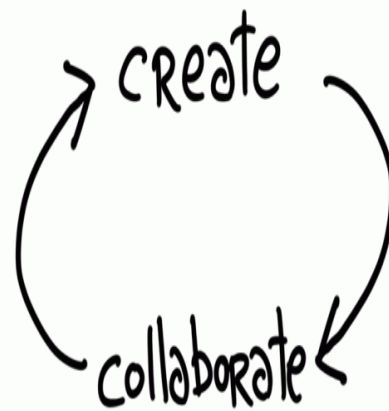


Sir Ken Robinson

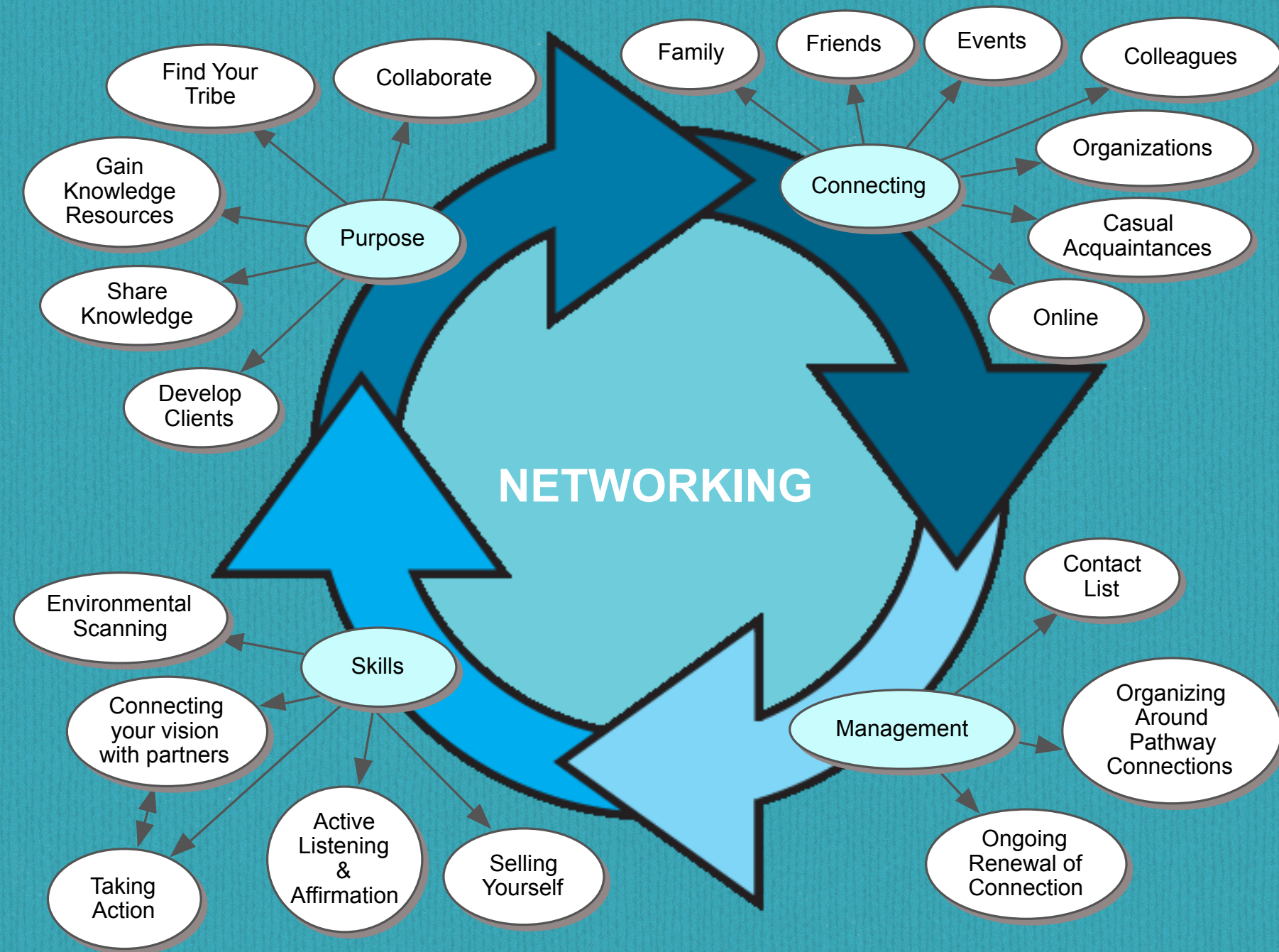
THINK

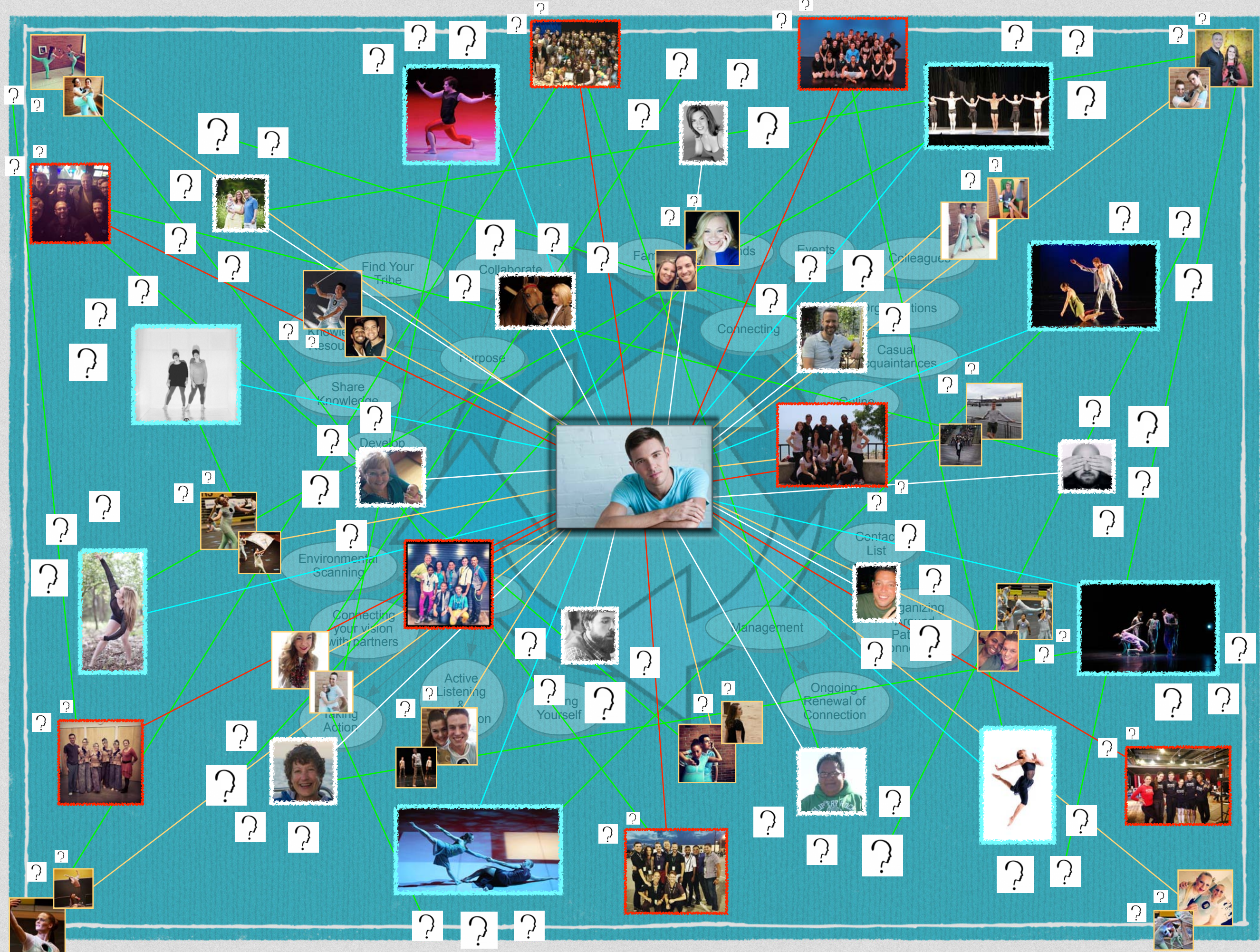
INNOVATION
CREATIVITY

COLLABORATION









FINANCIAL EMPOWERMENT

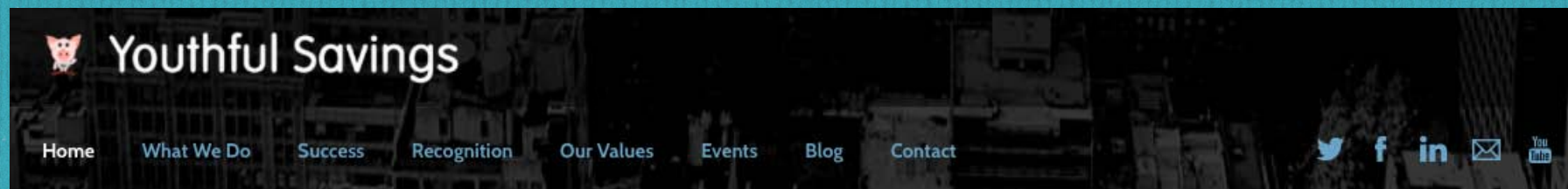
DEBT

BUSINESS
PLANNING

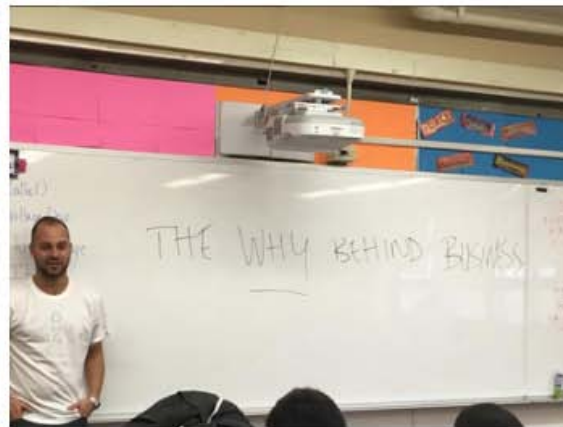
INVESTMENT

MATCH PASSION
WITH PROFIT





Empowering the Next Generation with Financial Education and Entrepreneurship Training



[Find Out How](#)

youthfulsavings.com

Somya Monjul



TWENTY TRENDS

that will shape the next decade

- ☐ **Digitally savvy kids grow up and change everything**
- ☐ **Baby boomers gray, but they don't slow down**
- ☐ **It's a She-economy**
- ☐ **Cultural fusion brings global tastes to local markets**

Intuit 2020 Report

TRENDS

that will shape the next decade

- ☐ **Economic opportunities fuel urban living**
- ☐ **Social networks fuel the participatory economy**
- ☐ **Localism creates a new way of life**
- ☐ **Individuals shoulder the risk burden**

Intuit 2020 Report

TRENDS

that will shape the next decade

- ☐ **Customers control the relationship**
- ☐ **Industrializing countries emerge as the new engine for global growth**
- ☐ **You no longer need cash to start a business**
- ☐ **Sustainability becomes a competitive requirement**

Intuit 2020 Report

TRENDS

that will shape the next decade

- ☐ **Health and wellness spending soar**
- ☐ **Work shifts from full-time to free agent employment**
- ☐ **Niche markets flourish in the new economy**
- ☐ **Small businesses and global giants form a barbell economy (diminished presence of mid-sized businesses)**

Intuit 2020 Report

TRENDS

that will shape the next decade

- ☐ **Working in the cloud: brick and mortar office will be a thing of the past; shifting work lives from corporate offices to an in-my-own place, on-my-own time regimen**
- ☐ **Data is critical for competitive advantage**
- ☐ **Social and mobile computing connect and change the world**
- ☐ **Smart machines get smarter**

Intuit 2020 Report

Entrepreneurial Ecosystem

Complexity of a community

- **Capital:** startups receive financial support and investment guidance
- **Coaching:** mentorship and guidance is provided by industry experts that are committed to growth
- **Connections:** support through networks of local, regional and national leaders/innovators for startups and incubator staff
- **Curriculum:** training and events that focus on market discovery, financial planning and product development
- **Community:** development of a community of invested stakeholders that believe in the power of an entrepreneurial culture
- **Communicating** and sharing successes: showcasing best ideas

Adapted from Thrill Mill
Incubator/Accelerator
thrillmill.com

TRANSFORMED LEARNING CULTURE

- ▶ FOLLOW THE STUDENT
- ▶ SHIFT GREATER RESPONSIBILITY TO THE LEARNER
- ▶ CULTIVATE THE ENTREPRENEURIAL SPIRIT
- ▶ EXPAND OPPORTUNITIES FOR PERSONAL DEVELOPMENT THROUGH DIVERSE EXPERIENCES IN A REAL-WORLD CONTEXT
- ▶ FLEXIBLE SCHOOL ENVIRONMENT WHERE THE STUDENT AND SCHOOL ADVOCATE FOR PERSONAL DEVELOPMENT
- ▶ STUDENTS ARE CONNECTED WITH ADULTS TO CONSULT WITH

