Tapping Your Inner Futurist

The Art & Science of Looking at the Future

Presented to:

Presented by:
Garry Golden
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Start

End

In the News + Foresight 101

Drivers of Change

Changing Nature of Work

Moving Forward

Things that **will not go away**: Importance of Language; Desire for Play, Creativity + Expression; Face-to-Face; *Things (e.g.* Books); Place-based Experiences; Unplugging

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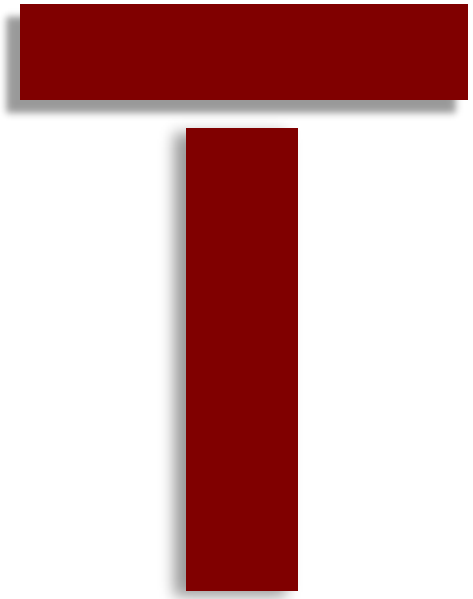
Hiring, Retaining + Upskilling Our Talent!

What will our Job descriptions look like in 2020? 2025?

“I” Shaped



“T” Shaped

I-shaped ECE Talent

Encouraging Depth of Skills that…

- ❑ Are in demand
- ❑ Looks great on a resume
- ❑ Based on specific domain
- ❑ Shows discipline + commitment

T-shaped ECE Talent

Broad set of Skill Sets & Mindsets

Depth of Subject Expertise

Encouraging Breadth of Skills that…

- ❑ Appeal to organizations hiring *learners*
- ❑ Embraces curiosity amidst uncertainty
- ❑ Shows desire to integrate solutions

- **Service/Experience Design**
- **Data Science**
- **Design Thinking**
- **Visual Communication**
- **Ethnography**
- **New Digital Literacies**
  (e.g. Working with A.I.)
- **Social Justice**
- **Leadership**
- **Values / Ethics**
- **Storytelling**
- **Entrepreneurship**
- **Behavioral Economics**
- **Psychology**

In the News

UT-Austin students won a startup contest for *Sayzee™* - an Alexa *Skill* that helps parents and children increase vocabulary and address *word gap* issues.

True

False

Future shaped by Creepy Lines vs Compelling Experiences

Source: Walt Disney Company

Context of the *Creepy Line*

Google

Inevitability of Dealing with the *Creepy vs Compelling Line at the..*

Early Childhood Experiences

How do we…

- ❑ ***Balance privacy + personalization of differentiation***
- ❑ ***Communicate value and benefits of data-driven innovation***
- ❑ ***Maintain human-ness side of the relationships and ECE experiences***

Future of the *Creepy vs Compelling Line*

MEASURE the FUTURE

Our goal is to give libraries the equivalent of Google Analytics for the library building.

Jason Griffey

Should we develop shared tools & frameworks for sensors used in *learning environment* analytics.

Future of the *Creepy vs Compelling Line*

fitbit

Should we provide wearable devices to show progress with physical activity and connections to learning outcomes?

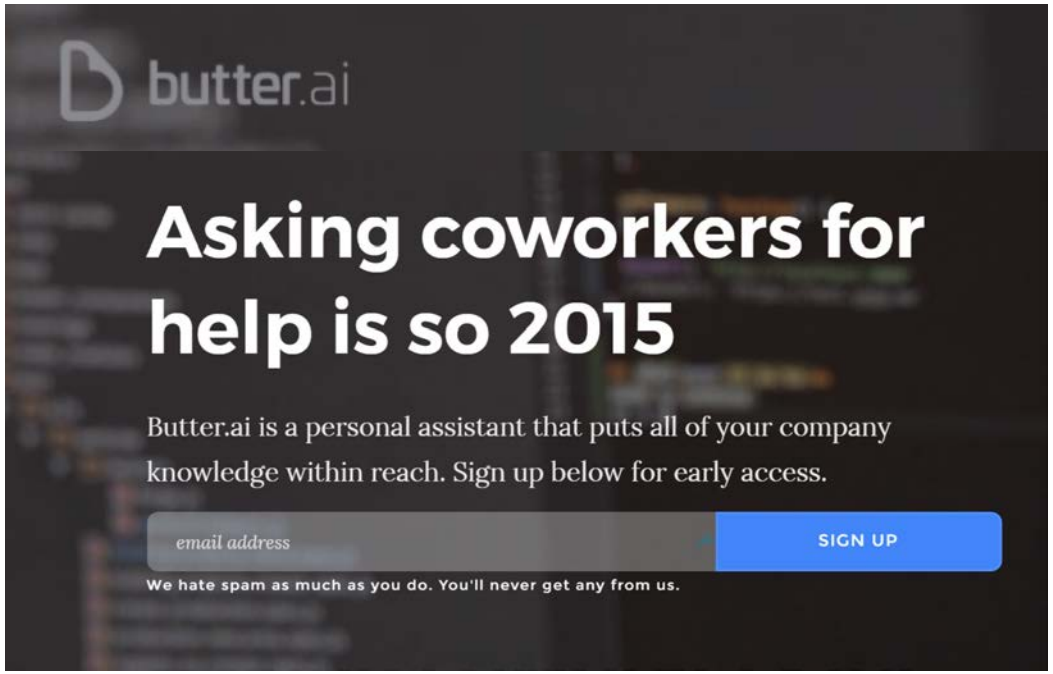
Future of the *Creepy vs Compelling Line*

humanyze

Should educators and children have wearables to reveal interaction dynamics?

Future of the *Creepy vs Compelling Line*

Specialized digital assistants and bots expected to generate over $600 billion in revenue by 2020



Should we develop automated 'chat bot' services to support educators, families and partners?

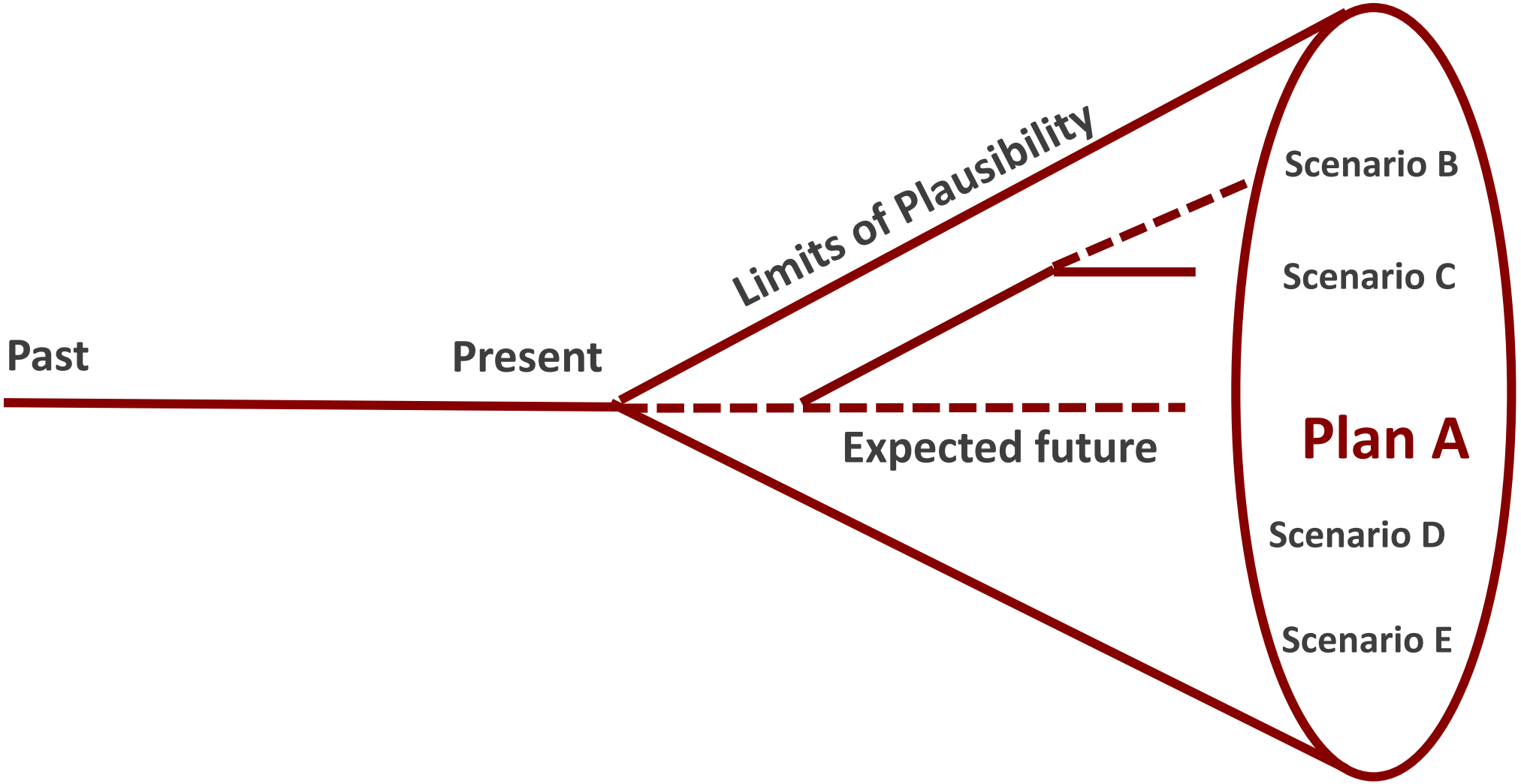
Assumption:
By 2020, our ECE community will confront Creepy vs Compelling Lines associated with:

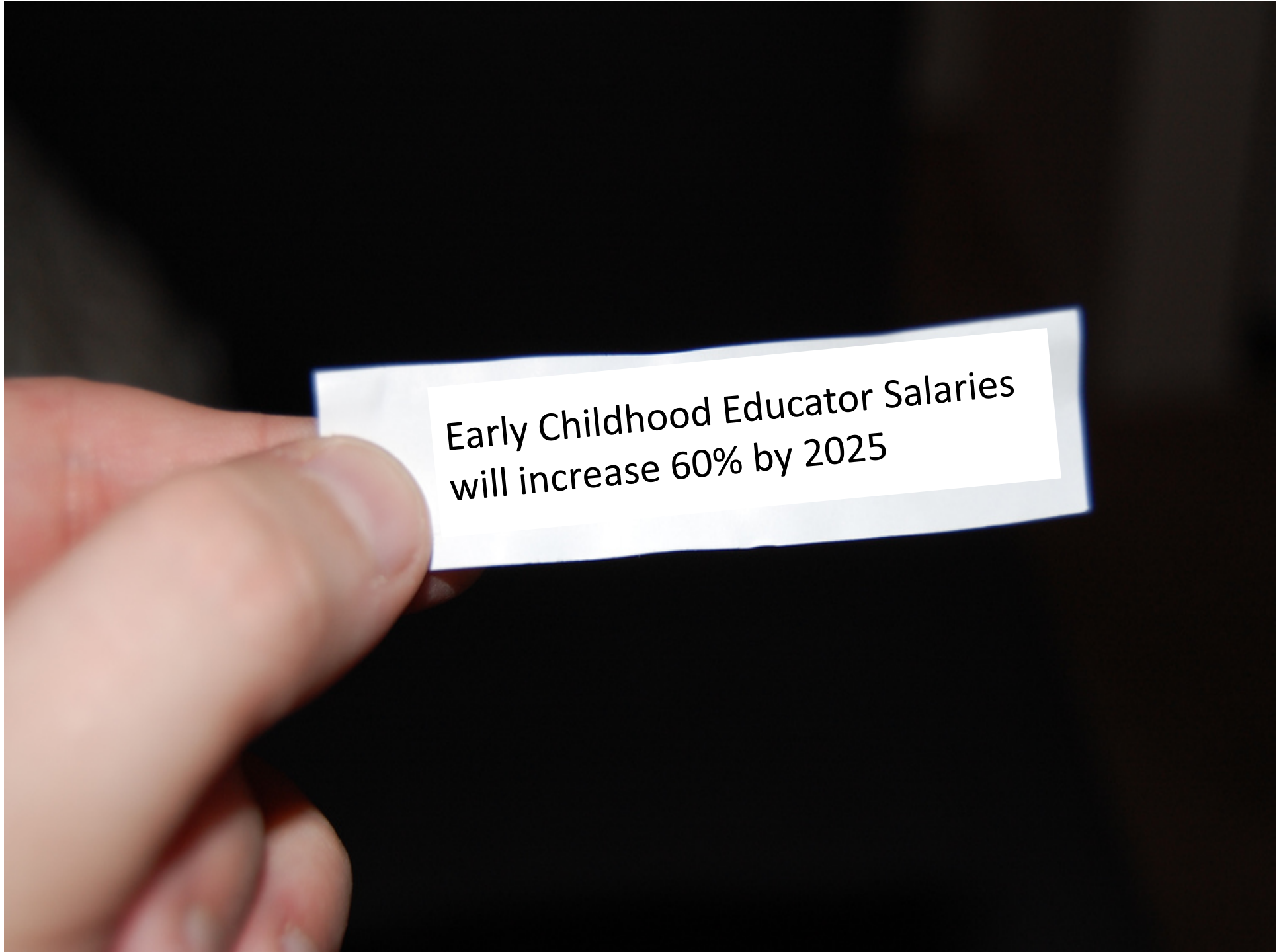
- ❑ **Shifting social norms and new *gaps***
- ❑ ***Experience data* and analytics**
- ❑ **Learning environment support systems**
- ❑ **Non-traditional partnerships (competition)**
- ❑ **Natural language technologies (*AI* Assistants)**

Tapping My Inner Futurist?

Foresight 101: Cone of Plausibility

Multiple Outcomes, Multiple Time Horizons




Early Childhood Educator Salaries
will increase 60% by 2025

Images Removed

Every day I make an effort to move toward what I do not understand.

- Cellist, Yo-Yo Ma

End

Foresight 101

Drivers of Change

Changing Nature of Work

Next Steps

Rethinking the Line of
Work + Learning + Performance Support

Historical Eras of Education

Era of the
Apprentice

Era of the
Institution

Era of the
Learner

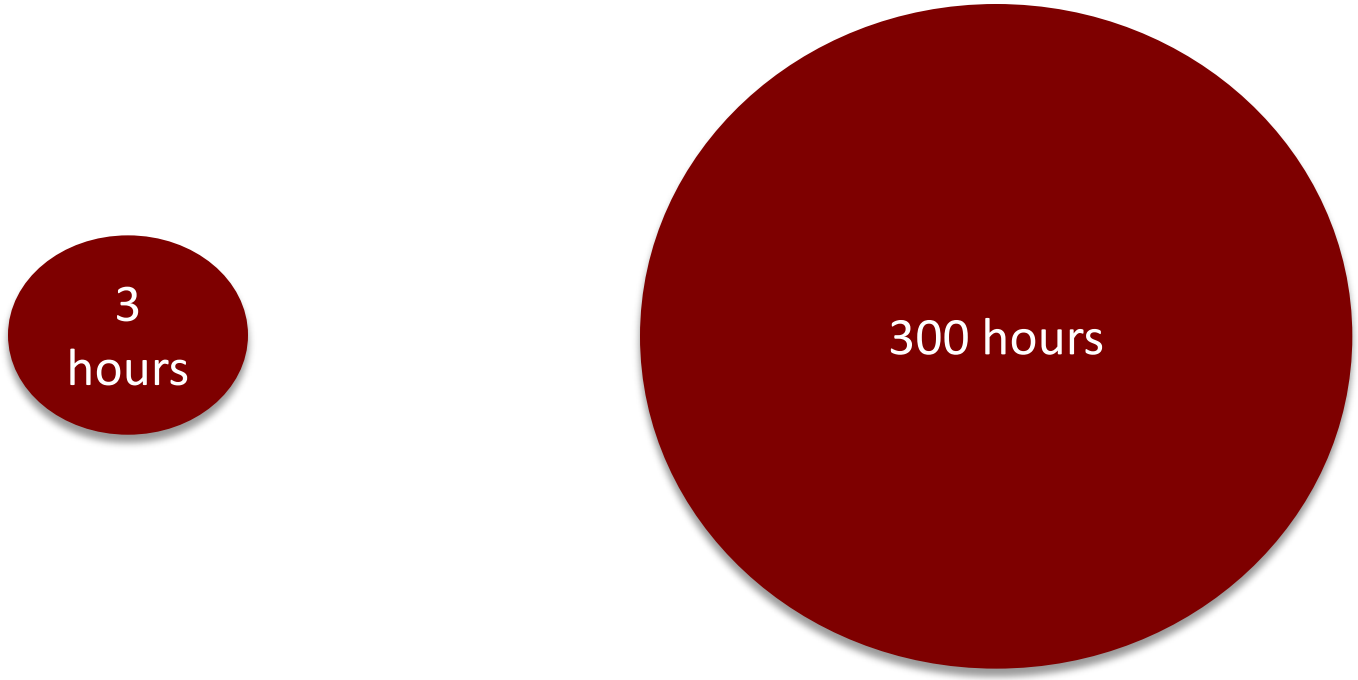
Disruptions of
Books, Work, Govt & Policy

Disruptions of
Web, Knowledge Economy & *AI*

Early Days of Performance Analytics + Performance Support

Where we learn vs What we apply at work?

Our job is not to build training. It is to improve performance



The Abstract and *Fuzzy* Transition into Performance Support

Training Culture

- Put *inside* person
- Instructor-focused
- Event-based (Class)
- Centralized (Formal)
- Linear (Sequential)

Learning Culture

- *Grows out* of personal effort
- Learner-focused
- Continual / On-demand (*Chunks*)
- Decentralized (Hybrid)
- Non-linear (Contextual

Performance Review

- Purpose: Summative Assessment
- Associated with Weaknesses

Performance Support

- Purpose: Formative (Support Performance)
- Growth-focused

Emerging L&D (Performance Support) Strategies

Micro Content

7 minute modules
vs
Semester of School /
Two hour Training Sessions

Gamification (Behavioral)

Emerging L&D (Performance Support) Strategies

MOOCs

Massive Open Online Courses

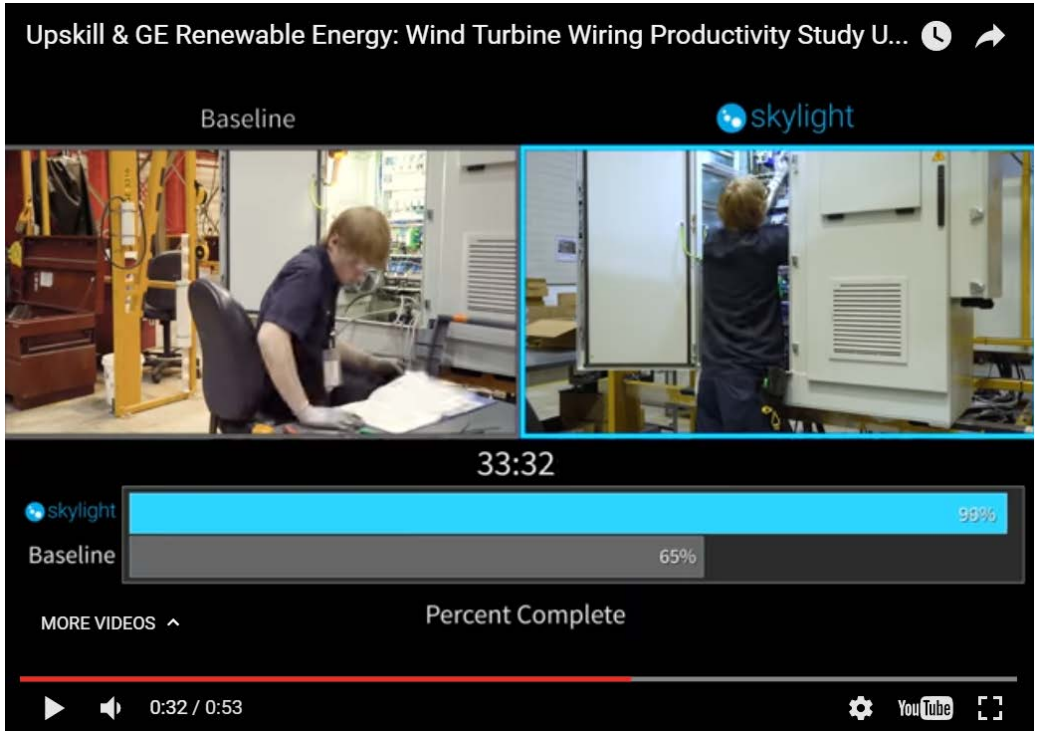
coursera

UDACITY

LinkedIn

edX

Augmented



UPSKILL
Formerly APX Labs

Early Days of Performance Analytics

What if we could make connections between training to performance?

Course

EXPERIENCE API

"I did this…"
Statements

Seamless Integrated into

- ❑ Software products
- ❑ Connected Tools
- ❑ Manager & Team Tools

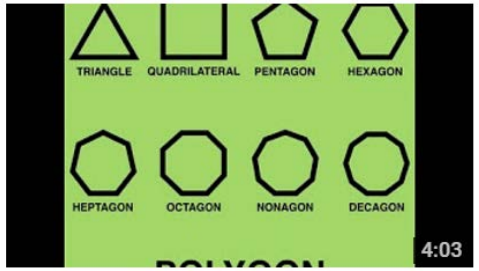
Real World

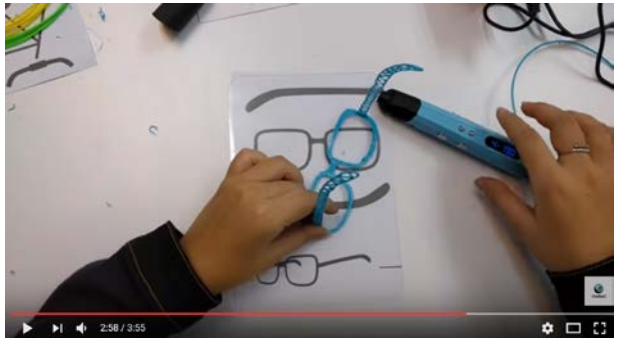
xAPI Performance Analytics driving Engagement

EXPERIENCE API

"I did this…" Statements

- ❑ Simone **watched** a Youtube video on teaching kids about unique shapes
- ❑ Simone **completed** a MOOC class on Thinking in Dimensions
- ❑ Simone **followed** the MOOC class teacher on Twitter
- ❑ Simone **funded** a Kickstarter project on 3D Writing Pen
- ❑ Simone **attended** workshop on origami for parents and kids
- ❑ Simone **wrote** a blog post on 3D tools for kids
- ❑ Simone **designed** kid-focused worksheets to use with 3D Doodler
- ❑ Simone **created** a Youtube video on Creating Weird Shapes for Kids
- ❑ Simone **submitted** her concept to the Intel STEM Contest
- ❑ Simone **won** Best New Idea for Intel STEM Contest





Creating conditions for
Self-directed Learning & Performance Support

EXPERIENCE API

Experience Streams

<Actor, Verb, Object>

"I did this"

Watershed LRS

Yet Analytics

Learning Record Store (LRS)

Individual Control over
Access to Learning Data

This feels kind of creepy… and a little compelling

EXPERIENCE API

Imagining the Shift to Performance Support

- ❑ Create a culture of continual learning
- ❑ Anticipate team capacity for addressing novel or specific opportunities or challenges
- ❑ Reveal just-in-time opportunities to provide Performance Support
- ❑ Make connections between training + performance support to teaching/learning outcomes

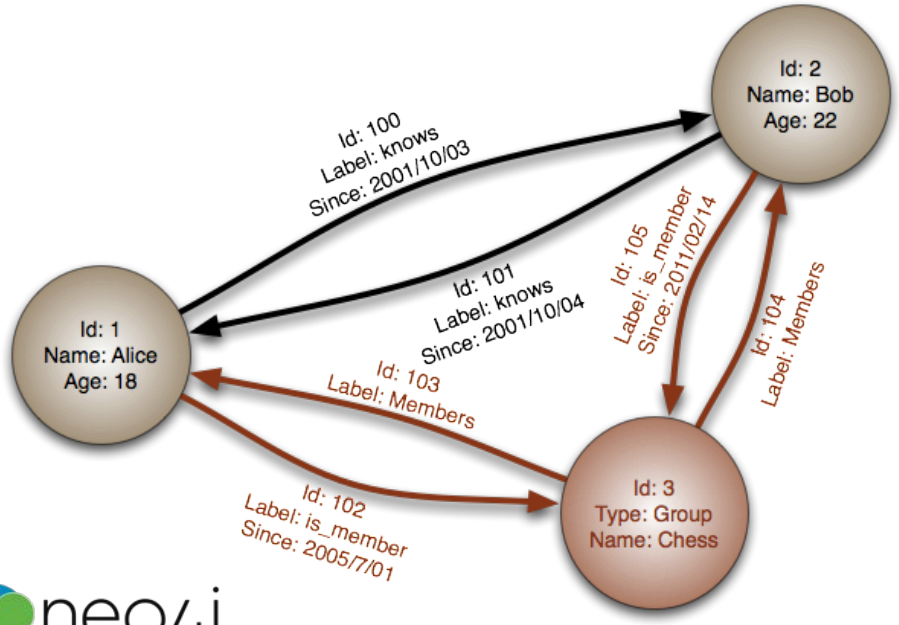
Social Graph to Experience Graph

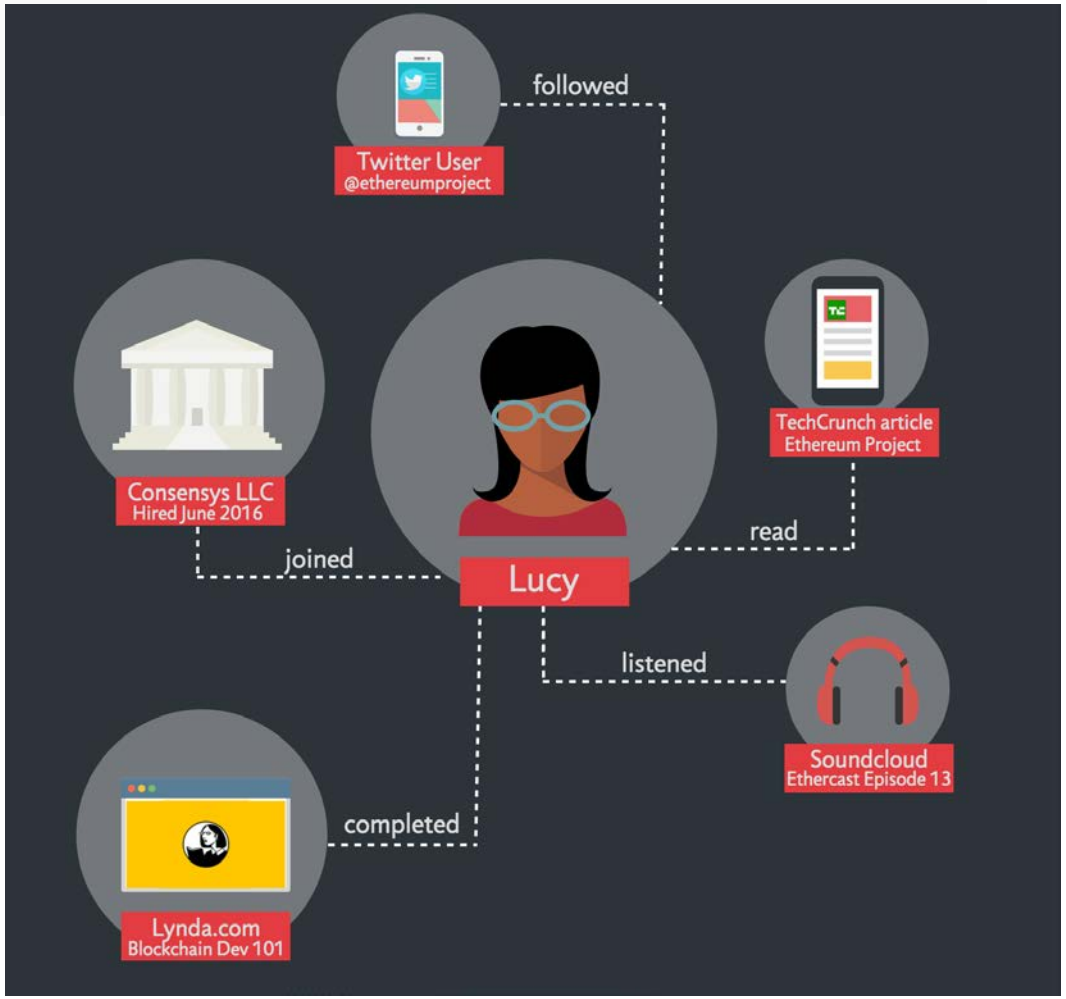
TechCrunch

CRUNCH NETWORK

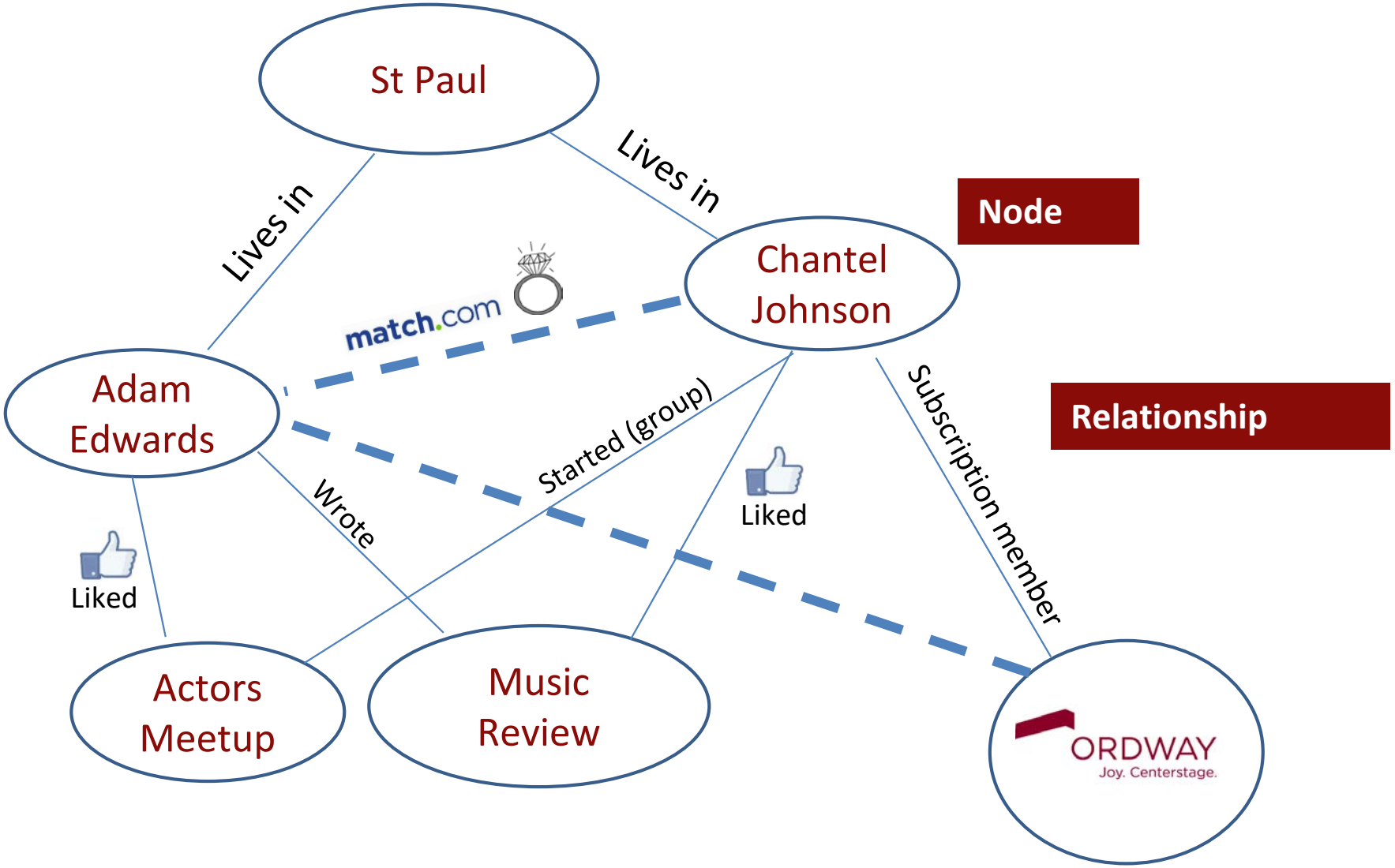
Why LinkedIn should kill the résumé and replace it with the experience graph

Posted Aug 14, 2016 by Garry Golden (@garrygolden)

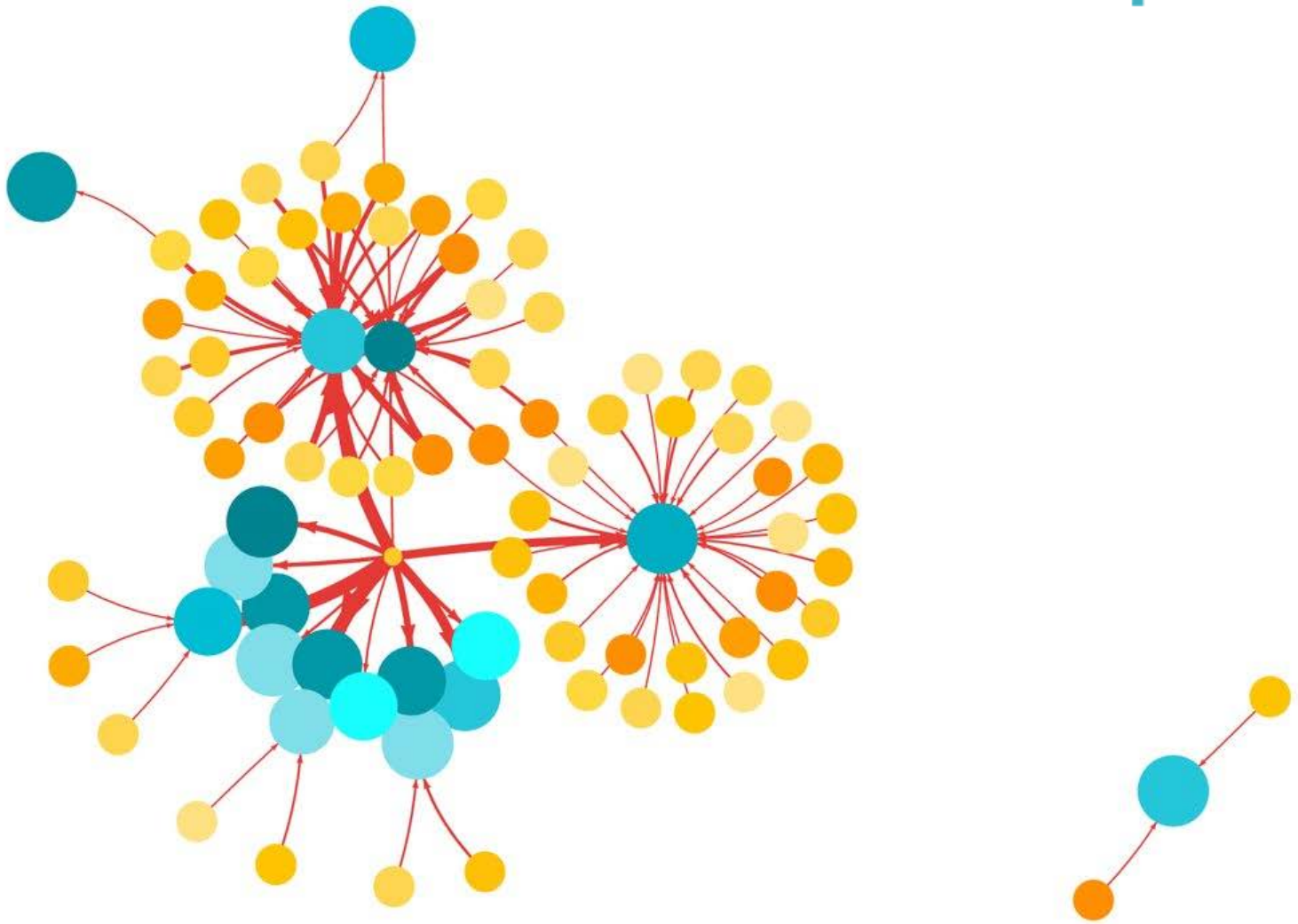




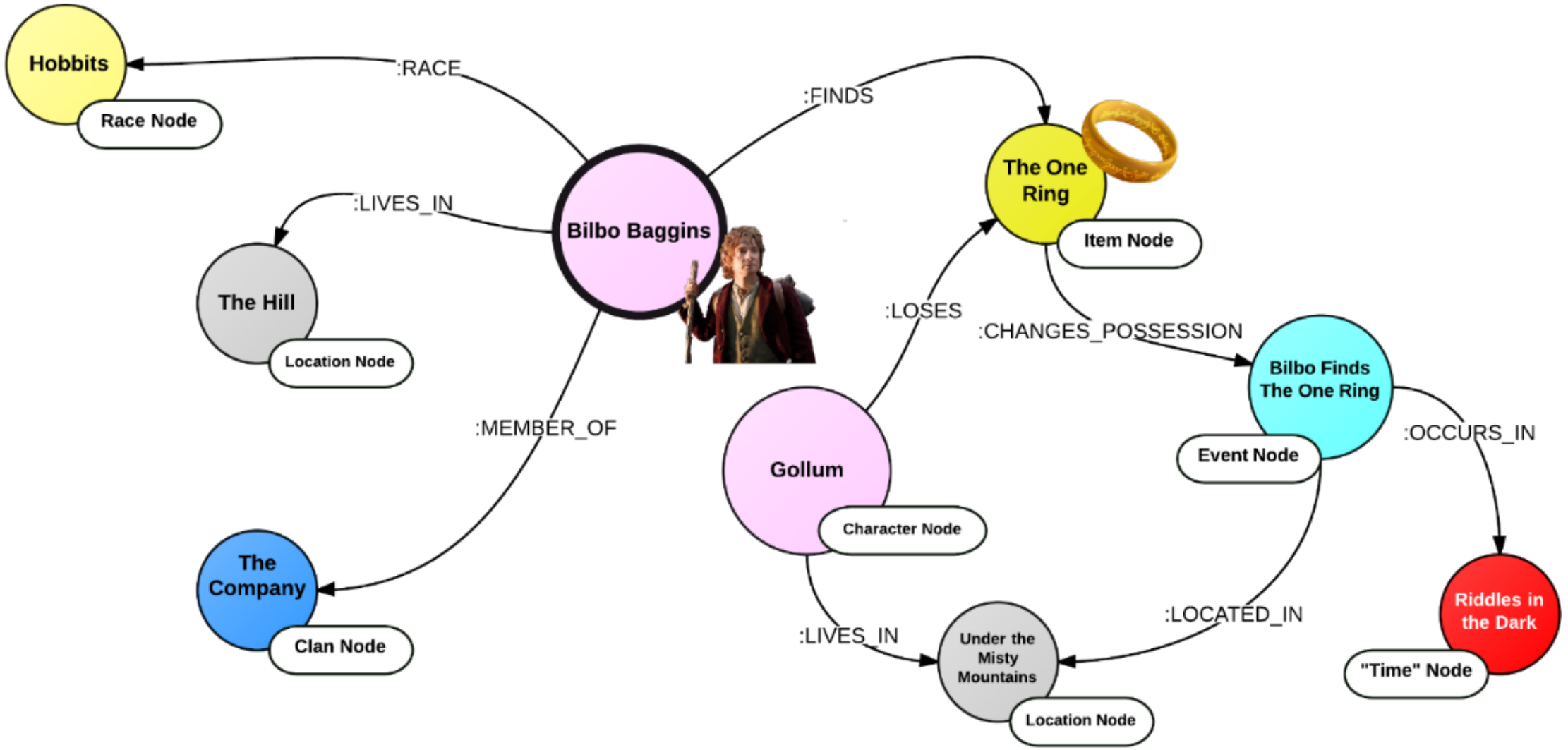
Graph Database = Understanding Relationships + Connections



Yellow = people
Blue = things they do

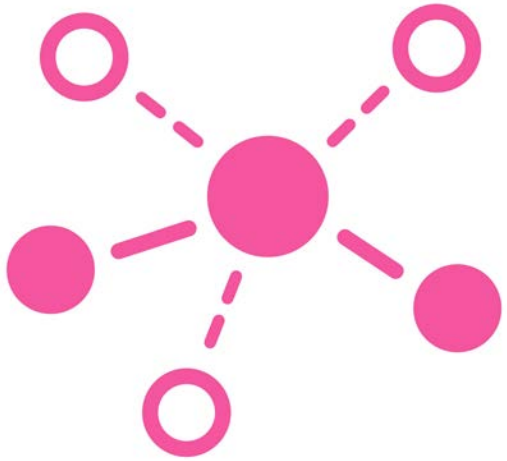


Graph Thinking Approach to Understanding Pathways & Journeys



Professional Development 2020

Connected Data is Your Most Valuable Asset



Getting Started with Graph Thinking:

- ❑ **Assessment Phase:**
  Opportunities + Gaps; Tool Roadmaps
- ❑ **Implementation Issues**
  Data Capture + Privacy Issues
- ❑ **Piloting + Projects**
  Showing Experience Pathways
- ❑ **Foundation for the Future:**
  Graph Analytics as Foundation for A.I.

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Every day I make an effort to go toward
what I don't understand.

Yo-Yo Ma

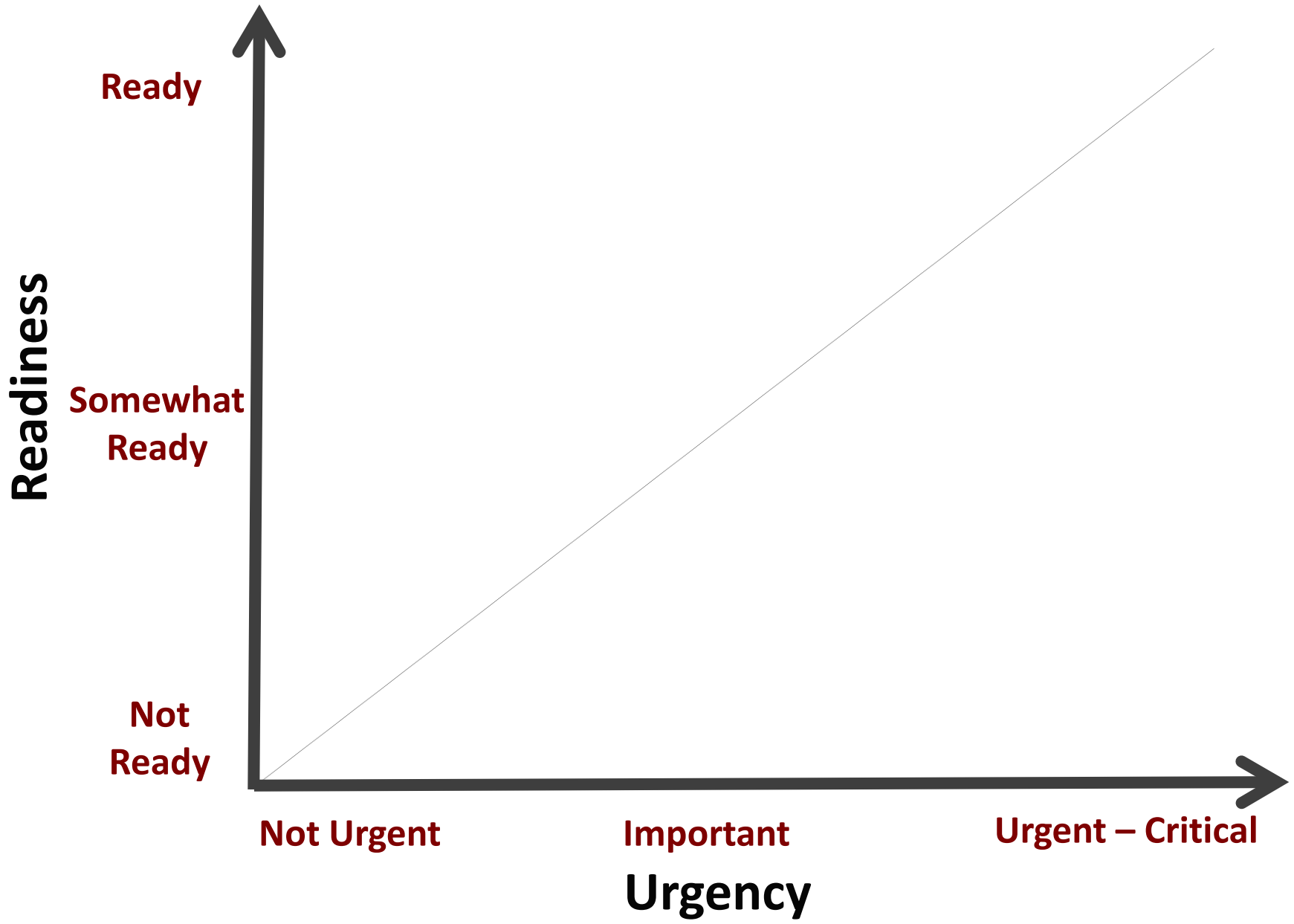
End

Foresight 101

Drivers of Change

Moving Forward

Priority Survey: Staff, Leadership and Community Leaders



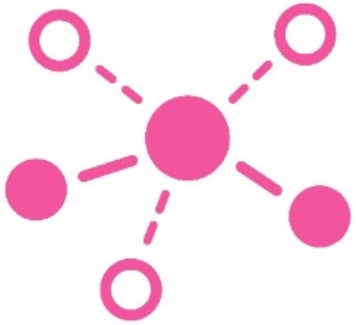
Prepare Next Generation ECE Leaders to Share their Stories

Resume → **Portfolio** → **Presence**

Presence

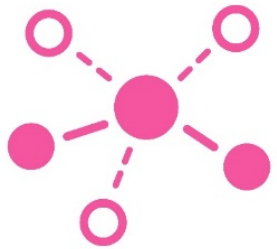
ECE Professionals….

- ❑ How you create your learning network
- ❑ How you interact with professional communities
- ❑ How you share
- ❑ How you comment
- ❑ How you ask questions
- ❑ How you frame problems
- ❑ How you move beyond setbacks



Rethinking How Our Society Shares Stories of Early Childhood Experiences

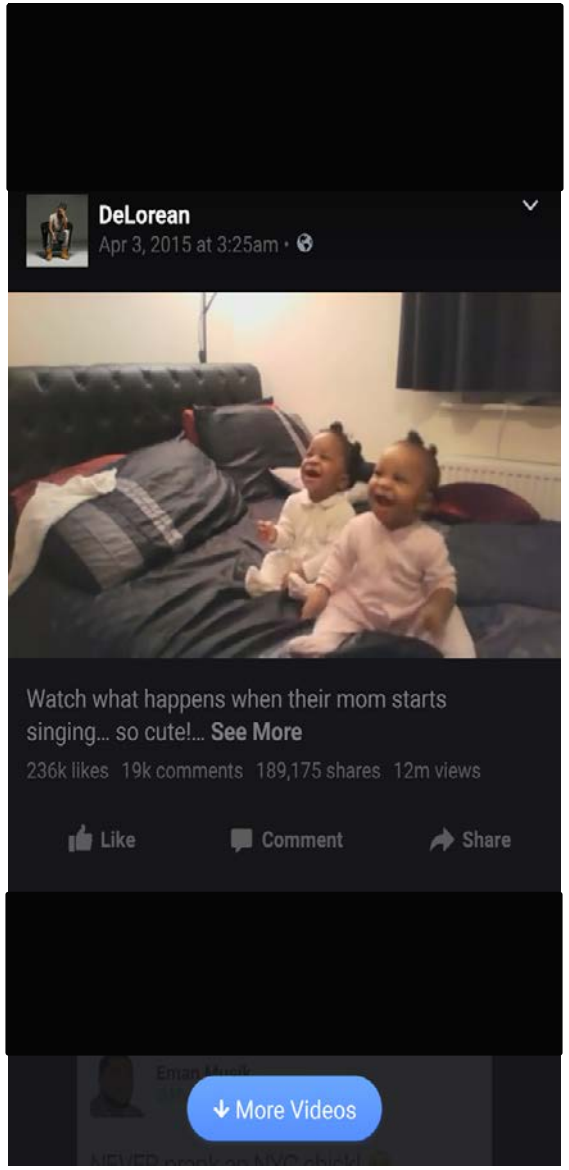
In Social Media era..



Messengers > Message

Messengers on…

facebook



Creepy vs Compelling Lines of Sharing Stories of Our Children

Hi Ann and Garry,

I wanted to let you know how wonderful Lucas did during his mystery bag share! After helping to show everyone his violin he went on to play it for the whole class. He was quite confident and it was such a special moment - I've attached a picture so that you can both see.

Thanks so much!

Kaye

How do we empower *messengers* who tell the story of what ECE brings to society?

- ❑ Culture of Evangelists
  Invest in your messengers
- ❑ Design stories to be portable, open and ready to be interpreted + shared
- ❑ Become more comfortable with risks and rewards of less control

Thank you!

Garry Golden

garrygolden@gmail.com (Two Rs)

Learn More…

garrygolden.com/March23

Learn More…
garrygolden.com/March23

Co-Evolution of Funding & Impact

- **Social Impact Investing**
- Crowd Funding
- Social Entrepreneurs

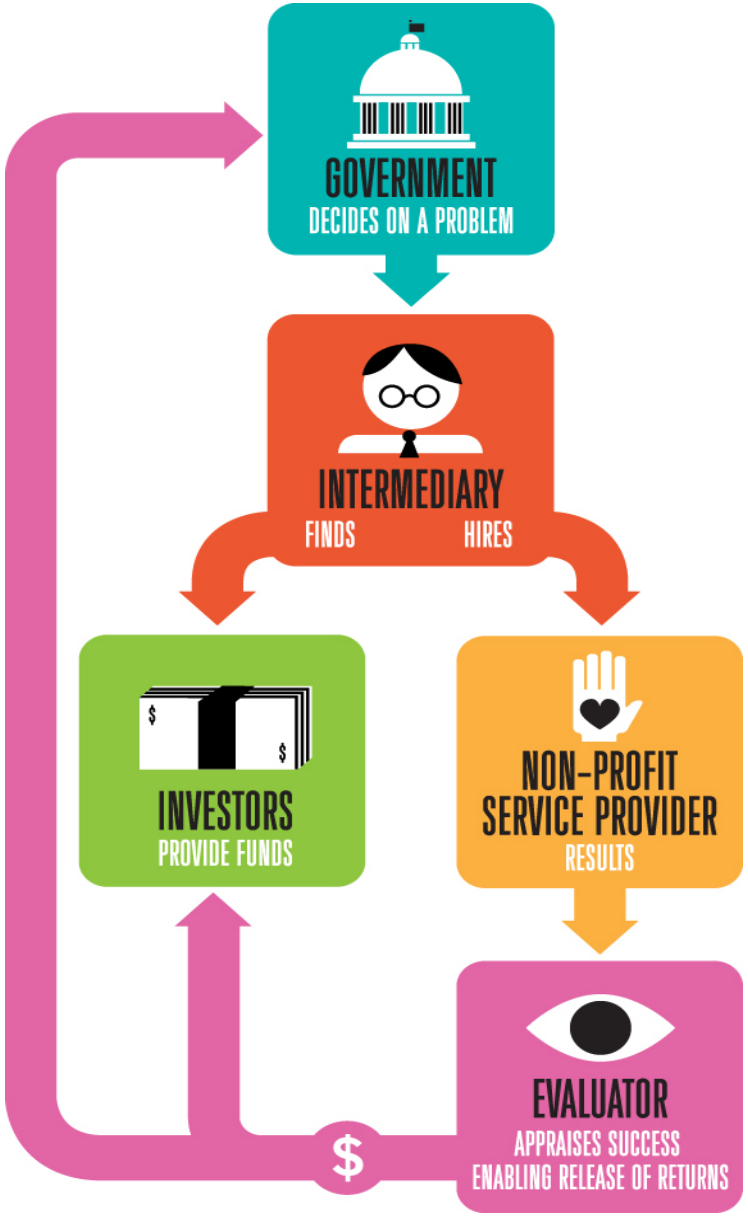
How do we navigate uncertainties of Social Impact Investing?

Many names, shared vision…

- ❑ Social Impact Bonds (SIBs)
- ❑ Social Benefit Bond
- ❑ Pay for success (PFS)
- ❑ Results-based Financing
  Results-driven Contracting
- ❑ Human Capital
  Performance Bond (HUCAP)

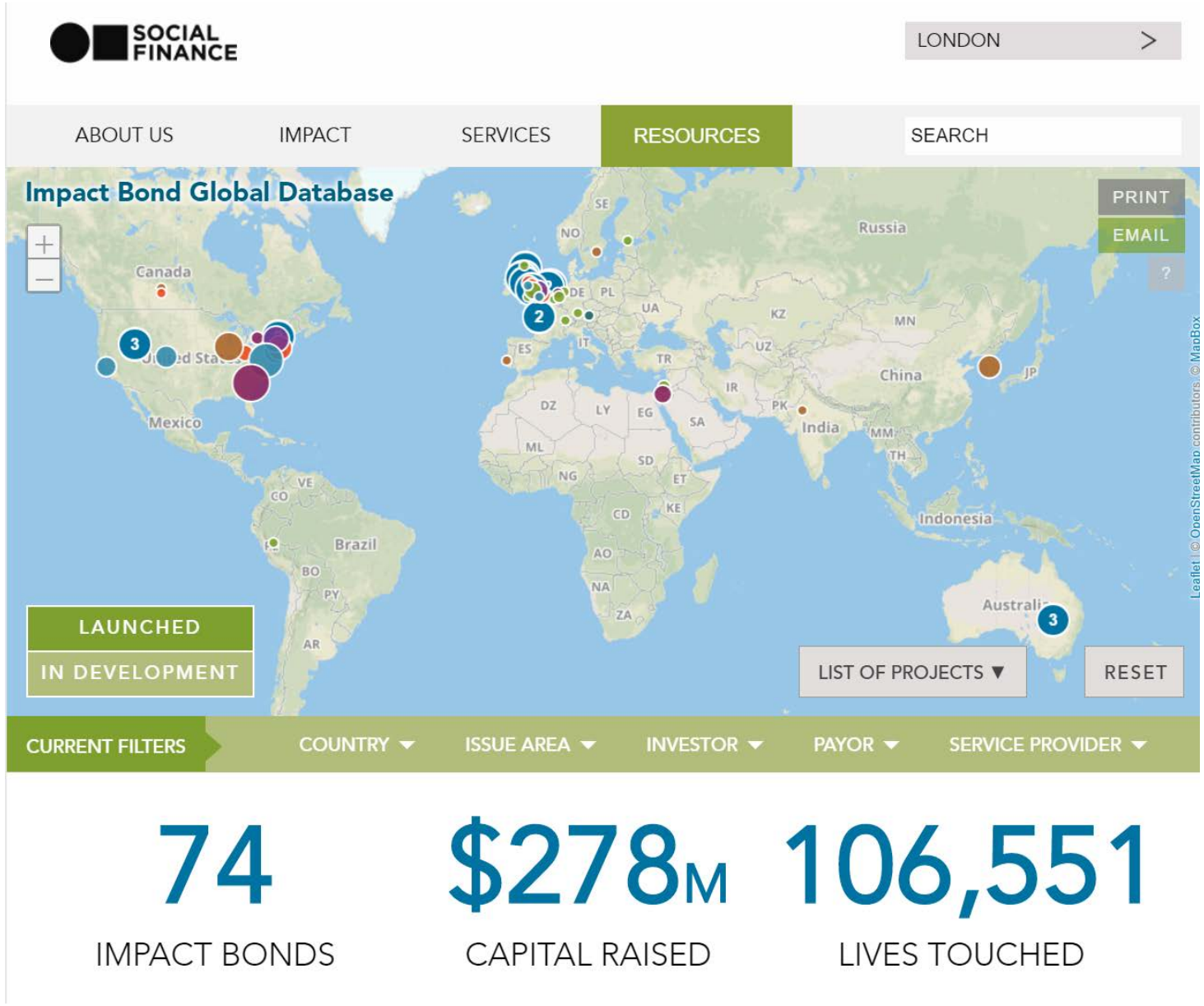
How might ECE fit into…

- ❑ Measurable
  + Achievable Social Objectives
- ❑ Pathway to public sector
  cost savings + private sector returns
- ❑ Legal Contacts
- ❑ Investor-friendly Terms



Source:HBR

Early Days of Social Impact Investing



Start up the Learning (Experience) Curve

Imagine Applications

- ❑ Insurance for Playgrounds
- ❑ Loans for Parents (Families)
  Loans for Educators (Training)
- ❑ Food or Healthcare budgets

Nonprofit Finance Fund®

Pay for Success

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ENTREPRENEURSHIP CENTRE

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Stanford SOCIAL INNOVATION REVIEW

Informing and inspiring leaders of social change