

Title: The role of Technological Innovation in the evolution of Enterprises and in the future of Employment

Abstract:

In my speech I will attempt to answer some of the questions of the Session, and some ideas will be proposed to address the remaining ones. I will try to explain how technological innovation has driven the progress of humanity during the last few centuries and how the accelerating returns produced by technology are changing business paradigms and enabling humanity to enter new stages of development. Any new technological substrate is much more efficient than the previous one, therefore technology allows us to overcome the saturation principle of biological or human activities and to lead humanity toward a continuous progress. The stage in which we are now is also called the knowledge age. By analyzing the historical evolution of machine automation, driven by technology, it is possible to understand the related economic, demographic and social shifts that any new technological advancement brings forward. These shifts set the pace of the evolution of enterprises and therefore define the future of work. After this initial analysis, some ideas aiming to free the untapped human capital will be presented. First, a socio-economic model is presented, which fosters the entrepreneurial economy instead of the industrial economy. Second, emphasis is given to the anthropological changes (i.e.: Homo-Sapiens vs. Homo-Zappiens) forced into existence by technological progress. The understanding of these dynamics will help policy makers to put into place the social and educational policies required to liberate creativity and curiosity and to cope with the progress of technology.